



**VIRGIN ISLANDS  
Labor  
Management  
COMMITTEE**

**Aubrey Lee  
Executive Committee  
Statement  
FISCAL YEAR 2017  
Budget presentation**

**Statement by Aubrey A. Lee**  
**On behalf of the VI Labor Management Committee**  
**Wednesday June 22, 2016**

Good Afternoon Mr. Chairman and other distinguished members of the finance Committee. My name is Aubrey A. Lee, Executive Director of the VI Labor Management Committee (VILMC). I am honored to make this presentation to you, and to request budget consideration, on behalf of the Committee.

I would like to recognize Co-Chairman Avery Lewis, Co-Chairman Arthur Joseph, Treasurer Milton Petersen and Administrative Assistant Yirah Farrington, who will also make presentation to the Finance Committee.

The Virgin Islands Labor-Management Committee (VILMC) is comprised, of Management and Labor representatives, involved in public sector collective bargaining.

The VILMC was sanctioned to seek ways to improve Labor/Management Relations, general working relationships, and the quality of working life for all employees in the territory of the United States Virgin Islands. Some specific goals of the Committee are to develop educational programs designed to improve Labor/Management communications at all levels; to identify and seek to resolve problems and issues that impact on the Labor-Management relationship.

**EXECUTIVE SUMMARY**

The VI Labor Management Committee is comprised of ten (10) members, five (5) from Labor, and five (5) from Management. *Avery Lewis is Labor Co-Chair and President of St. Thomas American Federation of Teachers Union, and Arthur A. Joseph, Sr. of Department of Humans Services Acting Management Co-*

*Chair. The other members of Management are Marc Biggs, of Virgin Islands Water and Power Authority; Stedman Hodge of Roy L. Schneider Hospital, Nicole Jacobs, of Department of Education and Diane Richardson, of WTJX. The members of the Union are Milton Petersen, of Law Enforcement Supervisor Union Local 118; Hillary Jean-Baptiste, of Professional & Technical Union, WAPA; and Clacier Industrious, of Bureau of Motor Vehicle and Luis A. "Tito" Morales. This committee functions are Administered pursuant to the Articles of Incorporation and By-Laws of this Non-Profit Corporation.*

The responsibility of the Executive Director includes executing recommendations, Workshop and Seminar Agendas, Policies, and Proposals and recommendation of the Committee.

The committee plan of operation has been developed by using the expertise within the Virgin Islands Government and its Instrumentalities, Labor Organizations, the Federal Mediation and Consultation Service, and American Arbitration Association and private sector professionals.

This approach is aimed at prudent use of budget funds to obtain maximum results and benefits. A total revised amount of \$180,000.00 is being requested to continue the program from October 1, 2016 to September 30, 2017.

## **Historical Background and Purpose of the VILMC**

The VILMC is a territory-wide Labor Management Committee, which basically promotes and prepares for rank-and-file employee involvement, in the decision-making process with management; addressing the employment environment in the work place.

The concept of the VILMC was brought to the territory in 1982, by the Federal Mediation and Conciliation Service, to have Labor and Management work together to resolve issues in a non-adversarial atmosphere. In 1986, a non-profit organization was established as the Virgin Islands Labor Management Committee. The term Labor refers to unionized and non-unionized employees in the workplace of an Agency.

The programs provided by the VILMC are designed to assist the employee in developing the skills and abilities to participate effectively in the Agency group dynamics. This is important when developing Labor-Management cooperation, especially where an adversarial relationship existed before.

The VILMC recognizes that the experience and skill of rank-and-file employees, are key ingredients in solving workplace problems, and in dealing efficiently with the delivery of services.

Furthermore, employees of the workplace, also, would like to be consulted on decisions affecting them, before they are made.

At this time I would like to recognize the Labor Co-Chair, of the VILMC Avery Lewis.