

# MEMORANDUM

To: Mr. Louis Milton Willis  
Executive Director  
28<sup>th</sup> Legislature of the Virgin Islands

From: Mr. Paul Payne  
Tradesman  
Facilities Management

Date: July 13, 2009

Subject: Safety Issue Incident

In accordance with the rules of the Legislature of the Virgin Islands, I find it necessary to request a hearing of grave concern regarding an incident that took place on July 10, 2009 at 8:58 am between Ms. Marjorie Browne, Assistant Executive Director and myself, which requires your immediate attention. In an effort to resolve the matter at hand, I am further requesting that the following individuals be present at said requested hearing; Ms. Marjorie Browne, Assistant Executive Director, Mr. James McNamara, Chief of Operations, Mr. Juan Acosta, Supervisor of Facilities Management, Mr. Raymond O'Reilly, Chief of Security and staff, Legal Counsel, Stenographer, Human Resources and yourself respectively.

The antics displayed by Ms. Majorie Browne on July 10, 2009; unauthorized presence in a restricted area, preventing work production, issuing of threats and verbal abuse towards me on legislative property, a clear violation of the minor and major rules for discipline set forth in the Employee's Manual. Ms. Browne exhibited a derange behavior suggestive to a bitter, miserable individual that craves for attention due to her inability to function in her role as Assistant Executive Director.

It is unfortunate that the first branch of Government has employed an individual in her capacity as Assistant Executive Director who has no leadership skills or respect for the integrity of the Legislature of the Virgin Islands or employees of the Legislature's Central Staff. Ms. Browne continues to abuse her power in her role as Assistant Executive Director with her unprofessional malicious uncouth way of addressing employees in their

work environment with an intent to harass and embarrass, while hoping to inflict fear in employees. Ms. Browne is definitely a potential detriment to the Institution daily affairs and she seemingly is led to believe that she is exempt from the rules of the Legislature of the Virgin Islands.

It is also unfortunate that the Supervisor of the Division of Facilities Management, Mr. Juan Acosta in his role made no known attempts to approach Ms. Browne regarding her deliberate action of not adhering to Security Staff while entering an unauthorized restricted area of Legislative property, in which may have cause her to receive serious bodily injuries. Mr. Juan Acosta should be reminded of his role and responsibility as Supervisor of the Maintenance Division employees, especially when the employee is in their rights. His action regarding the matter was a direct dereliction of his duties as a Supervisor.

It is my position that if the situation was vice/versa I would be disciplined or probably terminated. I am therefore requesting that Ms. Marjorie Browne be disciplined accordingly by removal from her present position or terminated for her vengeful actions.

I respectfully await your timely response and your fair and impartial opportunity to be heard regarding this very important matter.

Respectfully,

  
Paul Payne

Tradesman-Facilities Management

Cc: Honorable Senator Louis Patrick Hill  
Senate President – 28<sup>th</sup> Legislature

Senator Michael Thurland  
Vice President – 28<sup>th</sup> Legislature

James McNamara – Chief of Operations

Legal Counsel


Sonia Kelly – Supervisor Human Resources

Juan Acosta – Supervisor/Facilities Management

Marjorie Browne – Assistant Executive Director

# MEMORANDUM

To: Mr. Louis M. Willis  
Executive Director  
28<sup>th</sup> Legislature of the Virgin Islands

From:   
Mr. Paul Payne  
Tradesman – Facilities Management  
Legislature of the Virgin Islands

Date: August 3, 2009

Subject: *Request for Hearing (Second Notice)*

As you are aware, it has been nearly three weeks since I submitted a correspondence dated July 13, 2009, requesting that a hearing be conducted by you, to include certain legislative employees regarding an incident that took place on July 10, 2009 between myself and Ms. Marjorie Browne, Assistant Executive Director on Legislature property that urgently requires your attention.

This is my second and final attempt to alert you of the importance of having this hearing conducted. The basis for this request is supported on the following: (1) As Executive Director of the 28<sup>th</sup> Legislature **you** failed to follow established rules set forth in the Employee Manual; Discipline and Violations of Legislative Rules; 8.0 Personal Conduct and 8.1 Legislature's Rules and Penalties of the Employee Manual, and your unwillingness to execute your duties and responsibilities with absolute objectivity and impartiality.

On July 16, 2009, you had an impromptu meeting with me at which time you stated that you are going to take all complaints submitted by myself and other Legislative employees regarding Ms. Browne's inapt actions on Legislative property and place them in her file, believing this would put the issue at rest. You also stated that Ms. Brown admitted to you that she was wrong, none-the-less, you did nothing to insure that her public display of attention would not be repeated without her being faced with some consequences.

In your capacity as Executive Director of the 28<sup>th</sup> Legislature, **you stated at the meeting that Ms. Browne is an insult to this institution and you do not want to be seen anywhere with her.** You made it a point to state that you do not have her pick you up from the airport. However, your way of handling complaint against Ms. Browne has been simply to make excuses for her behavior to the extent where you made no sense, with hopes that the problem will just fade away. You were then informed that you cannot place documents of complaints in employees file without the employee having due process and that you were not following the rules and regulations set forth in the Employee's Manual. You then stated in the presence of myself and another individual "**when you follow the rules, you get in trouble**". Can you imagine the impression this statement leave in one's mind?

Please be reminded that part of your role and responsibility as Executive Director of the 28<sup>th</sup> Legislature is to oversee the day to day functioning of Legislative business, which includes conducting hearings and making recommendations to the President of the Legislature regarding "**any**" employee found in violation of the Employee Manual of the Legislature of the Virgin Islands. This includes the Assistant Executive Director, Ms. Marjorie Browne. It is disgraceful to know that you are willing to make a suicidal political sacrifice to **violate** my rights, the rights of other employees of the Legislature and **the rules and regulations governing the Legislature of the Virgin Islands by attempting to make a wrong seemingly right, in an effort to appease a certain Senator.**

On July 24, 2009, you requested my presence to meet with you at the Visitor's Office. Despite the fact that you couldn't find an hour to conduct the hearing requested, you found more than an hour to meet with me to engage me in conversation about your personal political aspirations for the next Gubernatorial election. I was perturbed that you would be insensitive enough to be seeking my support for your personal political agenda while at the same time violating my rights as an employee.

On July 28, 2009, I contacted you via telephone regarding the status of my request for a hearing date. At that time you stated that the requested hearing is not number one on your agenda.

It is obvious to me and many other employees of the 28<sup>th</sup> Legislature that you are failing to address Ms. Browne's blatant and repeated disrespect of employees and her violations of the Employee Manual. You, other employees

of the 28<sup>th</sup> Legislature and myself are aware of the fact that you are **afraid** to utilize your skills to lead by disciplining your Assistant Executive Director much less get her to attend any hearing. You prefer to have the general public view the First Branch of Government as a place that has no law and order or Code of Ethics. Your leadership is helping to create a working environment that will cause great dissension among employees, where the order of the day would be to resolve one's own problems by any means necessary.

Mr. Willis, since you see it fit to enforce the rules on certain employees and attempt to cover up a wrong done by others by deliberately not adhering to the rules set forth in the employees manual, then you too should be removed from your position as Executive Director for your role in contributing to the escalation of the problem and your unwillingness to execute and direct.

I don't know what is your agenda and where my request for a hearing stand on your agenda. However, I urge you to acknowledge the seriousness of this matter and fulfill your responsibilities as set forth in the Employee Manual. You chose not to maintain the integrity of the 28<sup>th</sup> Legislature of the Virgin Islands as you continue to allow your Assistant Executive Director to prove beyond a doubt that both of you by your actions are incapable of performing your duties and responsibilities impartially and professionally.

If I do not receive a response from you regarding a schedule hearing date, I will assume that you are deliberately ignoring my request and I will have no recourse but to seek assistance via the President of the 28<sup>th</sup> Legislature to move the process forward. If I am unsuccessful in acquiring a hearing after exhausting all avenues of the rules set forth in the Employees Manual, I will be left with no choice than to legally file a complaint with the Judicial System against the 28<sup>th</sup> Legislature of the Virgin Islands and make this matter a public one.

**CC:** Honorable Senator Louis Patrick Hill, Senate President – 28<sup>th</sup> Legislature  
Senator Michael Thurland, Vice President -28<sup>th</sup> Legislature  
Honorable Senator Neville James, Majority Leader – 28<sup>th</sup> Legislature  
James McNamara – Chief of Operations  
Legal Counsel  
Sonia Kelly – Supervisor Human Resources  
Juan Acosta – Supervisor/Facilities Management  
Marjorie Browne – Assistant Executive Director