

## **RESOLUTION**

### **Police Benevolent Association (STX)**

**WHEREAS**, this Vote of No-Confidence is a method to bring forth to the public serious concerns of public safety, union busting, and poor treatment of police officers, police detectives, and police corporals, which comprise the membership of the Police Benevolent Association (STX) (“the Association”);

**WHEREAS**, the Government of the Virgin Islands is in violation of the current Collective Bargaining Agreement, which provides for annual step increases to the members of the Association, among other violations of the conditions of employment contained in the CBA;

**WHEREAS**, the Government of the Virgin Islands has not honored step increases for several years resulting in financial hardship and stress to senior members of the Association and their families;

**WHEREAS**, devastation caused by Hurricanes Irma and Maria resulted in the loss of homes and property to several members of the Association;

**WHEREAS**, members of the Association have suffered following Hurricanes Irma and Maria due to working back to back 12 hour shifts without receiving overtime pay resulting in members receiving pay checks of \$12.33 and less because the Government failed to pay overtime for several weeks;

**WHEREAS**, as a result of the mistreatment from the current administration of the Virgin Islands, which resulted in overworked and grossly underpaid officers, several members left the Virgin Islands resulting in severe and dangerous understaffing of the Virgin Islands Police Department in St. Thomas;

**WHEREAS**, to add insult to injury, the current administration of the Virgin Islands bypassed the collective bargaining process in violation of Virgin Islands law and increased the base pay for entry level police officers without ordering or agreeing to a comparable increase in pay for senior officers who have served the community tirelessly for years without receiving increases owed to them under the current CBA;

**WHEREAS**, in July, 2018, the administration, through its Chief Negotiator invited the Association to commence negotiations of a successor CBA;

**WHEREAS**, the invitation was simply a political ploy to further the re-election of the current Governor of the Virgin Islands as the administration refuses


to negotiate a successor agreement, but rather uses stall tactics to include repeated cancellations of negotiations;

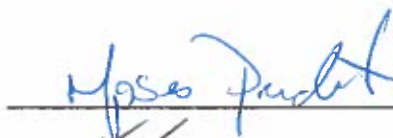

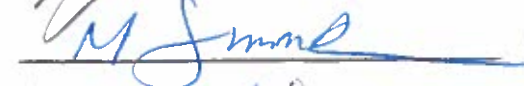
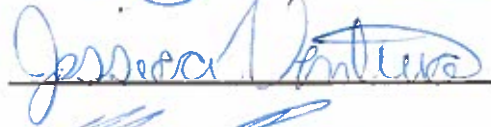

**WHEREAS**, the tactics of the current administration are not only disrespectful to the members of the Association, but harmful to the community as the administration has not addressed the myriad of issues related to the employment of the members, which has resulted in low morale and understaffing of the Virgin Islands Police Department;

**THEREFORE, Be it Resolved**, that the members of Police Benevolent Association (STX), declare that they have **NO CONFIDENCE** in the current administration of the Virgin Islands, to include the Governor of the United States Virgin Islands Kenneth Mapp, who himself is a former member of the PBA and the Virgin Islands Police Department. That the members of the Associations, through its representatives, demand a meeting with the Governor of the Virgin Islands no later than November 1, 2018 to address the administration's unlawful pay increases to entry level officers only, continuous and unacceptable disrespect by its Chief Negotiator, and the conditions of employment that have not been addressed by its negotiating team.

**FURTHER**, the members of the Association authorize its officers to take whatever legal action necessary to address the bad faith negotiation tactics and unlawful and union busting conduct associated with the unlawful pay increases to entry level officers if the issues outlined in this Resolution and the proposal delivered to the administration on August 24, 2018 are not addressed by November 1, 2018.

PBA OFFICERS:

  
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Ronald Fren

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Fred J. Hill

Dated: \_\_\_\_\_