



Legislature of the Virgin Islands

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COMMITTEE ON FINANCE FISCAL YEAR 2017 BUDGET HEARING

VIRGIN ISLANDS LABOR MANAGEMENT COMMITTEE

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BACKGROUND AND HISTORY

The Virgin Islands Labor Management Committee derived its authority through Title 24, Virgin Islands Code, Chapter 14, Act 4440 on June 2, 1980, as amended. The Federal Mediation and Conciliation Services, in 1985, awarded a \$100,000 grant to facilitate the establishment of the Virgin Islands Labor Management Committee. From 1987 to 1994 the Virgin Islands Government had been asked to fund this activity through the General Fund. The Union Arbitration Award and Government Employees Increment Fund, Title 33, Virgin Islands Code, Section 3066, has funded the operation from 1995.

On January 31, 1986, the Virgin Islands Labor Management Committee (VILMC) was incorporated as a nonprofit organization exclusively for:

- ✚ Educational and charitable purposes defined in 501(c) (3) of the United States Internal Revenue Code of 1954, under the mandate that it fosters and promotes the improvement of Labor Management relations for all employees of the Government of the Virgin Islands through:
 - Programs
 - Lectures
 - Seminars
 - Out Reach
 - Publications

The Committee is comprised of management and labor representatives from the public and private sectors:

- ✚ VILMC prepares information for corporations on labor force availability and composition.
- ✚ The agency offers labor relations training, and labor management related services.

The Executive Committee is responsible for maintaining the purposes, goals and objectives of the Labor Management Committee.

The Executive Committee is comprised of ten (10) members:

- ✚ Two Co-Chairs
- ✚ Two Assistant Co-Chairs
- ✚ One Treasurer
- ✚ One Assistant Treasurer
- ✚ One Secretary
- ✚ One Assistant Secretary
- ✚ One Public Relations Officer
- ✚ One Assistant Public Relations Officer

The Administrator of the Labor Management Committee is selected by the Labor Management Co-Chairs with concurrence of the Executive Committee, and he/she shall function with the coordination of the Co-Chairperson.

The Administrator is responsible for:

- ✚ Submitting monthly reports to the Executive Committee, including receipts and disbursements to the Treasurer.
- ✚ Recommending topics for review and discussion for each regular scheduled meeting.
- ✚ Making recommendations to the Executive Committee regarding policy and program proposals for adoption.

Functions of the VILMC are administered pursuant to the Articles of Incorporation and By-Laws of the not-for-profit corporation. The Administrator administers the overall operations of the VILMC; and is a non-voting member of the Executive Committee. The VILMC is one of thousands similar committees, organized in Federal, State, and Local agencies, throughout the US, by the Federal Mediation and Conciliation Services.

Subjects that may be addressed by an agency LMC may include:

- ✚ Safety and health issues
- ✚ Elimination of excessive waste
- ✚ Morale of the workers
- ✚ Working conditions
- ✚ Productivity
- ✚ Causes of grievance
- ✚ Training
- ✚ Absenteeism
- ✚ Improving and utilizing skills
- ✚ Policies, Rules and Regulations
- ✚ Supervisors/Workers Relationship
- ✚ Job Satisfaction

Correspondence, materials and information were provided to the Heads and to the Human Resources personnel of each agency. The master collective bargain agreement in government provides that each agency must establish an agency LMC. The VILMC is presently assisting several agency workshops in “problem resolution, conflict management and grievance handling”, for committee members.

Performance and Accomplishments to Date for Fiscal Year 2016

- ✚ The Committee focused attention on addressing issues, and conflict management, with Unions at union meetings. The unions are allowed to use the VILMC conference room, at no cost. Most meetings are conducted after 5:00 p.m.

- ✚ It is important to be able to address questions and concerns from individual. Union members, (the VILMC maintains a neutral status). Areas of discussion centers around, “employee rights and responsibilities”, “supervisor-steward relationship”; and “grievance handling”.
- ✚ An on-going discussion centers around “employee rights and responsibilities”; supervisor-steward relationship” and “grievance handling”.

Union Elections

- ✚ December 14, 2016 Fire Fighters Local 2125 Union Elections STT & STJ
- ✚ December 16, 2016 Fire Fighters Local 2125 Union Elections STT & STJ

Union Meetings

- ✚ January 13, 2016 USW Union Meeting
- ✚ April 20, 2016 USW Union Meeting

Workshops and Agency Labor Management Activities

- ✚ March 16, 2016 WAPA Managers, Supervisors Labor Relations Workshop – STT (40 participants)
- ✚ March 19, 2016 VI Housing Authority – STT (10 participants)
- ✚ April 15, 2016 VI Housing Authority – STX (16 participants)
- ✚ April 21, 2016 WAPA Managers, Supervisors Labor Relations Workshop – STX (20 supervisors participants)
- ✚ April 22, 2016 WAPA Managers, Supervisors Labor Relations Workshop – STX (20 supervisors participants)
- ✚ May 20, 2016 VI Career & Technical Education Board Employer and Employee Rights and Responsibilities
- ✚ The Lt. Governor’s office, VI Waste Management Authority and VI Economic Development Authority postponed to have their workshop until the upcoming Fiscal Year 2017.

Other meetings facilitated by the VI Labor Management Committee are listed below.

- ✚ The committee also engaged in ‘Facilitation’ with unions and the Central Labor Council on Elections.
- ✚ Some unions are overdue for the election of Officers. Class III union By-Laws call for an election every two years.

Fiscal Year 2017 Anticipated Goals

VILMC goals for 2017 are consistent with those of previous years. The programs offered are designed to address the issues and problems that arise in the agency workplaces. These services are needed now, because of the significant exodus, over the past three years of skills and experience, in the workplace, through the recent lay-offs of employees with thirty or more years of service. We must now re-form, “Agency Labor Management Committees”, and re-train the Agency ‘Workplace’, with workshops, such as “Management and Employee, Rights and Responsibilities”, “Conflict Management”, “Grievance Mediation”, “Managers and Supervisors Labor Relations”, and “Contract Administration”.

- ✚ Make the following services available without fees for service.
- ✚ Re-organizing agency Labor Management Committee, in each Agency (The Master Collective Bargaining Agreement in the VI Government requires that the Agencies have Labor Management Committees (LMCs).
- ✚ Provide “Workshops”, to assist Agencies, to address difficult labor relation problems and issues.
- ✚ Provide consultant services for mediation of impasse negotiations; and disputes of a complex nature; using professionals in the labor relations fields.
- ✚ Provide programs and workshops that address those issues that are most common in the workplace. (Discipline and Grievance Handling; Due Process; Grievance Investigations; Administrative Hearings; Shop Stewards.)

Programs and Activities

The recent retirement of personnel, with thirty or more years of service, slowed down and put on hold, the workshops and Agency LMC activities. The retired employees were the ones that kept the Agency Labor Management Committees active.

FISCAL YEAR 2017 BUDGET REQUEST

The Governor has recommended a budget of **\$175,000** for the Virgin Islands Labor Management Committee for Fiscal Year 2017. An overview of the Agency’s Financial Summary as recommended by the Governor is as follows:

FY 2013 Appropriation	FY 2014 Appropriation	FY 2015 Appropriation	FY 2016 Appropriation	FY 2017 Gov’s Recommendation
Fund 588				
Act No. 7438	Act No. 7555	Act No. 7682	Act No. 7789	
\$175,000	\$175,000	\$175,000	\$175,000	\$175,000

The Virgin Islands Labor Management Committee is requesting **\$180,880** for its Fiscal Year 2017 operating budget. *Exhibit I* illustrates how VILMC plans on spending their request.

Arbitration Award Fund	Requested Appropriation FY 2017
PERSONAL SERVICES	\$111,840
CAPITAL OUTLAYS	0
FRINGE BENEFITS	14,040
SUPPLIES	4,000
OTHER SVCS. & CHGS.	51,000
UTILITIES	0
TOTAL	\$180,880

Exhibit I

PERSONNEL SERVICES

The Virgin Islands Labor Management Committee submitted the following personnel listing for Fiscal Year 2017 in *Exhibit II*.

Personnel Chart	
Position	Salary
Executive Director	\$55,000
Administrative Assistant	\$35,000
Clerical Assistant	\$19,000
Custodial Worker	\$3,000
TOTAL	\$112,000

Exhibit II

SUMMARY

The Governor has recommended from the Union Arbitration Award and Government Employees Increment Fund **\$175,000** for Fiscal Year 2017 operating budget for the Virgin Islands Labor Management Committee. This appropriation is the same as Fiscal Year 2016.



Jose L. George
 Post Auditor