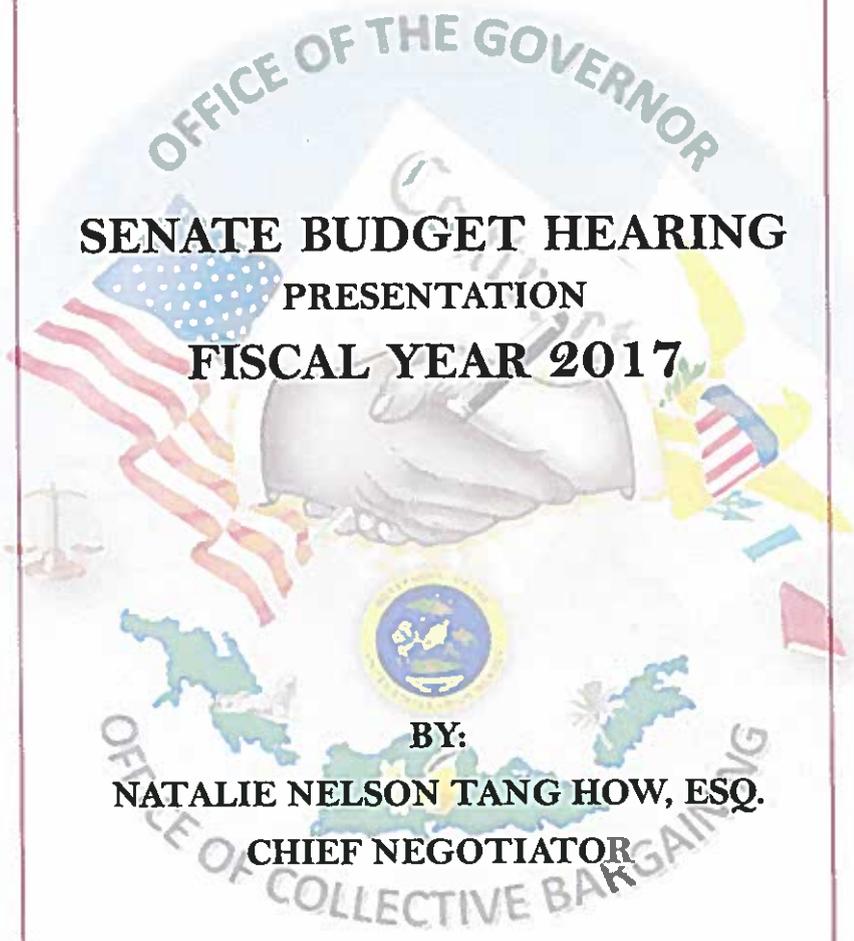


**GOVERNMENT OF THE UNITED STATES
VIRGIN ISLANDS**

OFFICE OF COLLECTIVE BARGAINING



**SENATE BUDGET HEARING
PRESENTATION
FISCAL YEAR 2017**

**BY:
NATALIE NELSON TANG HOW, ESQ.
CHIEF NEGOTIATOR**

July 14, 2016



OFFICE OF COLLECTIVE BARGAINING

Natalie Nelson Tang How, Esq.
Chief Negotiator

MESSAGE FROM THE CHIEF NEGOTIATOR

The Office of Collective Bargaining ("OCB") while small in size, is charged with vast responsibilities, including negotiating the Government's largest expense, employee salaries. This Office was created by statute, pursuant to Act No. 4440, under the Office of The Governor. This Office serves as the exclusive representative for the Executive Branch, and its Departments and Agencies in all collective bargaining proceedings and labor disputes. As Chief Negotiator, I am sensitive to the need to maintain balance by continuously providing management training, while preserving management rights in the workplace as provided statutorily and contractually.

An overview of OCB, reflects a current staff of seven (7), comprising of the Chief Negotiator, an Executive Assistant, two (2) Labor Relations Specialists, one (1) Paralegal, one (1) Labor Relations Officer and an Administrative Secretary I. There are two (2) Assistant Attorney Generals-Labor, permanently assigned to OCB by the Department of Justice to handle all labor cases. These cases comprise of arbitrations, unfair labor practice charges, decertification, unit clarification, Equal Employment Opportunity (EEOC) matters and civil cases filed in District, Superior and Supreme Court of the V.I. One AAG-Labor is located in the main office in St. Croix and the other AAG-Labor is located in the satellite office in St. Thomas along with one (1) Labor Relations Specialist.

While it has been an ongoing challenge, OCB has committed to keep an ongoing dialogue with the various Unions. To date, expired contracts are extended on a day to day or month to month basis, with a priority on bringing expired contracts current. These contracts comprise of approximately thirty eight (38) Collective Bargaining Agreements ("CBA"), in which Government employees are represented by thirteen (13) different Unions. Seven (7) of the contracts are current, including one (1) that has to be forwarded to the Governor for approval. Scheduling of the remaining expired contracts is ongoing, with priority given to the oldest expired contracts, unless exigent circumstances require otherwise.

In order to meet the mandate to improve labor relations between management and unions, and to decrease the current backlog of labor cases, OCB is taking a realistic approach to foster continuous dialogue with the Unions and to find creative ways to help boost employee morale in the various Government Agencies. Salary increases were recently implemented for Government employees in various Agencies to include, DOA, BOC, DOE, DOF, VIFS, DHS, IRB, LGO, DLCA, OMB, DOP, DPNR, VIPD, DOT and IG. There has been a noticeable improvement in employee morale and NOPA implementation is ongoing. Many employees had not received raises for several years until the Governor's recent initiative, to wit, a proposed Bill which was passed by the 31st Legislature, making the long overdue salary increases a reality. In order to be fiscally responsible, the Government is continuing to take a realistic approach as it relates to sustainability of salary increases and the negotiation of wage increases over time. In addition to OCB, the Public Employee Relations Board (PERB), is also mandated to improve labor-management relations in the Territory of the Virgin Islands which is a common goal. It is anticipated that the approval of OCB's recommended FY 2017 budget, will allow an opportunity for our office to continue to meet and exceed statutory mandate, thereby ensuring that the public receives exceptional customer service from motivated employees eager to serve and make the Virgin Islands a better place for all.

Main Office:
5001 Chandler's Wharf, Suite #10
Gallows Bay, St. Croix, U.S. Virgin Islands 00820
Tel: (340) 713-0735 ~ Fax: (340) 713-0757

St. Thomas:
3438 Kronprindsens Gade
St. Thomas, Virgin Islands 00802
Tel: (340) 774-6450 ~ Fax: (340) 777-4622

1 **FISCAL YEAR 2017 BUDGET HEARING PRESENTATION**

2
3 **THE OFFICE OF COLLECTIVE BARGAINING**

4
5 **SUBMITTED BY:**

6
7 **CHIEF NEGOTIATOR: NATALIE NELSON TANG HOW, ESQ.**

8
9 **(Hearing on July 14, 2016)**

10
11 Good Afternoon, Honorable Senator and Chairperson of the Committee
12 on Finance, Clifford F. Graham, other distinguished members of the Committee
13 on Finance, non-committee members in attendance, and to the listening and
14 viewing audience. My name is Natalie Nelson Tang How, Esq. and I am the
15 Chief Negotiator for the Government of the Virgin Islands. I appear before you
16 today in support of the recommendation for the Office of Collective
17 Bargaining's Fiscal Year 2017 Budget, in the amount of Seven Hundred,
18 Thirty-Six Thousand, Three Hundred Fifty Thousand Dollars (\$736,350.00).
19 **(see Exhibit 1 and 2)**. Appearing with me today is Ms. Raquel Benjamin, Sr.
20 Budget Analyst assigned to Office of Collective Bargaining from Office of
21 Management and Budget ("OMB") and Chivonne A.S. Thomas, Esq., Assistant
22 Attorney General-Labor, St. Croix assigned to Office of Collective Bargaining
23 from Department of Justice ("DOJ").

24
25 **OVERVIEW & COMPOSITION OF OFFICE OF COLLECTIVE BARGAINING**

26
27 The Office of Collective Bargaining ("OCB") exclusively represents the
28 executive branch of Government and its departments, and negotiates on its
29 behalf in all collective bargaining proceedings. Pursuant to 24 V.I.C. Section

1 377, in addition to negotiating all collective bargaining agreements, OCB also
2 plans strategies for such bargaining and coordinates the Government's
3 position in labor mediation, arbitration, administrative proceedings and civil
4 court cases pertaining to labor and union matters.

5
6 Established by statute, pursuant to Act No. 4440, Office of Collective
7 Bargaining was created under the Office of the Governor; however, for funding
8 purposes, as designated by Act No. 6305, OCB falls under the Division of
9 Personnel for budgetary purposes only. The Office of Collective Bargaining is
10 mandated to negotiate collective bargaining agreements on a timely basis.

11
12 The Office of Collective Bargaining is supervised by the Chief Negotiator.
13 The main office is located at #5001 Chandler's Wharf, Suite 10, Gallows Bay in
14 Christiansted, St. Croix. OCB's seven (7) member staff is comprised of the
15 Chief Negotiator, an Executive Assistant, one (1) Labor Relations Officer, Two
16 (2) Labor Relations Specialists, a Paralegal and an Administrative Secretary.
17 There are two (2) Assistant Attorney Generals-Labor, assigned to OCB and
18 funded by The Department of Justice. The St. Thomas office is located in the
19 GERS Building, 2nd Floor. It shares space from the Department of Justice at no
20 cost. A Personnel Listing and Organizational Chart is attached. **(see Exhibits**
21 **3 and 4).**

22
23 Currently, the Office of Collective Bargaining, manages the negotiations
24 and implementation of thirty eight (38) Collective Bargaining Agreements
25 (CBA). These Agreements cover approximately thirteen (13) Unions,
26 representing Government employees in various bargaining units. Seven (7)
27

1 CBAs are current. The remaining contracts are in need of an agreement or
2 successor agreement. Scheduling of contract negotiations is ongoing, with
3 priority given to the CBAs which have been expired the longest, unless other
4 exigent circumstances exist (i.e. time sensitive consent decrees or Court
5 Orders) which require earlier contract negotiations. There are a couple of
6 bargaining units certified by the Public Employee Relations Board (PERB)
7 with no CBA in place. Negotiations for those bargaining units are also being
8 scheduled. (see Exhibit 5).

10 PROPOSED FISCAL YEAR 2017 EXPENDITURES

11
12 Personnel Services for Fiscal Year 2017 are recommended at \$428,783
13 (represents 58.23%) of the overall budget. Fringe Benefits are projected at
14 \$169,871 (represents 23.08%) of the overall budget, for a total of \$598,654,
15 (represents 81.30%) of the Office of Collective Bargaining overall budget.

16
17 OCB's Fiscal Year 2017 proposed budget projects expenditures of
18 \$20,895 for Supplies, (represents 2.84%) of the overall budget. These funds
19 will assist with the day to day operations of the office, to include purchase of
20 paper, toner and ink for printer, copiers and fax machine), postage, cleaning
21 supplies and other merchandise and expenses necessary for office operations.
22 Due to the nature of the work, on an almost daily basis, numerous, sometimes
23 voluminous documents are copied, collated, distributed and filed with
24 administrative agencies, the courts and unions as required. As a result office
25
26

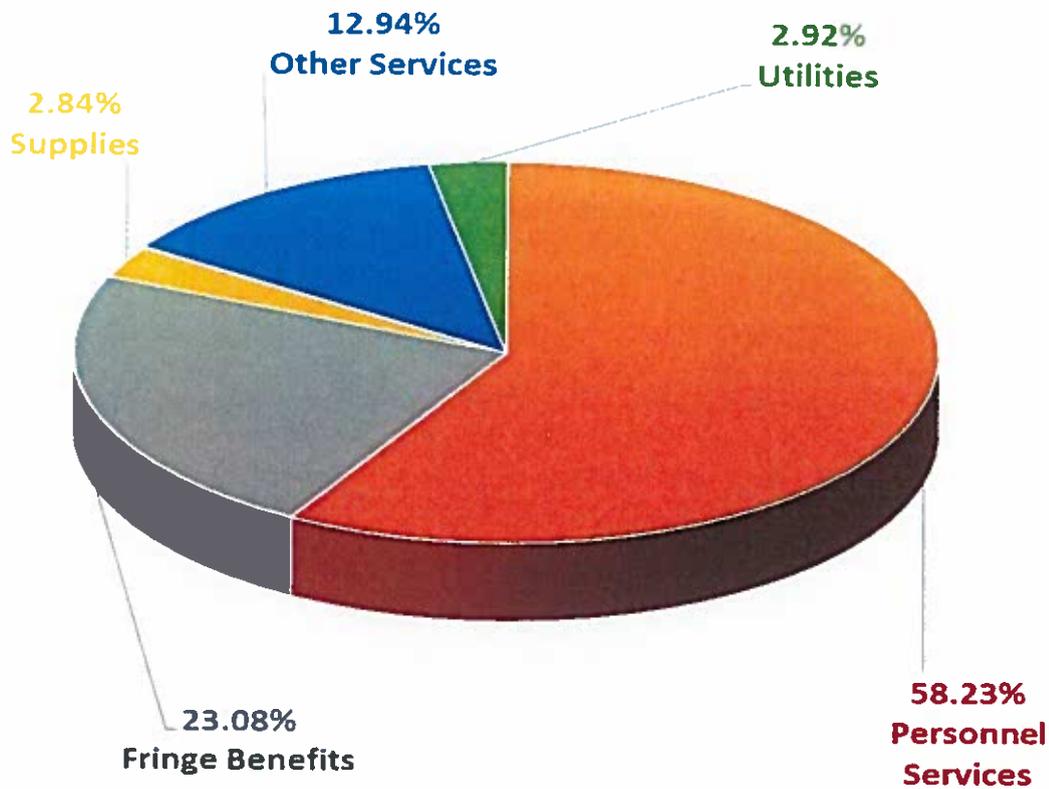
1 equipment is prone to substantial wear and tear, and requires regular
 2 maintenance. Utility costs for the main office on St. Croix location are
 3 projected to be \$21,500.00 (represents 2.92%) of the overall budget.

4
 5 Other services are recommended at \$95,301 or 12.94% of OCB's overall
 6 budget, which is second to Personnel Services. These funds are allocated to
 7 pay operating expenses such as rent, contracts, communications, custodial
 8 and other professional services. With these funds, OCB will continue to
 9 operate and update its document archival system. This system allows for the
 10 data entry of all prior and current case files into a computerized system to
 11 enable quick access and retrieval as needed on a daily basis. (See Exhibit 6).

12
 13 **OVERVIEW OF PROPOSED FY'2017 BUDGET**

Personnel Services	\$428,783.00	58.23%
Fringe Benefits	\$169,871.00	23.08%
Supplies	\$20,895.00	2.84%
Other Services	\$95,301.00	12.94%
Utilities Services	\$21,500.00	2.92%
Capital Outlay	\$0	0%
TOTAL	\$736,350.00	100.00%

SUMMARY OF THE FY'2017 PROPOSED BUDGET



1
2
3
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11

SUPPORT FOR THE PROPOSED BUDGET

OCB has faced a myriad of challenges due to the untimely economic downturn, resulting in stringent austerity measures. Notwithstanding, the proposed FY 2017 budget for the Office of Collective Bargaining is wholly reflective of its mission and responsibility, and takes into consideration the current economic condition of the Government of the V.I. OCB will continue to maintain its stringent austerity measures given the ongoing economic challenges while it strives to accomplish its statutory mandates.

1 **CASE MANAGEMENT**

2
3 As of June 30, 2016, approximately Three Hundred Forty five (345)
4 labor cases are pending resolution. The total includes fifty (50) unfair labor
5 practice charges ("ULPC") that are currently active before the Public
6 Employees Relations Board ("PERB"). The Office of Collective Bargaining also
7 handles Rights Arbitrations, Impasse Arbitrations, Unit Clarifications,
8 Representations, Decertifications, Civil, Government Service Appeals and
9 Equal Employment Opportunity Commission cases which comprise the
10 remaining two hundred and ninety-eight (298) cases. Below is a summary of
11 case activity from January 1, 2016 through June 30, 2016.
12

Summary of Case Activity

	Jan. '16	Received:	Closed:	30-Jun-16
Rights Arbitration (RA)	252	22	25	249
Unfair Labor Practice(ULPC)	43	17	10	50
Impasse Arbitration (IMP)	3	0	0	3
Unit Clarification (UC)	6	0	1	5
Representation (RC)	0	0	0	0
Decertification (DC)	0	0	0	0
Civil (CV)	35	7	4	38
Gov't. Service Appeal (GSA)	2	0	1	1
Equal Employment Opportunity Commission(EEOC)	2	0	0	2
TOTAL	348	8	11	345

1 **FY' 2017 OBJECTIVES**

2
3 For Fiscal Year 2017, The Office of Collective Bargaining will continue to
4 prioritize and be an excellent steward of its limited resources. Our Office will
5 continue in its efforts to bring expired contracts current, reduce the backlog of
6 labor cases and contribute to the overall improvement of labor-management
7 relations in the Territory. In order successfully meet our goals and the
8 initiatives proposed by this Administration, it is respectfully requested that
9 OCB's recommended budget be approved in the lump sum of Seven Hundred
10 Thirty Six Thousand Three Hundred and Fifty dollars (\$736,350.00).

11 **CONCLUSION**

12
13 On behalf the Executive branch and of all of us at the Office of Collective
14 Bargaining, we eagerly look forward to the continued support of the
15 Legislative branch, which will allow us to meet our statutory mandates, and
16 help improve the overall quality of life for all of us in the Territory of the
17 Virgin Islands. I am truly grateful for the opportunity to provide public
18 service to the People of the Virgin Islands during these challenging times. I
19 wish to thank Gov. Kenneth Mapp and Lt. Gov. Osbert Potter for their
20 confidence in my ability to serve as Chief Negotiator on behalf of the
21 Government of the Virgin Islands. I wish to thank all of the members of the
22 31st Legislature and in particular those Members present here today for their
23 continued support. I also wish to express my thanks and appreciation to my
24 staff in the Office of Collective Bargaining, for their kind cooperation which
25 makes it easier for us to meet the mandates assigned to the Office of Collective
26 Bargaining. Thank you for your time and I welcome any questions you may
27 have.

GOVERNMENT OF THE UNITED STATES VIRGIN ISLANDS

OFFICE OF COLLECTIVE BARGAINING

**SENATE BUDGET HEARING PRESENTATION
FISCAL YEAR 2017**



APPENDIX



OFFICE OF COLLECTIVE BARGAINING

BUDGET WORKSHEET - FISCAL YEAR 2017

OMB RECOMMENDATION



81.30%
Personnel Service +
Fringe

UNION ARBITRATION AWARD FUND	%	% SALARY & FRINGE	\$
00221001 - PERSONNEL SERVICES	58.23%	71.62%	\$ 598,654
511000 Reg. Employee Salaries - Classified	269,783.00	36.64%	45.06%
511010 Reg. Employee Salaries - Unclassified	159,000.00	21.59%	26.56%
513000 Over Time	-		
514030 Lump Sum Payments	-	0.00%	0.00%
514040 Fees & Comp. NOC	-		
515000 Holiday Pay	-		
515010 Sick Pay	-		
515020 Accrued Leave Pay	-		
00221002 - FRINGE BENEFITS	23.08%	28.38%	
520010 Employer Contribution	77,439.00	10.52%	12.94%
521000 F.I.C.A	26,585.00	3.61%	4.44%
521100 Medicare	6,217.00	0.84%	1.04%
522000 Health Insurance	59,335.00	8.06%	9.91%
522200 Worker's Comp.	295.00	0.04%	0.05%
523000 Uniform Allowance	-		
			18.70%
			Services & Supplies
00221003 - SUPPLIES	2.84%		\$ 137,696
540000 Supplies	-		
541000 Office Supplies	13,000.00	1.77%	
541100 Operating Supplies	7,895.00	1.07%	
543100 Food	-		
546100 Prof. Ref. Books/Periodicals	-		
00221004 - OTHER SERVICES	12.94%		
532000 Repair and Maintenance	10,800.00	1.47%	
532100 Automotive Repair Maintenance	2,300.00	0.31%	
533000 Rental-Land/Building	30,000.00	4.07%	
533020 Rental Machines & Equipment	1,000.00	0.14%	
534000 Professional Services	8,100.00	1.10%	
534100 Security	-	0.00%	
534110 Training	3,000.00	0.41%	
535000 Communication	17,000.00	2.31%	
535020 Printing & Binding	-	0.00%	
536000 Transportation (Not Travel)	650.00	0.09%	
560000 Travel	5,000.00	0.68%	
560100 Bulk Tickets	17,451.00	2.37%	
561000 Insurance	-	0.00%	
564100 Other Services NOC	-	0.00%	
00221005 - UTILITY SERVICES	2.92%		
530000 Electricity (STX)	21,000.00	2.85%	
531000 Public Utility	-		
531010 Water (STX)	500.00	0.07%	
00221007 - CAPITAL PROJECTS	0.00%		
570000 Capital Outlay	-	0.00%	
575000 Mach. Equip. & Misc.	-	0.00%	
TOTALS UNION ARBITRATION AWARD	\$736,350.00	100%	

EXHIBIT I

OFFICE OF COLLECTIVE BARGAINING

FISCAL YEAR 2017 SPENDING PLAN BUDGET DISTRIBUTION

	MONTHLY 8.33%	QUARTERLY 25.00%	ANNUAL
00221001 - PERSONAL SERVICES			\$ 428,783
511000 Reg. Employee Salaries - classified	22,481.91	67,445.72	269,783.00
511010 Reg. Employee Salaries - UnClassified	13,249.99	39,749.98	159,000.00
513000 Over Time	-	-	-
514030 Lump Sum Payments	-	-	-
514040 Fees & Comp. NOC	-	-	-
515000 Holiday Pay	-	-	-
515010 Sick Pay	-	-	-
515020 Accrued Leave Pay	-	-	-
21132212 - FRINGE BENEFITS			\$ 169,871
520010 Employer Contribution	6,453.25	19,359.74	77,439.00
521000 F.I.C.A	2,215.42	6,646.25	26,585.00
521100 Medicare	518.08	1,554.25	6,217.00
522000 Health Insurance	4,944.58	14,833.74	59,335.00
522200 Worker's Comp.	24.58	73.75	295.00
523000 Uniform	-	-	-
00221003 - SUPPLIES			\$ 20,895.00
540000 Supplies	-	-	-
541000 Office Supplies	1,083.33	3,250.00	13,000.00
541100 Operating Supplies	657.92	1,973.75	7,895.00
543100 Food	-	-	-
546100 Prof. Ref. Books/Periodicals	-	-	-
00221004- OTHER SERVICES			\$ 95,301.00
532000 Repair and Maintenance	900.00	2,700.00	10,800.00
532100 Automotive Repair Maintenance	191.67	575.00	2,300.00
533000 Rental-Land/Building	2,500.00	7,500.00	30,000.00
533020 Rental Machines & Equipment	83.33	250.00	1,000.00
534000 Professional Services	675.00	2,025.00	8,100.00
534100 Security	-	-	-
534110 Training	250.00	750.00	3,000.00
535000 Communication	1,416.67	4,250.00	17,000.00
535020 Printing & Binding	-	-	-
536000 Transportation (Not Travel)	54.17	162.50	650.00
560000 Travel	416.67	1,250.00	5,000.00
560100 Bulk Tickets	1,454.25	4,362.75	17,451.00
561000 Insurance	-	-	-
564100 Other Services NOC	-	-	-
00221005- UTILITY SERVICES			\$ 21,500.00
530000 Electricity (STX)	1,750.00	5,250.00	21,000.00
531010 Water (STX)	41.67	125.00	500.00
00221007 - CAPITAL PROJECTS			\$ -
570000 Capital Outlay	-	-	-
575000 Mach. Equip. & Misc.	-	-	-
TOTALS	\$61,362.48	\$184,087.43	\$736,350.00

EXHIBIT 2

**OFFICE OF COLLECTIVE BARGAINING
EXPENDITURES BY PRIME ACCOUNTS
FISCAL YEAR 2017 DEPARTMENT BUDGET SUMMARY**

	FY-2015 ACTUAL	FY-2016 ESTIMATED	FY-2017 RECOMMENDATION
<u>GENERAL FUND</u>			
Personal Services	-	-	428,783
Fringe Benefits	-	-	169,871
Supplies	-	-	20,895
Other Services & Charges	-	-	95,301
Utilities	-	-	21,500
Capital Outlay/Equipment	-	-	-
TOTAL GENERAL FUND	-	-	736,350
<u>UNION ARBITRATION FUND</u>			
Personal Services	401,415	416,783	-
Fringe Benefits	159,857	167,160	-
Supplies	18,451	20,895	-
Other Services & Charges	73,302	84,853	-
Utilities	16,522	21,500	-
Capital Outlay/Equipment	-	15,495	-
TOTAL UNION ARBITRATION FUND	669,547	726,686	-
<u>OTHER APPROPRIATED FUND</u>			
Personal Services	-	-	-
Fringe Benefits	-	-	-
Supplies	-	-	-
Other Services & Charges	-	-	-
Public Utilities	-	-	-
Capital Outlay/Equipment	-	-	-
TOTAL OTHER APPROPRIATED FUND	-	-	-
<u>NON APPROPRIATED FUND</u>			
Personal Services	-	-	-
Fringe Benefits	-	-	-
Supplies	-	-	-
Other Services & Charges	-	-	-
Public Utilities	-	-	-
Capital Outlay/Equipment	-	-	-
TOTAL NON APPROPRIATED FUND	-	-	-
GRAND TOTAL	\$ 669,547	\$ 726,686	\$ 736,350

EXHIBIT 2A



OFFICE OF COLLECTIVE BARGAINING

BUDGET WORKSHEET - FISCAL YEAR 2016

ACTUAL YTD EXPENDITURES



UNION ARBITRATION AWARD FUND	Actual Appropriated Budget	
	FY'16	Actual YTD as of 7/2/2016
21132211 - PERSONNEL SERVICES	\$ 416,783	\$ 320,597
511000 Reg. Employee Salaries - Classified	269,783.00	152,353.16
511010 Reg. Employee Salaries - Unclassified	147,000.00	73,439.45
513000 Over Time	-	-
514030 Lump Sum Payments	-	30,107.17
514040 Fees & Comp. NOC	-	8,053.83
515000 Holiday Pay	-	21,561.57
515010 Sick Pay	-	12,344.55
515020 Accrued Leave Pay	-	22,737.28
515040 Administrative Leave Pay	-	192.31
21132212 - FRINGE BENEFITS	\$ 167,160	\$ 117,880
520010 Employer Contribution	77,439.00	55,295.63
521000 F.I.C.A	25,841.00	19,889.02
521100 Medicare	6,043.00	4,651.39
522000 Health Insurance	57,542.00	37,749.12
522200 Worker's Comp.	295.00	294.84
523000 Uniform Allowance	-	-
21132213 - SUPPLIES	\$ 20,895	\$ 10,130
540000 Supplies	-	-
541000 Office Supplies	13,000.00	4,568.08
541100 Operating Supplies	7,895.00	5,278.53
543100 Food	-	283.32
546100 Prof. Ref. Books/Periodicals	-	-
21132214 - OTHER SERVICES	\$ 84,853	\$ 51,966
532000 Repair and Maintenance	11,000.00	7,431.38
532100 Automotive Repair Maintenance	2,400.00	666.96
533000 Rental-Land/Building	30,000.00	17,500.00
533020 Rental Machines & Equipment	1,000.00	-
534000 Professional Services	9,871.00	6,875.69
534100 Security	962.00	1,055.08
534110 Training	1,000.00	1,000.00
535000 Communication	17,000.00	6,652.05
535020 Printing & Binding	-	557.00
536000 Transportation (Not Travel)	620.00	1,033.16
560000 Travel	3,000.00	1,590.14
560100 Bulk Tickets	8,000.00	7,605.00
561000 Insurance	-	-
564100 Other Services NOC	-	-
21132215 - UTILITY SERVICES	\$ 21,500	\$ 9,999
530000 Electricity (STX)	21,000.00	9,762.54
531000 Public Utility	-	-
531010 Water (STX)	500.00	236.68
21132217 - CAPITAL PROJECTS	\$ 15,495	\$ 1,439
570000 Capital Outlay	-	-
575000 Mach. Equip. & Misc.	15,495.00	1,439.00
TOTALS UNION ARBITRATION AWARD	\$726,686	\$512,012

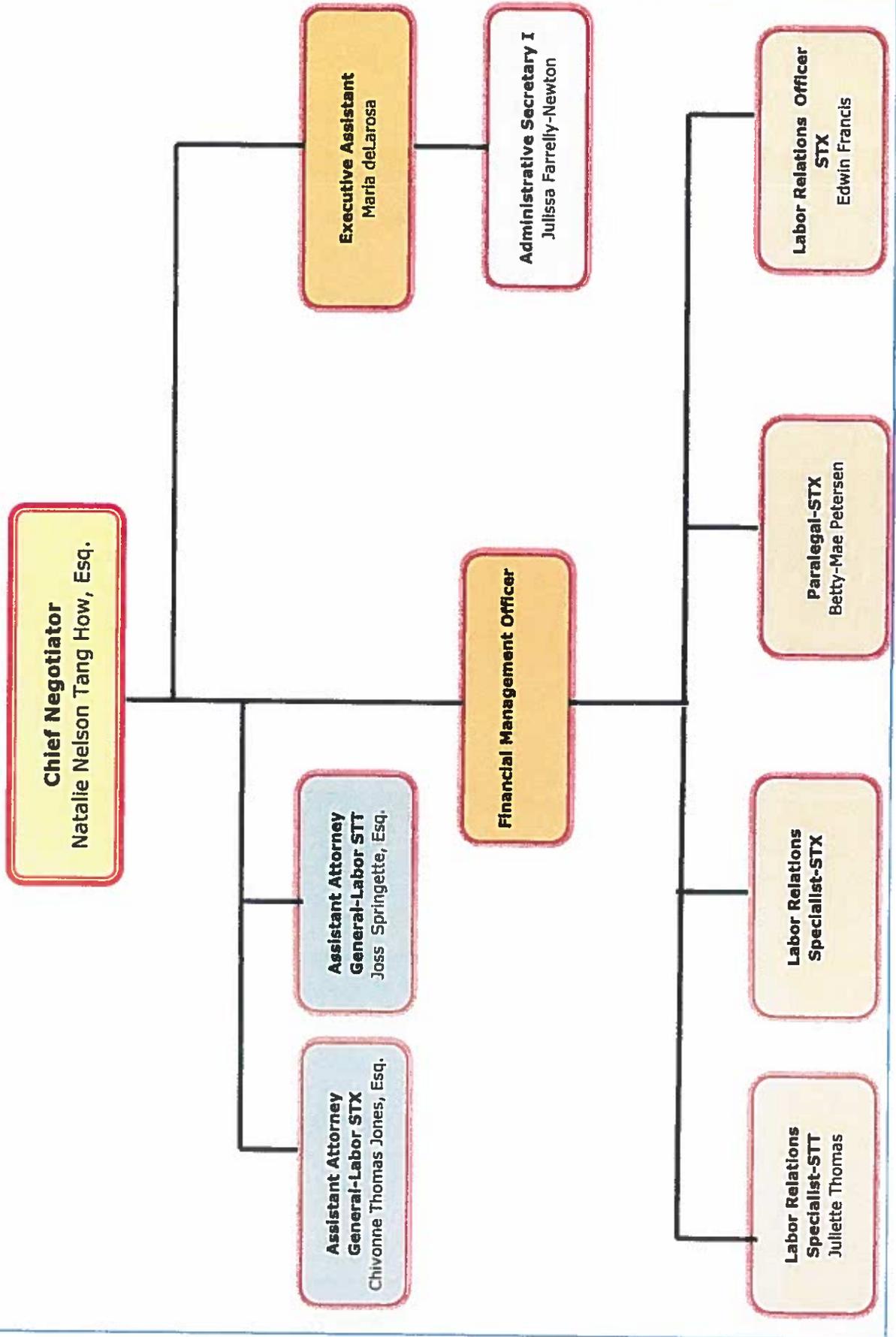
Government of the United States Virgin Islands
Office of Collective Bargaining
Position Budget Detail

Location 2240(STT) & 2290(STX)
Department 220
Fund 100
Activity 22100
221001

Position	BC #	Job Title	Emp#	Employee Name	Current Salary	AGENCY REQ	FTE Count	OMB RECOM	FTE Count
1 - EXEMPT									
122100001		CHIEF NEGOTIATOR	64258	NATALIE	\$109,000.00	109,000.00	1.00	0.00	0.00
122100008		EXEC ASST CHF NEGTOR	106411	MARIA	\$50,000.00	50,000.00	1.00	0.00	0.00
		Totals for 1 - EXEMPT			159,000.00	159,000.00	2.00	0.00	0.00
2 - CLASSIFIED									
222100014		ADMINISTRATIVE SECRETARY I	67523	JULISSA	\$36,886.00	36,886.00	1.00	0.00	0.00
222100016		DIR OF FINANCIAL SERVICES	96127	VALCIMA	\$72,031.00	72,031.00	1.00	0.00	0.00
222100017		LABOR RELATIONS SPECIALIST	65894	JULIETTE	\$59,926.00	59,926.00	1.00	0.00	0.00
222100013		LABOR RELATIONS SPECIALIST	822003	VACANTFIOCB	\$50,188.00	50,188.00	1.00	0.00	0.00
222100012		PARALEGAL OFFICER	104127	PETERSEN	\$50,752.00	50,752.00	1.00	0.00	0.00
		Totals for 2 - CLASSIFIED			269,783.00	269,783.00	5.00	0.00	0.00
		Totals for Budget Category1			428,783.00	428,783.00	7.00	0.00	0.00
		Totals for ORG 00221001			428,783.00	428,783.00	7.00	0.00	0.00
		Totals for Activity- 22100			428,783.00	428,783.00	7.00	0.00	0.00
		Totals for Fund 0100			428,783.00	428,783.00	7.00	0.00	0.00

Government of the United States Virgin Islands OFFICE OF COLLECTIVE BARGAINING

ORGANIZATIONAL STRUCTURE FISCAL YEAR 2017



OFFICE OF COLLECTIVE BARGAINING
COLLECTIVE BARGAINING AGREEMENTS - STATUS SHEET AT A GLANCE

UNIONS WITH CURRENT CONTRACTS

- 1 VI DEPARTMENT OF PUBLIC WORKS (DPW) VIWU-VITRAN
- 2 VI DEPARTMENT OF AGRICULTURE (OVILU)
- 3 UNITED STEELWORKERS UNION (VI Lottery)
- 4 ASSOCIATION OF FIRE FIGHTERS (AFF - Fire Fighters)
- 5 UNITED STEEWORKERS UNION (Supervisors)
- 6 REGISTERED NURSES LEADERSHIP UNION (RNLU)

TERMS OF AGREEMENT

- OCT. 1, 2014 - SEPT. 30, 2018
 OCT. 1, 2013 - SEPT. 30, 2018
 OCT. 1, 2013 - SEPT. 30, 2017
 OCT. 1, 2012 - SEPT. 30, 2016
 OCT. 1, 2013 - SEPT. 30, 2016
 OCT. 1, 2013 - SEPT. 30, 2016

UNION WITH NEGOTIATED CONTRACT

- 7 VI STATE NURSES ASSOCIATION (VISNA)

OCT. 1, 2009 - SEPT. 30, 2019**

UNIONS WITH EXPIRED CONTRACTS

- 8 AMERICAN FEDERATION OF TEACHERS (Professionals)
- 9 AMERICAN FEDERATION OF TEACHERS (Support Staff)
- 10 AMERICAN FEDERATION OF TEACHERS (Paraprofessionals)
- 11 V.I. LICENSED PRACTICAL NURSES ASSOCIATION (LPNA)
- 12 UNITED STEELWORKERS UNION (Enforcement Officers)
- 13 UNITED STEELWORKERS UNION - (WTJX Channel 12) Support Staff
- 14 SEAFARERS INTERNATIONAL UNION (Correction Officers)
- 15 ASSOCIATION OF FIREFIGHTERS (Support Staff)
- 16 INT'L ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (GVI Hospital & DOH Security Guards)
- 17 VIRGIN ISLANDS WORKERS UNION (Head Start)
- 18 UNITED STEELWORKERS UNION - (GERS Support Staff)
- 19 LAW ENFORCEMENT SUPERVISORS UNION (LESU)
- 20 UNITED STEELWORKERS UNION (Masters)
- 21 SEAFARERS INTERNATIONAL UNION (Assistant AG'S)
- 22 INT'L ASSOCIATION OF FIREFIGHTERS (Supervisors)
- 23 POLICE BENEVOLENT ASSOCIATION (PBA)
- 24 UNITED STEELWORKERS UNION - (EDA Support Staff)
- 25 SEAFARERS INTERNATIONAL UNION (PH Physicians)
- 26 SEAFARERS INTERNATIONAL UNION (PH Dentists)
- 27 EDUCATIONAL ADMINISTRATOR ASSOCIATION UNION (EAA)
- 28 SEAFARERS INTERNATIONAL UNION (GERS Supervisors)
- 29 SEAFARERS INTERNATIONAL UNION (ER Physicians)
- 30 SEAFARERS INTERNATIONAL UNION (Masters)
- 31 OUR VIRGIN ISLANDS LABOR UNION (DOJ - Support Staff)
- 32 OUR VIRGIN ISLANDS LABOR UNION (DPW - Non-Supervisory Personnel)
- 33 ASSOCIATION OF HOSPITAL EMPLOYED PHYSICIANS (AHEP)

- SEPT. 1, 2011 - AUG. 31, 2015
 SEPT. 1, 2011 - AUG. 31, 2015
 SEPT. 1, 2011 - AUG. 31, 2015
 OCT. 1, 2011 - SEPT. 30, 2015
 OCT. 1, 2012 - SEPT. 30, 2015
 OCT. 1, 2011 - SEPT. 30, 2015
 OCT. 1, 2009 - SEPT. 30, 2014
 OCT. 1, 2009 - SEPT. 30, 2014
 OCT. 1, 2011 - SEPT. 30, 2014 *
 SEPT. 1, 2010 - AUG. 31, 2014
 OCT. 1, 2012 - SEPT. 30, 2014
 OCT. 1, 2009 - SEPT. 30, 2013
 OCT. 1, 2009 - SEPT. 30, 2013
 OCT. 1, 2007 - SEPT. 30, 2011
 OCT. 1, 2006 - SEPT. 30, 2011
 OCT. 1, 2007 - SEPT. 30, 2011
 OCT. 1, 2008 - SEPT. 30, 2011
 OCT. 1, 2005 - SEPT. 30, 2010 *
 OCT. 1, 2005 - SEPT. 30, 2010
 OCT. 1, 2006 - SEPT. 30, 2010
 OCT. 1, 2007 - SEPT. 30, 2010
 OCT. 1, 2005 - SEPT. 30, 2009 *
 OCT. 1, 2005 - SEPT. 30, 2008 *
 OCT. 1, 2005 - SEPT. 30, 2008 *
 OCT. 1, 2005 - SEPT. 30, 2008 *
 OCT. 1, 2002 - SEPT. 30, 2007***

UNION WITH NO COLLECTIVE BARGAINING AGREEMENT

- 34 SEAFARERS INTERNATIONAL UNION (VING-Base Security Guards)
- 35 UNITED STEELWORKERS UNION - (VITEMA 911 ECC Operators)
- 36 UNITED STEEWORKERS UNION - (WMA Supervisory Personnel)
- 37 INT'L ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (WMA Environmental Officers)
- 38 INT'L ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS (WMA Non-Supervisory Personnel)

- CERTIFIED - August 15, 1994 - NO CBA *
 CERTIFIED - August 20, 2010 - NO CBA *
 CERTIFIED - February 18, 2010 - NO CBA
 CERTIFIED - May 30, 2013 - NO CBA
 CERTIFIED - May 30, 2013 - NO CBA *

* Negotiations commenced but not concluded

** Successor CBA Pending Approval by Governor

*** Successor CBA Pending Litigation

Updated: July 1, 2016

**OFFICE OF COLLECTIVE BARGAINING
FISCAL YEAR 2017 RENTALS**

LESSOR	ADDRESS	SQ. FOOTAGE	ANNUAL RENT	FUNDING SOURCE	STATUS/COMMENTS
CHRISTIANSTED PORT TERMINAL	#118 ESTATE MOUNT WELCOME, SUITE 10, CHANDLER'S WHARF, CHRISTIANSTED, ST. CROIX, VI 00820	2500 SQ.FT.	\$30,000	UNION ARBITRATION	THE OFFICE OF COLLECTIVE BARGAINING HOLDS A FIVE-YEAR LEASE WITH THE CHRISTIANSTED PORT TERMINAL. THE TERMINATION DATE OF THE LEASE IS MAY 31, 2017 WITH OPTION FOR RENEWAL.
					EXHIBIT 6

GOVERNMENT OF
THE VIRGIN ISLANDS OF THE UNITED STATES

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Department of Property and Procurement

Date: May 8, 2012

Lease No: C11-361
Dated: April 24, 2007

EXERCISE OF RENEWAL OPTION

LESSOR	DESCRIPTION OF PROPERTY
Christiansted Port Terminal P. O. Box 25200 Gallows Bay Station St, Croix, Virgin Islands 00824-5200	#118 Estate Mount Welcome, Suite #5, Chandlers Wharf, Christiansted St. Croix, Virgin Islands consisting of 2,500 sq. ft. at a rate of \$12.00 per sq. ft. per annum ANNUAL RENT: \$30,000.00 MONTHLY RENT: \$2,500.00

Pursuant to the renewal option provision, item No. 10 of the above mentioned lease and subject to the appropriation and allotment of necessary funds, notice is hereby given that the Government of the Virgin Islands, Office of Collective Bargaining exercises its option to renew aforesaid lease for the period of June 1, 2012 thru May 31, 2017, at the rental stipulated herein.

All the terms, covenants, and conditions of the lease affected shall continue in full force and effect.

Please acknowledge receipt and acceptance hereby by signing and returning original and three (3) copies to:

Department of Property and Procurement, 3274 Estate Richmond, St. Croix, V.I. 00820

ACKNOWLEDGMENT & ACCEPTANCE

THE GOVERNMENT OF THE VIRGIN ISLANDS

Robert W. Armstrong
President

Date:

By:

5/14/12

Lynn A. Millin Maduro
Commissioner

Department of Property and Procurement

Account Code: 00221004 533000

cc: Office of Collective Bargaining
Department of Justice
File

STANDARD FORM I 7/1/71 PROPERTY AND PROCUREMENT	LEASE FOR REAL PROPERTY GOVERNMENT OF THE VIRGIN ISLANDS OF THE UNITED STATES
DATE OF LEASE: April 24, 2007	LEASE NUMBER: C11-361

THIS LEASE, made and entered into this date by and between

CHRISTIANSTED PORT TERMINAL CORPORATION

Whose address is: P.O. Box 25200
Gallows Bay Station
Christiansted
St. Croix, Virgin Islands 00824-5200

hereinafter referred to as "Lessor", and THE GOVERNMENT OF THE VIRGIN ISLANDS, acting through its Department of Property and Procurement, on behalf of Office of Collective Bargaining hereinafter referred to as "Government":

WITNESSETH: The parties hereto for the consideration hereinafter mentioned, covenant and agree as follows:

1. The Lessor hereby leases to the Government the following described premises:

#118 Estate Mount Welcome
Suite #5, Chandlers Wharf
Christiansted
St. Croix, U.S. Virgin Islands 00824

consisting of 2,500 sq. ft. of space at a rate of \$12.00 per sq. ft. per annum.

to be used for: Office Space.

2. TO HAVE AND TO HOLD the said premises with the appurtenances hereto for the term beginning on and after June 1, 2007 thru May 31, 2012, and subject further to the termination and renewal rights as may be herein set forth.

3. The Government shall pay the Lessor a total annual rent of \$30,000.00 at the rate of \$2,500.00 a month in advance, without demand, therefor, and, the Government covenants and agrees to pay said rent as aforesaid, (subject to the availability of funds therefore) except such proportionate part thereof as shall accrue during such time as said premises shall be untenable by reason of fire, act of God, public enemies, etc. Rent checks shall be made payable to :

Christiansted Port Terminal Corporation
P.O. Box 25200
Gallows Bay Station
St. Croix, U. S. Virgin Islands 00824-5200

4. If said premises are destroyed by fire, or other casualty, this lease shall immediately terminate. In case of partial destruction or damage, so as to render the premises untenable, the Lessor within ten (10) days after such damage or destruction, shall submit to the Government a written estimate of the length of time required to put the premises into complete repair, and the Government within ten (10) days thereafter, may in its sole discretion elect to continue or terminate the Lease by serving written notice of such election on the Lessor, either personally or by mail. Should the Government elect to continue the lease, no rent shall accrue during the period of untenability; nor, in case of termination, shall rent accrue to the Lessor after said partial destruction or damage.

5. The Lessor shall maintain the said premises in good repair and tenable conditions during the continuance of the Lease, except for damages arising from the act of negligence of the Government's agents, customers or employees. For the purpose of so maintaining the premises the Lessor reserves the right, at reasonable times, to enter and inspect the premises and to make any necessary repairs thereto. The Lessor, however, shall not be required to make any interior repairs of a non structural nature, nor shall the Government be required to make any exterior structural repairs, or repairs to plumbing fixtures and electrical facilities.

6. The Lessor, shall provide, during the occupancy of the premises:

**Built in furniture (existing)
Minor repairs and complete interior repainting
Remove carpet & install tile where necessary
Stand-by power as available**

7. The Government agrees to pay for all power and water, actually consumed on the premises based upon metering or other approved method of measurement.

8. The Government shall have the right, during the term of this Lease, to make alterations, attach fixtures, and erect additions, structures, or signs in or upon the premises, inside and outside, and to redecorate said premises, all in its own discretion and at its own expense; subject to prior written approval of the Lessor which shall not be unreasonably withheld. Such fixtures, additions, structures, signs, and/or decorations, unless readily removable, shall become and remain the property of the Lessor.

9. At the expiration of the term of this Lease, the Government shall quit and surrender the premises hereby demised, in as good a condition as that existing at the time of entering upon the same under this Lease, excepting however, reasonable wear and tear, and damages by the elements or by circumstances over which the Government has no control. The Government, however, shall not be required upon the expiration of this Lease, to reconstitute any alterations or decorations, or to remove any additions, structures or permanent fixtures referred to in paragraph 8 hereof.

10. The Government shall have the option of extending and/or renewing this Lease for an additional period of (5) five years subject always to the availability of funds, terminating on the 31st day of May 2017, at noon, upon the same terms and conditions as herein set forth, and upon the written notice of its election to exercise said option no later than fifteen (15) days prior to the expiration date of the Lease term or any renewal term.

11. Anything herein to the contrary notwithstanding, either party has a right to cancel this Lease upon thirty (30) days written notice to the Lessor.

12. Lessor agrees to maintain the exterior of the premises in good repair. The Government shall give Lessor seven (7) days written notice of needed repairs, and Lessor shall thereafter make them within a reasonable time.

13. Notwithstanding any other provision of the Lease, the Government shall not be required to repair or restore or to be obligated to pay for the repair or restoration of any loss or damage due to fire or other casualty, however the same may be caused. Lessor shall protect himself by insurance, at his own expense, from loss by fire or other casualty and shall furnish the Government with evidence of such insurance.

14. Lessor covenants that (he/she) has no interest and will not acquire any interest, direct or indirect, which would conflict in any manner of degree with the performance of services required to be performed under this contract.

15. Law of U.S. Virgin Islands to control and jurisdiction to remain in the U.S. Virgin Islands.

16. **INDEMNIFICATION:** Government agrees to indemnify and hold harmless the Lessor to the extent allowable under the law, from all loss, damage claims, demands cost, charges, expenses except attorney fees, and causes of action which the Lessor may incur as it relates to the aforementioned Lease, except those resulting from the negligence of the Lessor. Lessor agrees to notify the Government of any claims under this clause. Failure on the part of Lessor to so notify Government shall relieve Government from any obligation of liability, which Government has pursuant to this Lease to the extent that Government has been prejudiced by such failure.

C11-361

17. Any notice required to be given by the terms of the Lease shall be deemed to have been given when the same is sent by certified mail, postage prepaid or personally delivered:

Address of parties are as follows:

Government :

**Commissioner
Department of Property and Procurement
#3274 Estate Richmond
Christiansted
St. Croix, Virgin Islands 00820**

Lessee :

**Chief Negotiator
Office of Collective Bargaining
3009 Estate Orange Grove, Bay 8
Christiansted
St. Croix, Virgin Islands 00820**

Lessor :

**Christiansted Port Terminal Corporation
P.O. Box 25200
Gallows Bay Station
St. Croix, Virgin Islands 00824-5200**

18. This Lease is subject to the appropriation and availability of funds and to the approval of the Governor.

C11-361

IN WITNESS WHEREOF the parties hereto have hereunto subscribed their names as of the date first above mentioned.

LESSOR:

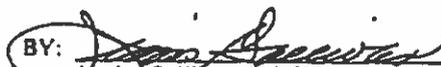
Christiansted Port Terminal Corp.

BY: 
Robert W. Armstrong, President

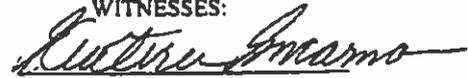
WITNESSES:

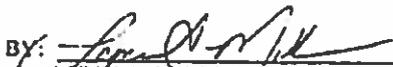



GOVERNMENT OF THE VIRGIN ISLANDS

BY: 
Jessica Galivan, Chief Negotiator
Office of Collective Bargaining

WITNESSES:




BY: 
LYNN A. MITLIN, Commissioner
Dept. Of Property & Procurement

WITNESSES:



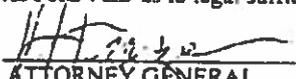

APPROVED as to the availability of funds:

PURCHASE ORDER NO. 27015690

DATED: 5/9/07

ACCOUNT CODE NO. _____

APPROVED as to legal sufficiency:


ATTORNEY GENERAL

APPROVED

JOHN P. DIZON
GOVERNOR OF THE VIRGIN ISLANDS

TERRITORY OF THE VIRGIN ISLANDS)
DISTRICT OF ST. CROIX) SS:

AFFIDAVIT

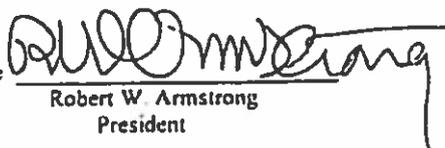
I, Robert W. Armstrong, the undersigned and duly authorized President of Christiansted Port Terminal Corporation whose address is P.O. Box 25200, Gallows Bay Station, St. Croix, Virgin Islands 00824 being duly sworn, deposes and says:

1. That affiant is duly authorized to enter into contract with the Government of the Virgin Islands pursuant to the terms and agreement contained therein.

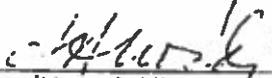
2. That affiant is not a territorial officer nor employee of the Government of the Virgin Islands who in its official capacity has made, negotiated or in any other way influenced this contract nor has any officer stockholder of more than ten percent (10%) interest of the shares, or owner of more than a ten percent (10%) interest or recipient of \$2,000.00 or more of his or her annual income from the contracting company or firm made, negotiated or otherwise influenced this contract, nor is he or she or any Officer or owner of more than ten percent (10%) of the shares or interest a member of any public agency which has made, negotiated or otherwise influenced this contract.

3. That there exists no conflicts of interest in the execution of this contract pursuant to Chapter 37 of Title 3 of the Virgin Islands Code (3 V.I.C. Section 1100, et. Seq.)

Signature


Robert W. Armstrong
President

Sworn and Subscribed to before me
this 5th day of May, 2007


Notary Public
NID-050-04

(My commission expires

5/9/08)

