



2027 FISCAL YEAR BUDGET PRESENTATION

**Frits E. Lawaetz Legislative Conference Room on the Island
of St. Croix July 24, 2026.**



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Statement by Yirah Tutein
On behalf of the VI Labor Management Committee
Friday July 24, 2026

Good afternoon, Chairman, Honorable Novelle E. Francis, Jr, and other distinguished members of the Finance Committee of the 36th Legislature.

I am **Yirah Tutein**, Executive Director of the Virgin Islands Labor Management Committee (VILMC). It is my privilege to appear before you today to present an overview of our committee and to respectfully request your consideration of our proposed budget.

My presentation will highlight the history and purpose of the VILMC as an Agency Labor Management Committee, followed by a brief review of our Fiscal Year 2027 Budget Recommendation.

I would also like to recognize **Mr. Joseph Gumbs**, who will be providing an additional presentation to the Finance Committee on our Accomplishments for Fiscal Year 2026 and Goals for Fiscal Year 2027

Executive Summary

The Virgin Islands Labor Management Committee (VILMC) is comprised of **ten (10) members**: five representing Labor and five representing Management. Currently we have 2 vacant spots available on the management side.

Management representatives include:

- **Joseph Wrensford**, Co-Chair
- **Ronald Tutein**, Committee Member
- **Violet Wilkins**, Supervisor, Committee Member

Labor representatives include:

- **Joseph Gumbs**, Co-Chair
- **Carol Armstrong**, Vice Co-Chair
- **Hillary Jean-Baptiste**, Committee Member
- **Clacier Industrious**, Committee Member
- **Geraldine Walters-Buncome**, Committee Member

The Committee operates under the **Articles of Incorporation and By-Laws**.

Role of the Executive Director

As Executive Director, my responsibilities include implementing committee recommendations, coordinating workshops and seminars, and preparing proposals in support of our goals. These efforts are guided by a strategic operational plan developed in consultation with experts from:

- The Government of the Virgin Islands and its instrumentalities
- Labor organizations
- The Federal Mediation and Conciliation Service (FMCS)
- The American Arbitration Association
- Private sector professionals

Mission and Activities

The VILMC plays an active role in **public sector collective bargaining** and was established to strengthen Labor-Management relations, improve working conditions, and enhance the quality of work life for employees across the U.S. Virgin Islands.

Some of the Committee's key objectives include:

- Developing educational programs that enhance Labor-Management communication
- Identifying and resolving issues that affect labor relations
- Encouraging collaboration and trust between employees and management

Historical Background

The Virgin Islands Labor Management Committee (VILMC) is a territory-wide initiative dedicated to strengthening employee involvement in management decision-making, with a focus on improving the overall work environment.

The concept of the VILMC was introduced to the Virgin Islands in 1982 by the Federal Mediation and Conciliation Service (FMCS), which sought to promote collaboration between labor and management in a non-adversarial setting. At the national level, FMCS actively organized similar committees to strengthen labor-management relations. In 1986, the Virgin Islands formally established the VILMC as a non-profit organization. The term "Labor" encompasses both unionized and non-unionized employees within government agencies.

In 2023, the FMCS recognized the VILMC as the longest continuously functioning Labor Management Committee internationally, a significant milestone underscoring the territory's commitment to cooperative workplace solutions.

VILMC programs are designed to equip employees with the skills and tools needed to engage effectively in agency group dynamics. These initiatives are especially vital in organizations where adversarial relationships previously existed, helping to build trust and cooperation between labor and management.

At its core, the VILMC values the expertise and experience of employees as essential to solving workplace challenges and enhancing service delivery. Moreover, it champions employee consultation in decision-making processes, ensuring their voices are heard before final decisions are made.

VILMC FOCUS

The Virgin Islands Labor-Management Committee (VILMC) focuses on fostering engagement between labor and management by developing agency-specific Labor Management Committees. These committees address and recommend solutions to workplace challenges that, while not directly covered under the Collective Bargaining Agreement, have a significant impact on the work environment.

We are focusing on employee-retention, organizational culture and collaborative problem-solving. These priorities are in VI, where shifts in government administration, retirements, reassignments, and appointments of new agency leaders continually reshape workplace dynamics. Such transitions highlight the importance of structured, ongoing collaboration between labor-management to maintain stability and trust.

To support these efforts, the VILMC offers dispute resolution services including grievance mediation, facilitation, and interest-based problem solving, to help agencies internal challenges before they escalate. The committee also delivers customized training focusing on team building communication, conflict resolution, and leadership development to strengthen agency effectiveness,

The VILMC will continue implementing in-house Supervisor, Managers, Employees and Union workshops that encourage open dialogue, shared accountability, and collaborative development of solutions. These sessions build a culture where Labor and Management work together to improve operations, enhance employee morale, and deliver high quality public services.

Consistent cooperation between labor and management is a proven driver of organizational efficiency and workplace stability. With the requested budget, the VILMC will expand its capacity to support agencies through structured collaboration, training initiatives proactive disputes resolution ensuring that government operations remain effective, responsive, and resilient.

BUDGET REQUEST FOR FY2027

Thank you for the opportunity to present the Virgin Islands Labor Management Committee's (VILMC) budget request for Fiscal Year 2027.

We respectfully submit a total request of **\$285,000.00**, allocated as follows:

- **\$147,000.00 — Personnel**
Covers compensation for two full-time employees and one part-time employee.
- **\$5,000.00 — Capital Outlays**
Includes procurement of equipment and assets essential to program operations.
- **\$11,000.00 — Fringe Benefits**
Supports required benefits associated with personnel.
- **\$10,000.00 — Office Supplies**
Covers the cost of general administrative and operational materials.
- **\$112,000.00 — Other Services and Charges**

This allocation supports:

- Professional services for workshops and training sessions
- Network and communication
- Office space rental and utility costs
- Inter-island travel and continued education for employees and committee members

Honorable Senators, on behalf of the VILMC, I express our sincere appreciation for the opportunity to present this budget before the Finance Committee.

At this time, I would like to invite Mr. Joseph Gumbs to share our accomplishments for Fiscal Year 2026 and outline our strategic goals for Fiscal Year 2027.



**2027 FISCAL YEAR
BUDGET PRESENTATION
BY MR. JOSEPH GUMBS**

**Earle B. Ottley Legislative Hall on the island of St. Croix
July 24, 2026.**

Statement by Joseph Gumbs
On behalf of the VI Labor Management Committee
Friday July 24, 2026

Good afternoon, Senate Chair, Honorable Novelle Francis, Jr and esteemed Senators of the 36th Legislature, distinguished testifiers, colleagues, and members of the listening and viewing audience. My name is Joseph Gumbs, and I serve as the Labor Co-Chair of the Virgin Islands Labor Management Committee (VILMC). It is with deep respect and a shared commitment to strengthening Labor-Management relations that I gratefully accept the invitation to testify before your committee today.

VILMC Operational Goals and Objectives

Goal I:

Foster and maintain healthy, fulfilling work environments across government agencies by expanding opportunities for employees to participate meaningfully in decision-making, workplace improvement, and organizational culture initiatives.

Goal II:

Design and implement training and development programs that strengthen communication, productivity, and continuous learning in Labor-Management relations. These programs will support both labor and management in navigating and evolving workplace expectations.

Goal III:

Assist agencies in identifying, addressing, and resolving issues that affect organizational effectiveness, employee morale and the overall health of Labor-Management relationships within the workplace.

Goal IV:

Produce and distribute *The Motivator*—a monthly newsletter that highlighting best practices in Labor-Management collaboration, showcases agency successes, and promotes ongoing dialogue, transparency and engagement across public sector.

Goal V: Implement a VI Youth Outreach through high school workshops focused on work ethics, customer service skills, and an introduction to fundamentals of an Agency Labor Management Committee. These interactive, student-led workshops build essential life skills including

communication, self-awareness, respect, compassion, gratitude, integrity, collaboration, courage, resilience and leadership.

Objectives and Strategies

The Agency Labor Management Committee (ALMC) meetings and workshops are designed to foster collaboration in a non-adversarial environment, ultimately enhancing labor relations across the agency. These forums provide a structured space for problem-solving through the open exchange of information and ideas, helping to define key issues and work toward effective resolutions.

They also serve as platforms for:

- Developing leadership and communication skills,
- Discouraging unproductive behaviors in contract administration,
- Promoting constructive conflict management,
- Reducing workplace tension among all parties.

A. Increasing Utilization of the ALMCs

To encourage engagement and strengthen the ALMC framework, VILMC will:

1. Support the organization and sustainability of ALMCs across agencies.
2. Offer orientation sessions and targeted training.
3. Provide issue-specific assistance to address workplace challenges.
4. Circulate *The Motivator* newsletter to reinforce engagement and communication.
5. Sponsor training programs for both management and non-management employees.
6. Host an annual general meeting for all Agency Labor Management Committees.

Expected Outcomes:

- Increase in the number of active and functioning ALMCs.
- Higher participation from managers, supervisors, employees, and unions.
- Greater interest in training related to contract administration and grievance resolution, problem-solving.

B. Improving the Nature of Labor-Management Relationships

Unresolved issues often signal deeper concerns about communication, leadership, or workplace culture. Labor-management relationships typically fall into one of three categories:

- 1. Conflict:** Management does not recognize or meaningfully engage with union representation.
- 2. Restraint:** Interaction is limited and strained or inconsistent.
- 3. Accommodation:** Both parties engage in productive, solution-focused dialogue.

VILMC's strategic focus is to move toward accommodation, characterized by:

- Mutual respect
- Open communication
- Long-term collaboration
- Early intervention and proactive issue resolution

For FY 2027, the VILMC anticipates the Following Goals:

We will continue to provide effective training programs to build a base of knowledge for management, union, and other interested parties, to provide the skills to deal more effectively and efficiently in resolving grievances with their Agency Labor Management Committees. As such, the following programs are available during FY 2026:

- Organizing/Re-organizing Agency Labor-Management Committees, in each Agency; (The Master Collective Bargaining Agreement in the V.I. Government requires that the Agencies organize Agency LMC's.)
- The Administrative Hearing Process
- Customer Service in the VI Workplace
- Diversity in the VI Workplace
- Contract Administration
- Grievance Handling
- Shop Steward Guide to Grievance Investigation and Preparation
- Interest Based Problem Solving
- How to deal with difficult People
- Grievance Committee
- Interpersonal Communication
- Dealing Effectively with Unacceptable Behavior in the Workplace
- Just Cause for Discipline
- Discipline
- Employee Discipline & Grievances
- Progressive Discipline
- Improving LMC's Relationships
- Managers and Supervisors Labor Relationships in the workplace
- Employee/ Supervisors Relationship
- Supervisor/Steward Relationship
- Managing Conflict for Supervisor

- **Other specialized training, as deemed appropriate and by request. We will continue to offer the use of the LMC Conference room to the GVI Department & Agencies for Meeting, Trainings, Mediations and Arbitrations.**

ACCOMPLISHMENT FOR FY 2026

WORKSHOPS

In an ongoing effort to conduct training at the VILMC, the following are presented for consideration of additional FY 2026 funding:

Updating the VILMC Information Brochure: To provide additional information including frequently asked questions (“FAQs”), training programs, and other pertinent information.

Overall, in an ongoing effort to work within its budgetary constraints, during FY 2026, LMC will continue to effectively schedule several training courses.

- VILMC members and FMCS Commissioners will continue to present while providing cost savings to the Government agencies and Unions.
- VILMC will simultaneously schedule more training on both islands.
- Continue to provide essential training programs.

DATES OF PROGRAMS	AGENCY	WORKSHOPS
09/04/2025	Grievance Committee	WORKSHOP
03/1/2026	Customer Servies Training	WORKSHOP
03/24/2026	Criticism & Discipline Skills for Managers	WORKSHOP
04/21/2026	Managers and Supervisors Labor Relations	WORKSHOP
05/12/2026	Grievance Committee	WORKSHOP
8/12/2026	Shop Stewart Guide to Grievance Handling	WORKSHOP
08/19/2026	How to Deal with Difficult People	WORKSHOP
10/22/2026	Class III Union Leaders Panel Discussion	PANEL DISCUSSION

Honorable Senators, on behalf of the Virgin Islands Labor Management Committee, I extend our sincere gratitude for the opportunity to present our accomplishments for Fiscal Year 2026 and share our strategic goals for Fiscal Year 2027. At this time, Mrs. Tutein and I welcome any questions and stand ready to provide further insight. Thank you.

Various Agencies and Unions the VILMC Worked with Includes:

- Public Works
- Human Services
- Department of Labor
- V.I. Fire Services and Emergency
- Bureau of Corrections
- VI Economic Development Authority
- Department of Health
- VI Port Authority
- VI Waste Management Authority
- VI License Practical Nurses
- Department of Education
- VI Police Department
- Department of Planning and Natural Resources
- Division of Personnel
- Bureau of Motor Vehicles
- Department of Licensing & Consumer
- American Federation of Teachers (AFT)
- UNITED STEEL WORKERS (USW)
- Seafears International Union (SIU)
- WAPA Employees Association (WEA)
- Professional & Technical Employees Union (P&TEU)
- Education Administrators Association (EAA)
- VI Nurses Association (VISNA)
- Registered Nurses Leadership Union (RNLU)
- Untied Industrial Workers of N.A. (UIW/SIU)
- Law Enforcement Supervisory Union (LESU)
- Police Benevolent Association (PBA)
- VI License Practical Nurse (VILPN)
- VI Pilots Bargaining Unit (VIPBU)
- International Association of Firefighters (IAFF)

AGENCIES WITH FORMED ALMC'S AND AGENICES IN THE ORGANIZATIONAL PROCESS

AGENCY	ORGANIZED ALMC	LOCATION
VI Water and Power Authority	ORGANIZED- Agency Labor Management Committee	STT
VI Economic Development Authority	ORGANIZED- Agency Labor Management Committee	STT
VI Waste Management Authority	ORGANIZED- Agency Labor Management Committee	STT/STJ
VI Waste Management Authority	ORGANIZED- Agency Labor Management Committee	STX
Bureau of Internal Revenue	ORGANIZED- Agency Labor Management Committee	STT
Department of Labor	ORGANIZED- Agency Labor Management Committee	STT/STJ& STX
Department of Public Works	To be organized	STT
Department of Health	ORGANIZED- Agency Labor Management Committee	STT/STJ
Department of Agriculture	To be organized	STT
Department of Education	ORGANIZED- Agency Labor Management Committee	STT
Bureau of Corrections	To be organized	STT
Department of Licensing & Consumer Affairs	Pending	
Fire Emergency Service	ORGANIZED- Agency Labor Management Committee	STT
Department of Sports Park and Recreation	To be organized	STT
Department of Human Services	ORGANIZED- Agency Labor Management Committee	STT

V.I.P.D.	ORGANIZED- Agency Labor Management Committee	STT
G.E.R.S.	ORGANIZED- Agency Labor Management Committee	STT
D.P.N.R.	ORGANIZED- Agency Labor Management Committee	STX
Bureau of Motor Vehicle	ORGANIZED- Agency Labor Management Committee	STT/STJ &STX

A total of 14 departments has functional ALMC.

VILMC TRAINING PROGRAM

The LMC has various training initiatives to bring enlightenment and awareness of Labor relations to all interested persons. Below is a breakdown as to the training and meetings held during FY 2026 to date:

Workshops

On September 4, 2025, Grievance Committee Training with VISNA Nurses

On April 21, 2026, Customer Service training with Bureau of Motor Vehicle-STT/STJ & STX

On May 21, 2026, Dealing with Difficult People with Bureau of Motor Vehicle

On May 26, 2026, Shop Stewart training with WEA and P&T union – STT

On June 10, 2026, Shop Stewart training with WEA and P&T union – STX

Upcoming Workshops

On August 12, 2026, Shop Stewart Guide to Grievance Investigation & Preparation Workshop

On August 19, 2026, How to Deal with Difficult People

On October 22, 2026, Class III Union Leaders Panel Discussion

Elections

On February 24, 2026, VIPD LESU Union Election

Labor Management Activities

Union Meeting

On December 18, 2025, WEA union meeting

On January 19, 2026, WEA union meeting

On February 27, 2026, WEA union meeting

On February 24, 2026, VIPD LESU Union Election

Other Meeting

On June 30, 2026, meeting with Federal Mediation Conciliation Services
Commissioners and Training team

The Committee focused attention on addressing issues, and conflict management, with Unions at the union meetings. The unions are allowed to use the VILMC conference room. Most meetings are conducted after 5:00p.m.

ORGANIZATION OF AGENCY LABOR MANAGEMENT COMMITTEES

Under the Master Collective Bargaining Agreement with the Virgin Islands Government, each Agency is required to establish an **Agency Labor Management Committee (ALMC)**. The **Virgin Islands Labor Management Committee (VILMC)** provides guidance and support to assist Agencies in forming and maintaining their respective ALMCs.

Each ALMC must consist of an agreed-upon, equal number of representatives from both management and employees.

These committees meet periodically to identify and address workplace issues not typically covered by the Collective Bargaining Agreement. When utilized effectively, ALMCs serve as a powerful tool for fostering collaboration and improving workplace conditions.

Topics an ALMC May Address Include:

- Safety and health issues;
- Elimination of excessive waste;
- Morale of the workers
- Working conditions;
- Productivity;
- Causes of grievance;
- Training;
- Absenteeism and tardiness
- Improving and utilizing skills;
- Policies; Rules and Regulations;
- Supervisors/Worker Relationship
- Job Satisfaction.
- Employee's suggestions

Purpose of Agency Labor Management Committees (ALMCs)

Agency Labor Management Committees (ALMCs) provide a structured forum for addressing workplace issues that fall outside the scope of the Labor Agreement. These issues may include:

- Safety and health
- Working conditions
- Absenteeism and tardiness
- Rules and regulations
- Employee morale

Workplace relationships—between employees and supervisors, and among peers—can often give rise to conflict. In many cases, **communication** serves as both the root cause and the potential solution. Ineffective conflict resolution approaches must be replaced with healthy dialogue and interpersonal skills.

Communication and conflict resolution are teachable and essential tools—sometimes, all that's needed is to show employees how to engage respectfully and constructively.

Workshops Offered by VILMC

To support positive workplace transformation, the **Virgin Islands Labor Management Committee (VILMC)** offers targeted workshops on:

- Organizing/Re-organizing Agency Labor-Management Committees, in each Agency; (The Master Collective Bargaining Agreement in the V.I. Government requires that the Agencies organize Agency LMC's.)
- The Administrative Hearing Process

- **Customer Service in the workplace**
- **Diversity in the Workplace**
- **The VI Youth Outreach Program**
- **Contract Administration**
- **Grievance Handling**
- **Shop Steward Guide to Grievance Investigation and Preparation**
- **Interest Based Problem Solving**
- **How to deal with difficult People**
- **Grievance Committee**
- **Interpersonal Communication**
- **Dealing Effectively with Unacceptable Behavior in the Workplace**
- **Discipline**
- **Employee Discipline & Grievances**
- **Progressive Discipline**
- **Improving LMC's Relationships**
- **Managers and Supervisors Labor Relationships in the workplace**
- **Employee/ Supervisors Relationship**
- **Supervisor/Steward Relationship**
- **Managing Conflict for Supervisor**

Labor Law Consultants & Training Specialists

Attorney Archie Jennings- He was past Legal Counsel to District 2A, AMO, Supervisors Union International of Firefighters, VI Nursing Association on St. Thomas and St. John, American Federation of Teachers, WAPA, Professional Technical Employee Union, and United Steel Workers. Attorney Jennings is a certified mediator for the District Court of the Virgin Islands. He is the Managing Attorney for the Disability Rights Center of the Virgin Islands which includes litigation of Class Action Cases. The emphasis of his law practice is Labor, Employment and Civil Rights Law.

Alscess Lewis-Brown- is a seasoned human resource professional, who has extensive experience in labor relations. Ms. Lewis-Brown years of experience in this area span more than twenty-five years working in both the public sector and the private sector. Her early work life in this area began as an administrator with Los Angeles Community Colleges Overseas while in Okinawa, Japan; however, as a young professional, she worked as a personnel service's coordinator at Martin Marietta Alumina. Later, she worked as the personnel manager for Virgin Islands Water and Power Authority. After five years, she worked at, Hess Oil Virgin Islands Corp as the personnel coordinator, with responsibilities for labor relations and recruitment. She has work as the Human Resources Director at the Virgin Islands Department of Education, and Virgin Islands Police Department. In the academic circles, she is a teacher and author. Ms. Brown has been an adjunct instructor at the University of the Virgin Islands for mor than twenty years.

Commissioner Guy Serota- Commissioner Serota has served with the Federal Mediation and Conciliation Service (FMCS) for more than 25 years, mediating disputes and leading training across a wide range of sectors—including construction, manufacturing, utilities, oil and gas, maritime, retail, and service industries. His background includes roles as a labor paralegal, business agent with the Operating Engineers, and staff representative for the Communication Workers of America. His deep expertise in mediation and arbitration has supported labor-management cooperation nationwide.

Frances Dunham- Retired- Fromer Commissioner with the Federal Mediation and Conciliations Service (FMCS). Prior to her employment with the FMCS, Ms. Dunham was an International Union Representative and member of the American Federation of State County Municipal Employee (AFSCME) AFL-CIO for thirteen years. Ms. Dunham is now established as an independent

company providing services in mediation, arbitration, facilitation and training. She served on the Board of Federal Mediation and Conciliation Service and the New Jersey State Board of Arbitration. Ms. Dunham also provides volunteer services with the New Jersey Courts as a mediator.

Carlos Tatte: Former Commissioner with The Federal Mediation and Conciliation Service. Mr. Tatte has been involved with more the 1000 Contract Negotiations during his career with FMCS. He has been involved in many areas of industry including but not limited to Retail Supermarkets, Baking, Transportation and Distribution, Warehousing, Refining and Chemical Industry, Maritime, Manufacturing, Hotel and Hospitality Industry, Telephone Industry, and Health Care. As well as State and Federal Government Agencies. Carlos has also conducted training programs in Collective Bargaining, Contract Costing, Steward and Supervisor Relationship Training, Mediation Training, Conflict Resolution Training, and Grievance Processing and Resolution Training. Carlos has also assisted the parties with hundreds of Grievances, Mediations, and Alternative Dispute Resolution (ADR) Mediations in the Private, Public and Federal Sectors of labor. Carlos has also created custom designed training programs for the customer's specific needs in many areas of labor education. His ability to speak fluent Spanish has allowed him to assist the parties with Contract Negotiations and bi-lingual training programs.

EMPLOYEE INQUIRIES

Through its work and training across various departments, the **Virgin Islands Labor Management Committee (VILMC)** receives inquiries from employees and supervisors seeking guidance on workplace challenges. While responding to individual concerns is not the Committee's primary focus, VILMC consistently assists callers by clarifying grievance procedures and promoting respectful, solution-focused communication between subordinates and supervisors.

VILMC is highly regarded in this role because it maintains a neutral stance while advocating a collaborative posture toward management: **the goal is not to “win”—it's to resolve**. When issues are settled constructively, everyone benefits—and management truly succeeds.

CLASS III UNION WORKSHOPS

Act 4440 restricts Class III Unions from engaging in certain activities that other Unions may use to pressure management of their bargaining unit during negotiations, or other means of reaching agreements. Class III unions include Police Benevolent Association, Law Enforcement Supervisory Union, WAPA Employees Association, Professional and Technical Union (WAPA) and SIU in Bureau of Corrections. Workshops are also available for union leaders to provide information and understanding of the purpose and administration of Act 4440.

BUDGET REQUEST FOR FY2027

The Governor has recommended a budget allocation of **\$200,000** for the Virgin Islands Labor Management Committee (VILMC) for the fiscal year **October 1, 2026, through September 30, 2027**. This funding will support the continuation and expansion of free workplace training workshops across government agencies.

To address rising costs and meet increasing demand, we respectfully request an additional **\$85,000**. This supplemental funding will allow VILMC to broaden its reach, provide modest salary increases to retain qualified personnel, and deliver more comprehensive training programs focused on strengthen workplace effectiveness and morale.

ACCOUNT TITLE	PROJECTED AMOUNT	JUSTIFICATION
Executive Director,	\$85,000.00	Full-Time Employees
	\$46,000.00	Full-Time Employees
Executive Assistant,		
Custodial Services	\$ 12,000.00	Part-time
Capital Outlays	\$ 6,028.000	Copier
Fringe Benefits	\$9,972.00	Social Security & Medicaid
Supplies	\$7,000.00	Office Supplies, Equipment Maintenance and Repairs, Postage
Professional Services	\$19,000.00	Consultants, Presenters Training, Fees, Per Diem, etc.
Communication	\$10,000.00	Telephone, Internet, Fax
Travel	\$30,000.00	Inter-Island, and Off-Island
Training	\$30,000.00	
Rent	\$30,000.00	Office Space, Conference Room & Common Area
Requested Budget Total	\$285,000.00	

PERSONNEL LISTING

The VI Labor Management Committee has two full-time employees, and one part-time custodian worker, to cover the daily operations of the organization.

TITLE	SALARY	HOURLY PAID
Executive Director	\$85,000.00	
Executive Assistant	\$46,000.00	
Custodian (Part-Time)	\$12,000.00 (\$19.00)	

RENTAL LISTING

The VILMC leases an office. This office occupies commercial rental space leased by St. Thomas Properties Ltd., at #8000 Nisky Center, Suite 740B St. Thomas, VI. 00802. The monthly rental amount of two thousand and five hundred (\$2,000.00), five hundred dollars (\$500.00) for common area charges that include electricity and air conditioning. The rental space is approximately 496 square feet. This includes a 96 sq. ft. conference room, where some workshops and union meetings are conducted.

CONTRACTS MONTHLY CHARGES

CONTRACTS & MONTHLY CHARGES	
ADT	\$32.00
VIYA Telephone Services	\$540.00
VIYA WIRELESS INTERNET	\$100.00