



VIRGIN ISLANDS
LABOR
MANAGEMENT
COMMITTEE

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STATEMENT
FISCAL YEAR 2017
BUDGET PRESENTATION

The VILMC provides programs and assistance to create and maintain a work environment that encourages labor management cooperation.

The VILMC provides programs designed to assist, management and non-management employees, in developing skills and non-management employees, in developing skills and abilities to participate in Agency group dynamics. This provides for Labor-Management cooperation and avoids an adversarial relationship.

Simple miscommunication, unrealistic expectations, unclear roles and responsibilities, ineffective management styles, would cause conflicts to arise. However, cooperation can be used as a powerful force to address these dissatisfactions. A cooperative relationship will not solve all of the problems, but it will offer strategies for solving needless conflicts, and improve performance.

The Master Collective Bargaining Agreement in the VI Government requires Agencies to organize an Agency Labor Management Committee (ALMC). The VILMC works with the Agencies to assist in organizing the ALMC.

Employees and management members of the committee would meet periodically to discuss and resolve issues, or problems, that are not typically

covered by a collective bargaining agreement. The ALMC is highly effective in improving the workplace environment, when utilized.

The VILMC Goals, for 2013 are consistent with those of previous years. The programs offered are designed to address the issues and problems that arise in the workplaces of the Agencies. These services are needed now, more than ever before, because of the significant exodus of skills and experience, in the workplace, through the recent retirement of a large number of employees, with thirty or more years of service. We must now re-form, 'Agency LMCs', and re-train the Agency 'Workplace', with such workshops, as "Management and Employee Rights and Responsibilities", "Conflict Management", "Grievance Handling", "Supervisor-Steward Relationship", and "Contract Administration".