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LC002346  
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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2025

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A N A C T

RELATING TO EDUCATION -- COUNCIL ON POSTSECONDARY EDUCATION

Introduced By: Senators Ciccone, DiPalma, Urso, Tikoian, Burke, LaMountain, and  
Felag  
Date Introduced: March 07, 2025  
Referred To: Senate Labor & Gaming

It is enacted by the General Assembly as follows:

1           SECTION 1. Section 16-59-7.2 of the General Laws in Chapter 16-59 entitled "Council on  
2   Postsecondary Education [See Title 16 Chapter 97 — The Rhode Island Board of Education Act]"  
3   is hereby amended to read as follows:

4           **16-59-7.2. Longevity payments — Nonclassified employees.**

5           (a) The non-classified employees of the board of governors for higher education, except  
6   for faculty employees and except for non-classified employees already receiving longevity  
7   increases, shall be entitled to a longevity payment in the amount of five percent (5%) of base salary  
8   after ten (10) years of service and increasing to a total of ten percent (10%) of base salary after  
9   twenty (20) years of service. The provisions of this section will apply only to employees under the  
10   grade of nineteen (19). The longevity payments shall not be included in base salary.

11          (b) The board of governors is authorized to promulgate regulations implementing the  
12   provisions of this section.

13          (c) Beginning on July 1, 2011, notwithstanding any rule, regulation, or provision of the  
14   public laws or general laws to the contrary, there shall be no further longevity increases for  
15   employees of the board of governors; provided, however, for employees with longevity provisions  
16   pursuant to a collective bargaining agreement in effect on June 1, 2011, longevity increases shall  
17   cease beginning on July 1, 2011 or beginning upon the expiration of the applicable collective  
18   bargaining agreement, whichever occurs later. To the extent an employee has previously accrued  
19   longevity payments, the amount of the longevity payment earned by the employee for the last pay

1 period in June, 2011 shall be added to the employee's base salary as of June 30, 2011, or in the  
2 case of an employee with longevity provisions pursuant to a collective bargaining agreement in  
3 effect on June 1, 2011, the amount of the longevity payment earned by the employee for the latter  
4 of the last pay period in June or the last pay period prior to the expiration of the applicable collective  
5 bargaining agreement shall be added to the employee's base salary as of June 30, 2011 or upon the  
6 expiration of the applicable collective bargaining agreement, whichever occurs later.

7 (d) Beginning on July 1, 2025, notwithstanding any rule, regulation, or provision of the  
8 public laws or general laws to the contrary, state employees may negotiate longevity payments in  
9 their subsequent collective bargaining agreements.

10 SECTION 2. Section 16-60-7.2 of the General Laws in Chapter 16-60 entitled "Council on  
11 Elementary and Secondary Education [See Title 16 Chapter 97 — The Rhode Island Board of  
12 Education Act]" is hereby amended to read as follows:

13 **16-60-7.2. Longevity payments — Nonclassified employees.**

14 (a) The non-classified employees of the board of regents for elementary and secondary  
15 education, except for non-classified employees already receiving longevity increases, shall be  
16 entitled to a longevity payment in the amount of five percent (5%) of base salary after ten (10)  
17 years of service and increasing to a total of ten percent (10%) of base salary after twenty (20) years  
18 of service. The provisions of this section shall apply only to employees under the grade of nineteen  
19 (19). The longevity payments shall not be included in base salary.

20 (b) The board of regents is authorized to promulgate regulations implementing the  
21 provisions of this section.

22 (c) Beginning on July 1, 2011, notwithstanding any rule, regulation, or provision of the  
23 public laws or general laws to the contrary, there shall be no further longevity increases for  
24 employees of the board of regents for elementary and secondary education; provided, however, for  
25 employees with longevity provisions pursuant to a collective bargaining agreement in effect on  
26 June 1, 2011, longevity increases shall cease beginning on July 1, 2011 or beginning upon the  
27 expiration of the applicable collective bargaining agreement, whichever occurs later. To the extent  
28 an employee has previously accrued longevity payments, the amount of the longevity payment  
29 earned by the employee for the last pay period in June, 2011 shall be added to the employee's base  
30 salary as of June 30, 2011, or in the case of an employee with longevity provisions pursuant to a  
31 collective bargaining agreement in effect on June 1, 2011, the amount of the longevity payment  
32 earned by the employee for the latter of the last pay period in June or the last pay period prior to  
33 the expiration of the applicable collective bargaining agreement shall be added to the employee's  
34 base salary as of June 30, 2011 or upon the expiration of the applicable collective bargaining

1 agreement, whichever occurs later.

2 [\(d\) Beginning on July 1, 2025, notwithstanding any rule, regulation, or provision of the](#)  
3 [public laws or general laws to the contrary, state employees may negotiate longevity payments in](#)  
4 [their subsequent collective bargaining agreements.](#)

5 SECTION 3. Sections 36-4-17.1 and 36-4-17.2 of the General Laws in Chapter 36-4  
6 entitled "Merit System" are hereby amended to read as follows:

7 **36-4-17.1. Longevity payments.**

8 A state employee in the classified or unclassified service who terminates employment and  
9 is subsequently reemployed by the state, notwithstanding any rule, regulation, or provision of the  
10 general laws to the contrary, shall be eligible to receive an aggregate longevity increase for the  
11 period of ~~initial~~ employment. The provisions of this section shall be applied retroactively to those  
12 persons reemployed prior to June 1, 1980, and thereafter.

13 **36-4-17.2. Future longevity payments.**

14 [\(a\) Beginning on July 1, 2011, notwithstanding any rule, regulation, or provision of the](#)  
15 [public laws or general laws to the contrary, there shall be no further longevity increases for state](#)  
16 [employees; provided, however, for employees with longevity provisions pursuant to a collective](#)  
17 [bargaining agreement in effect on June 1, 2011, longevity increases shall cease beginning on July](#)  
18 [1, 2011 or beginning upon the expiration of the applicable collective bargaining agreement,](#)  
19 [whichever occurs later. To the extent an employee has previously accrued longevity payments, the](#)  
20 [employee shall continue to receive the same longevity percentage in effect on June 30, 2011, or in](#)  
21 [the case of an employee with longevity provisions pursuant to a collective bargaining agreement in](#)  
22 [effect on June 1, 2011, the same longevity percentage in effect on June 30, 2011 or upon the](#)  
23 [expiration of the applicable collective bargaining agreement, whichever occurs later.](#)

24 [\(b\) Beginning on July 1, 2025, notwithstanding any rule, regulation, or provision of the](#)  
25 [public laws or general laws to the contrary, state employees may negotiate longevity payments in](#)  
26 [their subsequent collective bargaining agreements.](#)

27 SECTION 4. Section 36-6-22 of the General Laws in Chapter 36-6 entitled "Salaries and  
28 Traveling Expenses" is hereby amended to read as follows:

29 **36-6-22. Longevity payments.**

30 [\(a\) Beginning on July 1, 2011, notwithstanding any rule, regulation, or provision of the](#)  
31 [public laws or general laws to the contrary, there shall be no further longevity increases for officers,](#)  
32 [secretaries, and employees of the legislative branch, the judicial branch, the office of the governor,](#)  
33 [the office of the lieutenant governor, the department of state, the department of the attorney general,](#)  
34 [and the treasury department; provided, however, for employees with longevity provisions pursuant](#)

1 to a collective bargaining agreement in effect on June 1, 2011, longevity increases shall cease  
2 beginning on July 1, 2011 or beginning upon the expiration of the applicable collective bargaining  
3 agreement, whichever occurs later. To the extent an employee has previously accrued longevity  
4 payments, the employee shall continue to receive the same longevity percentage in effect on June  
5 30, 2011, or in the case of an employee with longevity provisions pursuant to a collective bargaining  
6 agreement in effect on June 1, 2011, the same longevity percentage in effect on June 30, 2011 or  
7 upon the expiration of the applicable collective bargaining agreement, whichever occurs later.

8 [\(b\) Beginning on July 1, 2025, notwithstanding any rule, regulation, or provision of the](#)  
9 [public laws or general laws to the contrary, state employees may negotiate longevity payments in](#)  
10 [their subsequent collective bargaining agreements.](#)

11 SECTION 5. Section 36-16.2-1 of the General Laws in Chapter 36-16.2 entitled "Quasi  
12 Public Corporations — Longevity" is hereby amended to read as follows:

13 **36-16.2-1. Longevity payments — Quasi public employees.**

14 (a) Beginning on July 1, 2011, notwithstanding any rule, regulation, or provision of the  
15 public laws or general laws to the contrary, there shall be no further longevity increases for  
16 employees of the quasi-public corporations; provided, however, for employees with longevity  
17 provisions pursuant to a collective bargaining agreement in effect on June 1, 2011, longevity  
18 increases shall cease beginning on July 1, 2011, or beginning upon the expiration of the applicable  
19 collective bargaining agreement, whichever occurs later. To the extent an employee has previously  
20 accrued longevity payments, the amount of the longevity payment earned by the employee for the  
21 last pay period in June, 2011 shall be added to the employee's base salary as of June 30, 2011, or  
22 in the case of an employee with longevity provisions pursuant to a collective bargaining agreement  
23 in effect on June 1, 2011, the amount of the longevity payment earned by the employee for the  
24 latter of the last pay period in June or the last pay period prior to the expiration of the applicable  
25 collective bargaining agreement shall be added to the employee's base salary as of June 30, 2011  
26 or upon the expiration of the applicable collective bargaining agreement, whichever occurs later.

27 (b) For purposes of this section "quasi-public corporation" means a body corporate and  
28 politic acting as a public corporation, which has been organized pursuant to law and granted certain  
29 powers, rights and privileges by the general laws, while exhibiting a distinct legal existence from  
30 the state, and not constituting a department of the state government, in order to perform a  
31 governmental function.

32 [\(c\) Beginning on July 1, 2025, notwithstanding any rule, regulation, or provision of the](#)  
33 [public laws or general laws to the contrary, state employees may negotiate longevity payments in](#)  
34 [their subsequent collective bargaining agreements.](#)

1           SECTION 6. This act shall take effect upon passage.

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EXPLANATION  
BY THE LEGISLATIVE COUNCIL  
OF  
A N A C T  
RELATING TO EDUCATION -- COUNCIL ON POSTSECONDARY EDUCATION

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- 1           This act, beginning on July 1, 2025, would allow state union employees to negotiate
- 2   longevity payments in their collective bargaining agreements.
- 3           This act would take effect upon passage.

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