



**VIRGIN ISLANDS  
Labor  
Management  
COMMITTEE**

**Arthur A. Joseph Sr.  
Acting Management Co-Char  
Statement  
FISCAL YEAR 2017  
Budget presentation**

**Statement by Arthur Joseph, Sr.**  
**On behalf of the VI Labor Management Committee**  
**Wednesday June 22, 2016**

Good day, Honorable Chairperson Clifford Graham of the committee on Finance of the 31<sup>st</sup> Legislature, fellow testifiers, and persons in the listening and viewing audiences. I am Arthur A. Joseph Sr., Acting Management Co-Chair of the Virgin Islands Labor Management Committee with oversight for the training, of Managers, Supervisors, and employees throughout Government and our territory.

Workplace disputes affect Agency efficiency and productivity, and often lead to grievances and arbitration. The VILMC sponsors several training programs designed to improve the Labor-Management relationship in the Agencies to help avoid the costly grievance/arbitration process. These programs are designed to train union and agency representatives about techniques for avoiding workplace conflicts and providing harmonious working relationships.

The primary focus of the VILMC is on conflict management. Every Agency generates conflict. We describe conflicts in terms of unfairness, aggression, rejection, inequality, etc. Most conflicts arise from simple miscommunication, misunderstanding, poor choice of words, false expectations, ineffective management styles, etc.

The committee provides workshops, workplace mediation and facilitation to address and resolve disputes and conflicts.

To promote conflict management and Labor-Management Cooperation, the VILMC provides in-house agency training in Management and Employee Rights and Responsibilities; Discipline Procedures; Grievance Investigation and Process

Requirements of the Due Process; Conflict Management; Emotional Intelligence; Managing Subordinates.

Grievance conflicts and disagreements are inevitable, however orientation and training serves to reduce and resolve the core of grievance that would result in arbitration, or cause lowered morale, and efficiency.

VILMC workshops focus on encouraging greater cooperation with Labor and Management in the workplace. This can be a powerful force to increase the efficiency of Government. When applied and practiced consistently by each Agency.

VILMC workshops help managers throughout our Government agencies identify, asses and implement corrective procedures in areas where mishandling of employee concerns and personality clashes occur.

It is imperative that the workshops and other management training skills and techniques communicated by the VILMC receive continued financial and institutional support by this Legislative body. It is our continued goal to provide our managers, supervisors and employees throughout our government with the highest level of training so they may encourage, support, and inspire our employees to continue to be productivity, efficient and creative in the work place.

In closing, it is the Agency's position that our budget as currently propose provided in the agencies.