



ANTIGUA AND BARBUDA EMPLOYERS' FEDERATION

Working together today, for tomorrow

70 Years of Platinum Service

70TH ANNUAL REPORT

2019-2020 Annual General Meeting

Venue: Virtual Zoom Meeting

Date: Thursday 22nd October 2020

Time: 3:00pm

Our Vision

To be the pre-eminent organization in effectively promoting and supporting enterprise development in Antigua & Barbuda

Our Mission

“To promote and protect the interest of Employers’ through effective Advocacy, Social Dialogue and providing value added services to facilitate and enabling environment for sustainable business.”

Date Established: December 1950

Date Registered: January 1951

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C.D. Charles Chartered Accountant
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ANTIGUA

The Antigua & Barbuda Employers' Federation

Affiliated to

- **Antigua/Barbuda Business Alliance**
- **Caribbean Employers' Confederation**
- **International Organization of Employers'**

Table of Contents

MINUTES OF THE 69TH ANNUAL GENERAL MEETING	5
EXECUTIVE SECRETARY'S REPORT	14
MEMBERSHIP	14
RESIGNATIONS/CLOSURE.....	14
MEMBERS OF THE GOVERNING COMMITTEE & ALTERNATES	14
ADMINISTRATION	15
WORK LOAD	16
PARTICIPATION IN ACTIVITIES	16
ABEF ACTIVITIES/TRAINING	16
INDUSTRIAL RELATIONS	17
ANNUALIZED CPI INFLATION RATE - ANTIGUA & BARBUDA	19
ANNUALIZED STATISTICS NOTES.....	19
BALLOTS/POLLS CONDUCTED	19
INDUSTRIAL ACTION.....	20
REPRESENTATION.....	20
NATIONAL LABOUR BOARD.....	21
SOCIAL DIALOGUE.....	21
AFFILIATIONS.....	21
WEBINARS.....	22
FINANCES	23
ANNIVERSARIES.....	23
OBITUARY	23
GENERAL COMMENTS	23
TREASURER'S REPORT	25
BUDGET.....	27
MEDICAL BENEFITS BOARD REPORT	28
SOCIAL SECURITY BOARD REPORT	31
PRESIDENT'S REPORT	35
2020/2021 MEMBERSHIP LIST.....	37

**MINUTES OF THE 69TH ANNUAL GENERAL MEETING
of the
Antigua Barbuda Employers Federation**

President Brazier called the meeting to order at 4:58pm. Mr. Salmon moved a motion to adopt the agenda as presented while Mr. Karl Spencer seconded the motion.

Ms. L. Noverly Edwards lead the gathering in prayer.

Present were:

Mrs. Sherrie-Ann Brazier	representing Sun General Insurance
Mrs. Brithnie Rhodes-Browne	representing Sun General Insurance
Mr. Rodney Simon	representing Antigua Public Utilities Authority
Mr. Karl Spencer	representing Community First Cooperative Credit Union
Ms. Aarion Nicholas	representing CGM Gallagher
Ms. L. Noverly Edwards	representing Crossroads Incorporated
Mr. Walter Berridge	representing Colombian Emeralds International
Mr. Craig Richards	representing Caribbean Airport Services
Ms. Celestine Reynolds	representing Antigua & Barbuda Airport Authority
Mr. Dwayne Edwards	representing Antigua & Barbuda Development Bank
Ms. Jonelle Silcott	representing Family Radio Ltd.
Ms. Daniella Lynch	representing Family Radio Ltd.
Ms. Natasha Simon	representing National Solid Waste Authority
Ms. Deborah Lee	representing National Solid Waste Authority
Mrs. Lisa Bacchus-Herdsman	representing National Solid Waste Authority
Mrs. Sherene Bird	representing Antigua Commercial Bank
Ms. Jo Lucas	representing Eastern Caribbean Marina Boatyard
Mrs. Thomasine Whyte	representing Woods Pharmacy
Mr. Ransford Simms	representing Antigua & Barbuda Social Security Board
Mr. Cameron Singh	representing Signature Flights Support Operations
Mr. Mitchell Todman	representing Signature Flights Support Operations
Mrs. Alicia Bazil- Ashton	representing Eastern Caribbean Amalgamated Bank
Mrs. Fay Joseph-Alexander	representing Eastern Caribbean Amalgamated Bank
Mr. Leslie Salmon	representing Food brokerage Services Ltd.
Mr. Akeem Edwards	representing Donut Ace
Mr. Pedro Corbin	representing Godard Catering Group
Mrs. Kara-Ann Spencer	representing General Insurance Company LTD.
Ms. Ellada Lewis	representing Cost Pro
Mr. Kevin Williams	representing Financial Services Regulatory Commission
Mr. Shemrick Rodney	representing West Indies Oil Company
Mr. Jason Gilead	representing Unicomer Antigua Ltd.
Mrs. J. Arlene Winter	representing Automotive Arts
Mr. Cameron Kelsick	representing Anjo Wholesale
Mr. Mario Winter	representing Anjo Wholesale
Ms. Nola L. Clarke	representing Epicurean Fine Foods & Pharmacy

Ms. Patsy Philip	representing Central Marketing Corporation
Mrs. Karen Richardson	representing Caribbean Union Bank
Ms. Ilean Ramsey	representing LIAT (1974) Ltd.
Mr. Korey Boyce	representing St. James' Travel & Tours
Ms. Sharon Proctor	representing Board of Education
Ms. Louisa Norris	representing Budget Marine
Ms Juliene James	representing Global Bank of Commerce

Excuses & Absences:

Dr. Vanetta Rodgers	representing AVCO Corporate Services Ltd.
Mr. Ian Deane	representing C. O. Williams Construction
Ms. Frances Bourne	representing Intimate Touch
Ms. Anya Michael	representing M.A. Michael's, 1 st Choice Foods
Ms. Melissa Ramsey	representing Airport Service Antigua
Mrs. Anjanette Wiltshire	Britelane Trucking
Mr. Patrick Ryan	Geo. W. Bennett Bryson & Co Ltd.
Mr. Jason Holowchak	North Coast Hardware
Ms. Juliet Samuel	National Mortgage & Trust Company Ltd.

By Invitation: Mr. Davidson Charles representing C D Charles Chartered Accountants - Auditor
Confirmation and corrections of minutes:

- Page 8 of the report - 3rd point on treasurer's report – second mention of 11% to be removed

The adoption of the minutes was moved by Mr. Jason Gilead and seconded by Mrs. Whyte.

There were no matters arising.

The Executive Secretary Ms. J. Arlene Martin presented her report noting that there were eight (8) new members admitted to the Federation's membership for the period under review. Additionally, two members of the Governing Committee tendered their resignations they are for Ms. Marlene Bailey and Ms. Correne Samuel. In addition to the hard work of the committees, the Executive Secretary also thanked the Federation's staff of Ms. Charles and Mr. Maile for a job well done. She also highlighted the fact that the Federation conducted over a dozen trainings and concluded over 20 negotiations. The report made mention of the average increases as well as the Consumer Price Index and the inflation rate.

Under the period in review the General Insurance Company also became unionized with the Antigua Barbuda Workers Union, while the Central Marketing Corporation decertified their previous union and certify a new union. The Executive Secretary also thanked the representatives who sat on the Social Security Board and the Medical Benefits Board for their contribution of time and service. She also thanked the members who sat on the National Labour Board namely Mr. Daniel Cadet of Cedar Valley Golf Course, Mrs. Lucette James of A.S. Bryden & Sons (Antigua) Limited and Mrs. Lyndell Butler of State Insurance Corporation Ltd.

Ms. Martin expressed the need for continued social dialogue between the government and ABEF especially in light of the new pending amendments of the Sunday Public Holiday Amendment Bill. Members celebrating anniversaries were also congratulated openly. Ms. Martin concluded her report with other general comments and opened the floor for questions.

Mr. Pedro Corbin inquired about the Sunday Holiday Pay Amendments. Ms. Martin explained the proposed amendments and assured that the proposed bill would be shared via email for members' feedback.

Ms. Arlene Winter inquired about the contract workers amendment and gave an example of temporary hires. Ms. Martin answered and explained that the Federation has tried to get meetings with the minister but advised to use the term part-time in such hiring instances and advised that there needs to be continued dialogue also on the issue of C44.

Mr. Corbin added that the conversation he had with the minister was that C44 was not an automatic payment for severance.

Ms. Martin added that the issued she raised to the minister was the need for forums so that the bills can be properly ventilated before bills are passed so persons can have a true understanding of what the legislation is saying.

Mr. Corbin spoke also to the transfer of shares not being a reason to trigger severance but the selling of assets or the company changing its name. He also mentioned that he would share the notes on the issue once it was received. He furthered that the unions are normally the first ones to say that once things are changing hands severance is due.

Ms. Martin added that it was unfortunate that it took for the union to challenge employers before the minister to realize that there will be an issue that needs further discussion. She added that Employers are not given the voice as the unions seem to have.

Mr. Singh asked about the common issues regarding the various strikes that were mentioned in the opening remarks.

Ms. Martin answered that they were related to protracted negotiations that the unions sought to blame the company.

Mr. Gilead enquired if there was a commonality with the union that instituted the strikes.

Ms. Martin answered that it was the Antigua Barbuda Workers' Union and the Antigua & Barbuda Trades & Labour Union. She also spoke to a militancy coming out of the ABWU as it relates to ongoing negotiations at the table.

There being no other questions Ms. Martin thanked the members for listening to her report and asking questions.

The president then asked for a motion to adopt the report as presented. The motion was moved by Mr. Rodney Simon and seconded by Mr. Walter Berridge.

The president apologised for the absence of the Treasurer Ms. Juliet Samuel and thanked the finance subcommittee chair Ms. Aarion Nicholas for stepping in to present the treasurers report and also for leading the finance subcommittee over the last year.

The presence of the auditor Mr. C. Davidson Charles was also acknowledged.

Ms. Nicholas presented the treasurers report and highlighted the following:

- Surplus of income over expenditure of \$62,133.00 compared to \$53,765 in comparison to the prior year representing a 49% increase over the past two years.
- The 15% surplus increase mainly attributed to an increase of over 115% in non-subscription revenue derived mainly from workshops and seminars.
- On the balance sheet comprising cash and cash equivalent a recorded \$962,720.00 which is approximately 7% higher than the previous year and due to the surplus mentioned.
- A less than 2% decline in subscription revenue.
- Budget prepared on actual figures. A 4% increase in subscription revenue is anticipated.
- Interest income –
 - Royal Bank of Canada – 2%
 - Easter Caribbean Amalgamated Bank – 2%
 - Community First Cooperative Credit Union – 2.5%
- 3.7% increase in salaries and wages
- Statutory deduction increases from 01/01/2020
- Increased marketing and promotion efforts to be in line with the strategic objectives

Ms. Nicholas summarized that the Federation continues to be a sound organization that will continue to grow. On behalf of the treasurer she thanked the membership and the secretariat team.

There were no questions.

The President read the opinion of the auditor contained in the Auditor's Report after page 39 of the AGM report. She confirmed the assets as being \$962,720.00, the liabilities of \$13,432.00 and a general fund balance of \$949,288. The income from subscription revenues was \$368,660, other income \$98,696.00, interest \$16,411.00, total income \$483,767.00, total expenses \$421,634.00 and total surplus of income over expenditure \$62,133.00.

The president then asked for the adoption of the auditor's report. The adoption was moved by Ms. Jo Lucas seconded by Mr. Korey Boyce.

The president also asked for the adoption of the budget for the financial year 2019/2020 as presented by the finance chair, total projected revenue of \$492,000.00, total projected expenses \$444,497.00 and a projected net income of \$50,803.00. The motion was moved by Ms. Jo Lucas and seconded by Mr. Korey Boyce.

The president brought apologies from the Federations' representative on the Medical Benefits Board Dr. Vanetta C. Rodgers who travelled out of state on company business. The report was presented by the Executive Secretary and highlighted the following:

- Monthly contributions of \$1.5 million to Mount. St. John's Medical Center
- Accommodation payments for the Cuban Brigade and representatives from PAHO and WHO on behalf of Ministry of Health.
- Collaborations and sponsorship with entities hosting health fairs, symposiums and other health related activities.
- One-time 10% waiver on accounts with outstanding balances.
- Human Resource Audit of Mount St. John's Medical Center.
- Interim Organizational Chart for MBS
- Completion of negotiations between the unions for Managers, Supervisors and Line Staff

There were no questions from the audience.

The President thanked Dr. Rodgers and Mr. Salmon for their continued representation on behalf of the Federation. Mr. Salmon was welcomed to the podium to make his presentation as representative on the Social Security Board.

Mr. Salmon highlighted the following in his report:

- Reviewing the practicality of subdividing the land at the US Airforce Base for sale in order to bring in revenue.
- Current actuarial report with Cabinet but the initial findings show that the board made the right decision in increasing the retirement age and the amounts for contributions.
- A new tender to be sought from the tender's board to rebuild the property on Long & High Street.
- A resolution to extend the Overdraft facility at Caribbean Union Bank by an additional \$2 million XCD dollars.
- The current deficit was reduced by \$78 million
- Increases to contributions by employer and employee.
- Fluctuating monthly short falls to the tune of \$2.5 - \$3 million
- Government debt currently at \$433 million \$280 million in a thirteen-year government bond.
- Total beneficiaries 18,304 comprising aged pension, invalidity pension, survivors' pension and old age assistance.

Mr. Salmon thanked the president, the governing committee and members of the Federation for their continued support and opened the floor for questions.

Mr. Corbin asked if Mr. Salmon happened to know which contributors constituted the \$78 million reduction?

Mr. Salmon stated that it was as a result of the transfer of the deed of US Airforce Base to the Social Security Scheme.

Mr. Corbin asked if he knew what the government contributions were for the year under review.

Mr. Salmon stated that he would revert the information to Mr. Corbin but hazarded a guess that it would be less despite the increases in contributions amount. He added that the private sector is leading in terms of payments.

Ms. Ilean Ramsey asked if he had stated that the Scheme was in consultation with the government to subdivide the land at the Airforce Base and why the consultation was necessary.

Mr. salmon answered that this was the case as the minister of Finance is also the minister of Social Security. He added that while the board has put forward recommendations the government has also been in discussions with other entities to use certain parts of the property. He furthered that any property used will be paid for by said entity or added to the government's debt.

Mrs. Winter asked if the property was insured to which Mr. Salmon stated yes it was insured by State Insurance.

Mr. Berridge asked if there was any consultation with private companies who wished to retain sixty (60) as the age of retirement noting the increases for the social security age?

Mr. Salmon stated it has been discussed at the board level; however, it was raised as a cause for concern by the Federation. Mr. Salmon also stated that without a national retirement age it is left to individual companies. The issue of the national retirement age he noted would have to be decided by the government.

As per Mr. Corbin's earlier question Mr. Salmon stated that last year's contributions by the government was \$12.5M, statutory \$7.8M, \$2.4M by the self-employed and \$65M by the private sector.

Ms. Ramsey asked if there are any efforts being made to reduce the government's debt?

Mr. Salmon stated that they are actively pursuing them but it is very difficult. He added that after the transfer of the base most of the government's revenue would have been coming from the Citizen by Investment project and he suspects that there may be a slowdown in that area. He added that being the case it is somewhat difficult to find ways to fund their shortfall but they continue to put pressure on the government though the private sector is leading in contributions. He added that they would have swapped some of their debt with the handing over of the base.

Ms. Ramsey added that she was not understanding why they would transfer land and then be involved in its dissolution.

Mr. Salmon added that there was another considerable piece of property that they are currently negotiating with the government to acquire and once same is complete they would have free hands in terms of its use. He added that the complexity with the base is the issue of the army being there. He concluded by saying that if the property mentioned earlier is acquired, they would be able to put it on the market to earn some good revenue.

Ms. Jo Lucas asked what was in place to ensure that everyone was contributing as situations occur where companies take out the deductions but do not remit.

Mr. Salmon mentioned that there is a compliance department which is fully staffed and active but relies on the public to act as whistle-blowers. He added that he would speak to the manager of the compliance department to see how those situations are dealt with.

Ms. Lucas added that for workers on work permits might be in a catch twenty-two situation as they would want to protect their jobs.

Mr. Salmon gave an example of a situation uncovered by the compliance department. He further mentioned the collaboration with the Inland Revenue Department and Board of Education to establish an office in the English Harbour to ensure compliance by businesses located in that area.

Mr. Berridge asked why a statement could not be mailed to contributors to make them aware of the contributions paid in on their behalf.

Mr. Salmon stated that he saw no need why that could not be done.

Mrs. Winter added that in addition to Public Service Announcement (PSA's) employees have a right to ask about their contributions.

Mr. Salmon thanked Mrs. Winter for the reminder and stated that every employee has the right to ask Social Security for their record and if it is found out that payments are not being made, Social Security will investigate without the employer knowing who initiated the inquiry.

Ms. Lucas added that this should be put forward in a PSA.

Mr. Salmon gave the undertaking that by the next board meeting he will put forward this suggestion.

The President thanked Mr. Salmon and moved on to the President's report. She highlighted the various changes in the industry and the labour relations matters that keep the Federation engaged. Mention was also made of the Governing Committees decision not to debate in the public forum via the media but will continue to write on matters relating to labour relations. Additionally, since the last AGM there have been internal changes at the Federation. The President thanked the head of the HR committee Mr. Simon and the entire subcommittee for the comprehensive review of the Employee Handbook. She also thanked the Finance subcommittee and the Treasurer for keeping the financial affairs of the secretariat in good standing. She mentioned the addition of Mr. Maile to the Federation and his completion of a Macroeconomics training course hosted by the ILO.

The President also thanked the members for their suggestions on the training they required. She also recognized and thanked Signature Flight Support for partnering with the Federation for the Millennial Leadership Conference which was a success and will be an annual activity going forward on the calendar of events. Mention was made of the Federation's activities on the various boards and committees where they represent the Federation. The President then highlighted the sustainable development goals as pledged to by the government of Antigua and Barbuda. She reiterated the need for business owners to join the Federation in order to drive meaningful change. The President also mentioned that both her and Ms. Martin would have completed a Chartered Directors Course and the committee has committed to adequate training to ensure the work of the Federation is carried out in the highest standards. The

President thanked the secretariat team, the governing committee and the general membership for the continued hard work, support and commitment to see the success of the Federation.

Elections were then held and the results are as follows:

Mr. Karl Spencer	representing	Banking and Other Financial Institutions (Vice President)
Mr. Rodney Simon	representing	Communications
Mrs. Sherrie-Ann Brazier	representing	General Business (President)
Ms. Aarion Nicholas	representing	General Business
Mrs. Thomasine Greenaway-Whyte	representing	General Business
Mr. Akeem Edwards	representing	Hotels (including Restaurants)
Ms. Louisa Norris	representing	Manufacturing
Mr. Walter Berridge	representing	Merchants and Agents
Mr. Leslie Salmon	representing	Merchants and Agents
Mrs. Karen Richardson	representing	Shipping
Mr. Cameron Singh	representing	Transportation and Services

Trustees:

The three trustees in the person of Mr. Pedro Corbin, Dr. Radcliffe Robbins, Ms. Gloria Joseph were re-elected, and will serve until October 2021.

The Executive Secretary congratulated the Vice President and President on their elections and invited them to give brief remarks.

The President thanked the membership for their commitment and support for another two years and took the opportunity to congratulate Mr. Spencer as Vice President for the next two years.

The Vice President also thanked the attendees for his election. He pledged his hard work and support and also congratulated the president as well as pledged his support to the Federation team to achieve its goals for the upcoming term.

The Executive Secretary thanked Mr. Spencer for his remarks.

The President then referenced section 15.1.2. as it relates to the audit. As there was no resignation from the auditor therefore the governing committee will decide if they will continue with the same auditor.

The President invited members to make comments under the heading of Any Other Business.

Ms. Lucas asked if the employee handbook that was referenced could be made available for other members to base their handbooks on.

The Executive Secretary stated that it would be preferred if persons designed their own and the Federation would assist in tailoring to the organization.

Mrs. Winter then thanked Ms. Martin, Mr. Maile and Ms. Charles for doing a fantastic job with the training efforts.

The Executive Secretary used the opportunity to thank Ms. Patsy Phillip for reaching out to the membership and encouraging to attend the AGM.

The President then presented tokens of appreciation to the Federation team on behalf of the governing committee.

This being all the business, the President thanked the members for attending and declared the meeting closed at 6:45 p.m. Motion to closed the business session was moved by Ms. L. Noverly Edwards and seconded by Ms. Aarion Nicholas.

ANTIGUA & BARBUDA EMPLOYERS' FEDERATION

EXECUTIVE SECRETARY'S REPORT

2019/2020

MEMBERSHIP

During the period under review four (4) new members were admitted to membership namely:

1. Sunrise Concierge Services Ltd.
2. Caribseas Ltd.
3. Harrigan Building Construction
4. Cashwiz AB Ltd.

RESIGNATIONS/CLOSURE

1. Lipstick (Antigua) Ltd./Xtreme Health & Fitness
2. Crab Hole Liquors
3. Sulmic Management Ltd.

Total active members now stand at 136. The Federation acknowledges the loyalty and values the continued support of its members.

Non-members, mainly small businesses sought the advice/consultation of the Federation to assist with personnel and industrial relations matters. Through this activity we have being able to realize revenue to the value of **\$2,000.**

MEMBERS OF THE GOVERNING COMMITTEE & ALTERNATES

Governing Committee

Mr. Karl Spencer	representing	Banking and Other Financial Institutions (Vice-President)
Mr. Rodney Simon	representing	Communications
Mrs. Sherrie-Ann Brazier	representing	General Business (President)
Ms. Aarion Nicholas	representing	General Business
Mrs. Thomasine Greenaway-Whyte	representing	General Business (Treasurer)
Mr. Akeem Edwards	representing	Hotels (including Restaurants)
Ms. Louisa Norris	representing	Manufacturing
Mr. Walter Berridge	representing	Merchants and Agents
Mr. Leslie Salmon	representing	Merchants and Agents
Mrs. Karen Richardson	representing	Shipping
Mr. Cameron Singh	representing	Transportation and Services

Alternates

Ms. Juliene Marcelle James	Alternate for Banking and Other Financial Institutions
Ms. Joanna Shamarie Spencer	Alternate for Communications
Ms. L. Noverly Edwards	Alternate for General Business
Ms. Kevin Williams	Alternate for General Business
Ms. Sharon Proctor	Alternate for General Business\
Ms. J. Arlene Winter	Alternate for Merchants & Agents
Mr. Shemrick Rodney	Alternate for Merchants & Agents
Ms. Desiree Warren	Alternate for Shipping

On average members attended meetings regularly.

SUB-COMMITTEES

Human Resources:

Mr. Rodney Simon (Chairperson)
Ms. Sharon Proctor
Ms. Louisa Norris
Mrs. J. Arlene Winter
Ms. L. Noverly Edwards

Public Relations & Marketing

Mr. Walter Berridge (Chairperson)
Mr. Akeem Edwards
Mr. Shemrick Rodney

Business Development and Finance

Ms. Aarion Nicholas (Chairperson)
Mrs. Thomasine Greenaway-Whyte
Ms. Joanna Shamarie Spencer
Mr. Kevin Williams
Mr. Cameron Singh

ADMINISTRATION

- (a) The Federation's Secretariat continued to provide services as customary to members in relation to their Human Resources, Training, and Industrial Relations issues.
- (b) The full complement of staff is as follows: -

 Ms. J. Arlene Martin	Executive Secretary
 Mr. Shawn Maile	Labour Relations Officer
 Ms. Alison V. Charles	Administrative Assistant

WORK LOAD

During the period under review, the Federation accomplished the following:

Governing Committee	12
Extra-ordinary Meeting	0
Visit to and from members	01
Negotiations (at Shop level) Sessions	68
Negotiations (at Conciliation) sessions	05
Conciliations Meetings (Disputes)	29
Other meetings with Trade Unions	02
Conciliation at the Minister Level	01
Polls Taken	03

PARTICIPATION IN ACTIVITIES

14 th & 15 th November 2019	Caribbean Employers' Confederation 59 th Annual General Meeting
	IOE hosting of the Youth Employability and Skills Development in the Caribbean workshop
16 th January 2020	Invitation to the 3 rd Session of Parliament & Throne Speech
12 th February 2020	Meeting with the International Monetary Fund Team (IMF)
18 th February 2020	ABEF & Christ the King High School Car
7 th March 2020	Women of Wadadli Awards
18 th March 2020	Cabinet of Antigua and Barbuda
18 th June 2020	Opening of the Industrial Court Office at new location

ABEF ACTIVITIES/TRAINING

January 23 rd 2020	Effective Communication & Interpersonal Skills- facilitated by Dr. Mottley with 40 participants
February 4 th – 27 th 2020	Labour Relations Phase 1, Tripartite delegation facilitated with 26 participants

June 11 th 2020	International Labour Organization workshop on Business Continuity Planning/Occupational Safety & Health, facilitated by Mr. Teelucksingh. Thirty-five (35) participants
June 17 th 2020	Driving Organizational Change vs Managing Change, facilitated by Dr. Marcus Mottley with 60 employees
July 13 th – 26 th August 2020	Labour Relations Phase 1 (2 nd Cohort) – Tripartite delegation facilitated with 60 participants
August 17 th 2020	How Organization can Boost Employees Emotional Well-being and Enhance their performance, facilitated by Dr. Marcus Mottley with 23 participants.

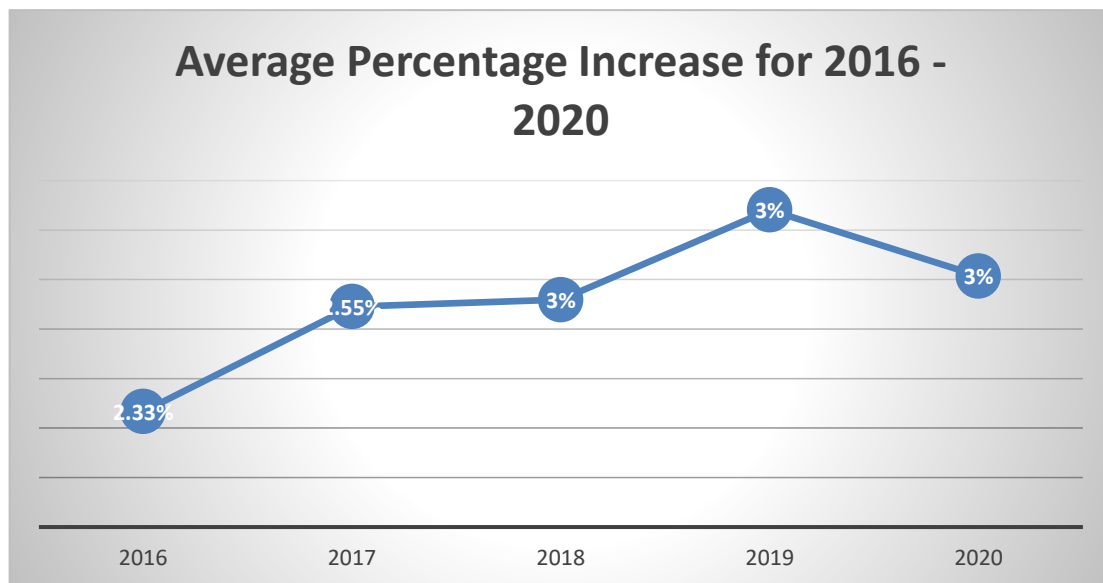
INDUSTRIAL RELATIONS

During the period under review, the Federation encouraged its members to initiate the collective bargaining negotiation by submitting their draft proposals plus proposed meeting dates to the relevant employee representatives. This has worked! The results are reflected in the table below.

Settlement in wage negotiations for the period September 2019 - August 2020

Company	Union	Duration	Percentage Increase	1 st Year	2 nd Year	3 rd Year
Caribbean Airport Services	ABWU	2018-2020	7%	1%	3%	3%
Antigua & Barbuda Development Bank	ATLU	2018-2020	7.5%	3%	2.5%	2%
Subway Antigua Ltd.	ATLU	2020-2022	6%	2%	2%	2%
Cricket West Indies (CWI)	ABWU	2018-2020	10.5%	3.5%	3.5%	3.5%
Community First Cooperative Credit Union (Supervisors)	ABFTU	2019-2021	7.5%	2.5%	2.5%	2.5%
Central Housing & Planning Authority (CHAPA)	ATLU	2018-2020	7.5%	2.5%	2.5%	2.5%
Antigua Distillery Ltd.	ABWU	2017-2020	6%	2%	2%	2%
KFC Antigua Ltd.	ABWU	2019-2022	10%	4%	3%	3%
A S Bryden (Line Staff)	ABWU	2020-2022	8%	2%	3%	3%
St. Johns Development Corporation (Line Staffs)	ATLU	2016-2019	2.5%	0%	0%	2.5%
Caricement (Argos Ltd.)	ATLU	2019-2022	6%	3%	1.5%	1.5%

Eastern Caribbean Amalgamated Bank (ECAB)	ABWU	2019-2022	9.5%	4%	3.5%	2%
A S Bryden (Supervisors)	ATLU	2020-2022	8%	3%	2.5%	2.5%
Kelcom FLOW	ABWU	2018-2020	9%	3%	3%	3%



There are currently negotiations outstanding at various levels as follows:

Outstanding Negotiations	
At the Table	13
At Conciliation	0
Pending commencement	8
At the Industrial Court	0
At the Minister	0
Total	21

ANNUALIZED CPI INFLATION RATE - ANTIGUA & BARBUDA

PERIOD: 2010 – December 2019

<i>Years</i>	CPI All-Items Average	Annualize Inflation Rate (%)
2010	87.52	3.40
2011	88.98	1.70
2012	93.61	5.20
2013	94.6	1.10
2014	95.63	1.10
2015	96.56	1.00
2016	96.09	-0.05
2017	98.42	2.40
2018	99.61	1.20
2019	101.57	2.00

Source: Statistics Division, Min of Finance, the Economy and Public Administration.
Date: 15th October 2020

ANNUALIZED STATISTICS NOTES

The statistics Department conducted a rebasing exercise in 2019 where the basket of goods and expenditure weights were updated to reflect a new base period of 2019.

The following represents the updated basket and expenditure weights which is linked to the old series using new consumption expenditure.

BALLOTS/POLLS CONDUCTED

During the period under review the following members conducted Ballots/Polls: -

Name of Company	Bargaining Unit	Winning Union
Sunrise Concierge Ltd.	Line staff	ABWU*
Crow's Nest Restaurant	Line Staff	ABWU
North Coast Hardware	Line Staff	ABWU

*Antigua & Barbuda Workers' Union (ABWU)

INDUSTRIAL ACTION

Member organizations faced a number of industrial disputes during the period under review. The enclosed list details the industrial disputes that surfaced.

October 3 rd , 2019	-	GET Enterprises
October 25 th , 2019	-	Caribbean Airport Services
October 29 th , 2019	-	Antigua Port Authority
November 12 th , 2019	-	Antigua Port Authority
December 2 nd – 4 th 2019	-	Antigua Port Authority
December 23 rd 2019	-	KFC Antigua Ltd.
February 10 th 2020	-	Antigua Distillery Ltd.
March 27 th 2020	-	GET Enterprises

REPRESENTATION

During the period under review the Federation represented its membership on the following Boards/Committees:

#	Committee Representing	Name of Committee Members
1	Country Coordinating Mechanism (CCM) - HIV/AIDS	Mrs. J. Arlene Winter
2	Economic Recovery Committee	Mrs. Sherrie-Ann Brazier
3	Labour Task Force Sub-committee	Ms. J. Arlene Martin Ms. Sharon Proctor
4	Medical Benefits Board	Dr. Vanetta C. Rodgers
5	National Labour Board	Mr. Daniel Cadet, Ms. J. Arlene Martin, Mrs. Lucette James & Mrs. Lyndell Butler
6	National Minimum Wage Advisory Committee	Mr. Shawn Maile Mr. Kevin Williams
7	National Training Agency	Ms. Juliene Marcelle James
8	Social Security Board	Mr. Leslie Salmon

NATIONAL LABOUR BOARD

During the period under review, the National Labour Board continued in earnest of finalizing the review of the proposed amendments of the Labour Code. We are aware that persons would have complaint that the process being very long. However, we the members of the board have been very vigilant with the amendments and need to ensure that the changes made can withstand the current Labour environment.

It is our opinion that there has been an overarching of information within Division G & H. Therefore, we are in the process of merging these sections to bring clarity to the information. Most of the Board's deliberations and amendments were forward to the Attorney General's office.

SOCIAL DIALOGUE

Over the years the Federation would have called on the Government and by extension the Hon. Minister of Labour to engage the social partners in discussion on issues that affect the nation.

I am happy to report that during the period under review we would have had several engagements with the Hon. Minister and one with the Government Cabinet.

In April, the Federation and other social partners were invited by the Hon. Prime Minister Gaston Browne to a consultation meeting to discuss plans on how the pandemic should be managed. At that meeting I impressed upon the leadership that it was important for the social partners to be a part of the process going forward.

Following on those discussions was the formation of the Economic Review Committee (ERC) and the Labour Task Force Subcommittee of which the federation was well represented by the President, Executive Secretary, and the immediate Past Vice-President. A full report on these discussions and meetings will be presented to the nation at a date to be announced.

The Hon. Minister of Labour has also followed through on his promise to engage the social partners on a quarterly basis. He has since engaged members of the National Labour Board and the Labour Task Force in discussions on question posed to his office with regards to the following: -

- Once Government declares a State of Emergency, who's responsibility will it be for the wages of employees
- Should there be lay-offs during a State of Emergency
- Proposal for an unemployment fund

The committee should be providing their findings by the end of October 2020 at a scheduled meeting of the committee.

AFFILIATIONS

The Federation retained membership with the International Organization of Employers (IOE) and the Caribbean Employers' Confederation (CEC).

CEC -The Caribbean Employers' Federation, like the ABEF, is celebrating a milestone of its existence this year 2020. CEC celebrates its 60th Anniversary today the 22nd October with the launch a magazine and its 60th Annual General Meeting.

The ABEF, being one of the founding members of CEC is elated of the organization's growth over the years. We hope that the relationship continues, and that success will continue through our paths.

During the period under review, CEC maintained its presence on the Governing Body of the International Labour Organization. Mr. Vern Gill, second Vice President of the CEC, President of the St. Lucia Employers' Federation, and an Attorney at Law, was appointed as its representative for the period June 2020 through March 2023. Mr. Wayne Chen, President of the CEC and a Director of the Jamaican Employers Federation would be the substitute. The CEC further, thanked the International Organization of Employers' (IOE) for its ongoing support to the Caribbean region and trusts that Mr. Gill's contribution during his tenure would not only be exceptional but invaluable to the employers' deliberations generally.

The ABEF retained membership in the Caribbean Employers' Confederation (CEC) and has continued to support the efforts of CEC in maintaining harmony amongst Caribbean Employers.

ILO-The Federation also maintained a relationship with the International Labour Organization (ILO). The organization continued its support of the Federation through various training programmes. We are very grateful for the continued support of the ILO in our ongoing pursuit of being the Employers' Organization of choice in Antigua and Barbuda.

During the period under review, the ILO's hosted a training on Youth Employability in conjunction with the Caribbean Employers' Confederation in Aruba, from 14 – 16 November 2019. The President, Mrs. Sherrie-Ann Brazier represented the Federation at the CEC's meeting and workshop.

From April to June 2020, when countries in the region were under lockdown from the impact of COVID-19, the ILO was very supportive in providing literature to support the current situation. Numerous webinars relevant to COVID were also provided and invitations shared with the membership.

We are forever grateful to the ILO for their continued assistance to our Federation as we work together in fulfilling the ILO's mandate under the Decent Work Agenda.

WEBINARS

The Federation was invited and participated in several Virtual meeting and Webinars at a regional level which was hosted by the International Labour Organization, University of the West Indies, and Caribbean Export to include the following: -

- Stakeholder Consultation with the Caribbean Examination Council (CXC) in April, July, and September 2020.
- High Level Virtual Meeting: Socioeconomic impact of COVID-19 in the Caribbean
- ILO Zoom Virtual Conference on: The world of work in a time of COVID-19

- Webinar: Saving jobs, creating new ones, and making people more employable. Shaping good Labour market policies for post COVID-19 response
- Webinar: Termination of employment and the aftermath in times of COVID 19 and related legal issues
- Webinar: Social protection responses in the Caribbean to the COVID-19 pandemic
- A crisis management series Talking Export tips for Leaders during Turbulent times
- Labour Relations in COVID times

FINANCES

- (a) The Financial position of the Federation is reflected in the Auditor's Report for the year September 2019 – August 2020.
- (b) The Estimates for the ensuing year, September 2020 – August 2021 is circulated for the consideration of members.

ANNIVERSARIES

During the Period under review, the following celebrated milestones.

Eastern Caribbean Amalgamated Bank	10 th Anniversary
Paper Clips	10 th Anniversary
Antigua Commercial Bank	65 th Anniversary

I wish to take this opportunity on behalf of the Executive Members, Staff and General membership to wish the managements and staffs continued success.

OBITUARY

During the period under review the Federation mourned the passing of the following:

Mr. Noel Walling for Managing Director at Airport Services Antigua Ltd.

GENERAL COMMENTS

The year 2020 will go down in notoriety as a most memorable year. With the coronavirus reaching our shores in March of 2020, the country saw unprecedented changes in all facets of our economy and daily life. The resultant Covid-19 pandemic is still ever-present at our doorsteps and will continue to be until sometime in the hopefully near future.

The Federation remains resolute to serve you our members even in these trying times. From the onset of the pandemic, the Federation has been active in protecting members interest through social dialogue and advocacy in tri-partite discussions. We have managed to use our limited resources to maximize our service offerings whilst ensuring members' satisfaction.

Nonetheless, the Federation was able to still function as a valuable entity. We are thankful to you our members for your continued support. This is realized through your commitment to maintaining your membership with us as the Employers Organization in Antigua and Barbuda.

The Federation was also able to revive its flagship Labour Relations Phase 1 Workshop in February 2020 to an audience of over two dozen individuals. The programme was oversubscribed, the demand was high and we were able to plan and execute a second cohort leaving all participants satisfied. Initially, we hoped to have the second session in person, but with the presence of the coronavirus, we had to improvise and offer the training virtually. Thanks to you our members who have supported us through thick and thin, we were able to host two additional trainings via the Zoom platform successfully.

This shift to offering training purely online is a testament to the Federation staying on-trend and showcasing its agility while remaining committed to its vision statement to be the pre-eminent organization in effectively promoting and supporting enterprise development in Antigua and Barbuda.

The Federation continues to be a source of insight and information to member organizations for their industrial relations matters. Because of the pandemic, there were a host of implementations adopted by companies to ensure the survival of their business. Almost all employers had to implement some sort of change to deal with this force majeure. Shortened work week, reduced hours, layoffs, and severance was applied where necessary to ensure the survival of various member organizations. Many a conversation were had during this time with the Labour Department and the various unions to ensure all involved were treated fairly. These conversations continue to date as the road to recovery will not be as swift as the plunge into the pandemic was.

As we begin a new financial year it is plain to see that the Federation must continue to change and adapt to keep abreast with what all have coined as the “new normal”. An unprecedented time where all businesses must adjust the way they operate to maintain the health and safety of their employees and their customers.

There will be many more firsts to come for the Federation as we enter this new decade of existence as an employers’ organization; as this is the first time in our 70-year history that we are not able to hold our Annual General Meeting face to face.

As our founding members ventured into uncharted territory with enthusiasm, resolve, and commitment to delivering a quality service to its members, so do we today approach the next 70 years and beyond with the same principles holding firm to our motto of “**Working together today, for tomorrow**”.

J. Arlene Martin
Executive Secretary

ANTIGUA & BARBUDA EMPLOYERS' FEDERATION
TREASURER'S REPORT
FOR THE YEAR ENDING 31st August 2020

The following information represents the Financial Statements of the Federation for the year ended August 31st 2020.

INCOME AND FUND BALANCE

During the financial year ended 2019/2020, the Federation recorded a surplus of income over expenditure of \$82,919 when compared to the prior year's surplus of \$62,133. This represented an increase of approximately twenty-six (26%) percent when compared to the prior year.

Income comprised of subscriptions which increased by approximately \$13,480 or four (4%) percent and other income which decreased by \$29,551 or thirty-one (31%) percent when compared to the prior year.

Operating expenses decreased by \$34,412 or nine (9%) percent when compared to the prior year which was mainly as a result of a reduction in administrative expenses and reduced workshops, seminars and training expenses

BALANCE SHEET

Our audited financials showed that the Federation's assets amounted to \$1,038,741 when compared to the prior year's amount of \$962,720. This represented a growth of seven (7%) percent and was mainly attributed to an increase in cash through the retention of members' subscriptions and the interest income gained from the short-term deposits.

BUDGET

The Budget for the 2020/2021 fiscal year has been prepared based on the actual figures reported in the 2019/2020 financial statement, with some adjustments. These adjustments were made in consideration of the ongoing unprecedented economic uncertainty. The COVID-19 crisis has affected sectors in different ways and as such, a series of possible scenarios were considered to ensure resilience and continuity.

It is anticipated that there will be a ten (10%) and fifteen (15%) percent decrease in subscription income and other income respectively, as our members continue to battle the ongoing economic turmoil. A ten (10%) percent increase in interest income is anticipated. The Federation also projects an increase in the overall expenses of approximately \$12,283 or three (3%) percent which is anticipated as a result of the increase in statutory deductions and other fixed expenses.

CONCLUSION

The Federation has proved itself to be viable and resilient having reported surpluses annually over the last few years. Despite the anticipated challenges, we remain committed to providing our membership with unwavering support and representation wherever needed and by extension, the labour relations sector of Antigua and Barbuda. The strategic plan supports this vision as we seek to increase membership benefits through training, timely informative circulars, representation, and interactive forums in the upcoming year and beyond.

As Treasurer, I would like to express heartfelt thanks to each member of the organization, my fellow Governing Committee members and the hard-working Secretariat team for your commitment and support to the Federation over the years.

Yours respectfully

Thomasine Greenaway-Whyte
Treasurer – Governing Committee

ANTIGUA& BARBUDA EMPLOYERS' FEDERATION
BUDGET
FOR THE YEAR ENDING 31ST AUGUST 2021

2020/21 BUDGET	2017	2018	2019	2020	2021
<u>Revenue</u>	ACTUAL	ACTUAL	ACTUAL	ACTUAL	BUDGET
Subscription Income	362,095	375,973	368,660	382,140	343,926
Other Income	50,965	45,712	98,696	69,145	60,000
Interest Income	14,078	14,854	16,411	18,856	21,000
	427,138	436,539	483,767	470,141	424,926
<u>Expenses</u>					
Salary and wages	213,238	199,520	197,361	196,666	197,162
Travel Allowance	16,800	17,350	17,946	18,000	18,000
Social Security/Medical Benefit	23,157	19,972	19,778	20,365	29,855
Workshops and Seminar	11,501	3,151	39,049	19,356	15,000
Rent	44,160	44,160	44,160	41,392	42,560
Bad Debt Expense	12,290	10,300	16,170	21,725	18,000
Telecommunications	9,903	9,889	9,655	9,448	9,000
Electricity & Water	6,041	4,974	5,477	6,722	7,000
Subscription - Affiliates	11,372	11,954	12,764	14,412	14,500
Pension Scheme	2,743	2,743	2,743	2,743	2,743
Insurance (group health/medical)	4,760	4,760	4,900	6,447	6,500
Insurance general	1,498	1,481	1,498	1,763	1,763
Workmen Compensation	838	823	823	823	823
Office expenses and stationery	5,676	12,670	8,075	9,032	9,500
Audit and accounting fees	5,202	5,674	5,687	5,694	6,000
Marketing & Promotions	375	6,828	3,915	2,185	4,000
Maintenance and repairs	2,715	101	2,808	1,209	1,500
Travel Overseas	5,625	11,948	408	815	0
Governing Committee Meetings	3,593	3,089	3,567	2,607	1,100
Donations	900	1,000	700	0	500
Training	-	13,177	13,784	0	1,000
Depreciation	5,095	5,095	6,357	3,271	4,500
Bank Charges	1,872	1,414	1,788	2,001	2,000
Professional Legal Fees	-	-	-	3175	5,000
AGM Expenses	2,159	2,413	2,221	2,056	1,500
Recovery on Investment write down		-11,712	-	-4,685	0
	391,513	382,774	421,634	387,222	399,505
Net Income	35,625	53,765	62,133	82,919	25,421

**ANTIGUA & BARBUDA EMPLOYERS' FEDERATION
MEDICAL BENEFITS BOARD REPORT
PREPARED BY: DR. VANETTA C. RODGERS**

MBS Report for ABEF AGM September 2019 to August 2020

Under the Medical Benefits Act, No. 4 of 2010, the Medical Benefits Board is required to provide health care in Antigua and Barbuda as is prescribed in the Medical Benefits Regulations of 2011. To accomplish this, the Board meets at least twice monthly to deal with a wide range of pertinent issues.

The members (Directors) of the Board as appointed by the Minister of Health are:

Sen. Hon. Osbert Frederick - Chairperson
Dr Vanetta Rodgers - Deputy Chairperson
Dr. Rhonda Sealey -Thomas - Director
Dr Albert Duncan - Director
Dr Leslie Walwyn – Director
Mr Alex De Brito - Director
Mrs. Annetta Alexander – Director
Mr Fernando Samuel - Director
Mr. Peter Leonard - Director
Ms Alicia Frederick – Director
Nurse Janet De Shong - Director

Board Secretary: Ms. Valsena Karen Tannis

Antigua and Barbuda have been severely affected by the Coronavirus and particularly by its impact on workers who are beneficiaries of the Medical Benefits Scheme. During the months that the country has been affected, the MBS responded by supporting the Ministry of Health in all its major initiatives.

Partnerships

The Medical Benefits Scheme continues its relations with strategic corporate partners and service organizations such as the Lion's Club and the Diabetes Association. Some of the activities include the Prostrate Screening Initiative with the Lion's Club of Antigua and providing assistance and supplies to and alongside the Antigua and Barbuda Diabetes Association.

Fortieth Anniversary Celebrations

The Medical Benefits Scheme came into operation in 1979 and as such celebrated its 40th Anniversary in 2019. A series of events were held. These included visits to senior citizens' homes, educational road trips to selected schools, presentations by health care professionals at the MBS offices, a customer appreciation day, a special staff talent show, and end-of-year gala and awards ceremony.

Customer Care

Strengthening the operations of all departments with a view of improving customer care to beneficiaries while observing procedures remains a priority. To this end, several actions were undertaken during this reporting period. These include opening an office in English Harbor in collaboration with the Inland Revenue Department and Social Security Scheme. Customer Service is a major imperative of the Medical Benefits Board.

Deposit Accounts were opened at various Banks and Credit Unions to facilitate Electronic Funds Transfer (EFT). The goal is to ensure easier access for employers to remit their monthly contributions by utilizing on-line payments instead of having to visit the MBS office.

The drop off services to remit monthly payments and for prescription drop-off which started due to COVID-19 remains in effect.

The contractual agreement with Ophthalmologist Dr. Ronnie Bhola of Trinidad and Tobago to perform vitreous eye surgeries which are unavailable in Antigua continues at MSJMC. The monthly payment is paid upon presentation of an invoice of services rendered.

National Health Insurance

The MBS plays an integral role in the formation of the National Health Insurance. Director Annette Alexander represents the MBB on the National Health Insurance Committee. Chief Executive Officer, Kevin Silston was assigned by the Ministry of Health, Wellness and the Environment as the Chairman. The Ministry engaged the consultation services of the University of the West Indies St. Augustine Campus through its Health Economics Unit (HEU) Center of St. Augustine, Trinidad and Tobago. The team was responsible to conduct the preliminaries and research in an effort to establish the National Health Insurance. The MBB was responsible for the partial payment of the start-up amount.

The Care Project provides a home and care for children who are physically and mentally challenged. Support to the Care Project includes installation of air-condition units for the Building which is housed on the Holberton Hospital compound.

Finances

Serious concerns about the unsustainability of the current finances of the Scheme remains a priority mainly due to non-operational payables and default payments of statutory contributions. Notwithstanding the foregoing MBS continues to provide significant financial medical assist to beneficiaries, support for Mount St. John's Medical Center, Community Clinics, Cuban Health Workers, supply and storage of medicines and support to the Ministry of Health, Wellness and the Environment.

Formulary

A formulary is a list of generic and brand name prescription drugs that are covered by a health plan. The Formulary and Therapeutics Committee which comprises of medical specialists and pharmacists approves drugs that are safe, effective and cost effective to cover diseases listed under the Medical

Benefits Act. It is from this list in the formulary that registered specialists are authorized to prescribe drugs to beneficiaries.

However, based upon effectiveness doctors may prescribe medications which are not in the approved formulary. The Special Authorized Drug (SAD) Committee reviews the request and makes a recommendation to the Board.

On the occasion of its 70th Annual General Meeting I thank the Antigua and Barbuda Employers' Federation for allowing me to be its representative on the Medical Benefits Board. In addition to Deputy Chairperson of the Board I am pleased to have served as Chairperson of the Human Resources Committee. As we acknowledge this special anniversary, I ask for God's blessing to the Nation of Antigua and Barbuda and the Antigua and Barbuda Employers' Federation.

ANTIGUA & BARBUDA EMPLOYERS' FEDERATION
SOCIAL SECURITY BOARD REPORT
PREPARED BY: MR. LESLIE SALMON

Fellow members of the Federation, as your representative, I now will present some key activities and decisions taken by the Social Security Board in the period under review.

Once again, the year under review was another very challenging year for the Social Security Board of Antigua and Barbuda and to compound the situation, we have the additional challenge of the Covid-19 pandemic. Nevertheless, the following is some of the highlights worth mentioning which transpired since our last AGM.

The Board comprises of eight (8) members. They are as follows.

Mr. Danley Phillip	Chairman
Mr. Kem Tonge	Deputy Chairman
Mr. David Matthias	Director, Social Security
Mr. Hugh Joseph	Union Representative
Mr. Peter Abraham	Union Representative
Mr. Avery Jonas	Chamber of Commerce
Mr. Leslie Salmon	Employers Federation
Miss Phyllis Davis	Secretary

Notable Board Decisions:

The Board sold the building at the corner of Redcliffe and Market Street “Hadeed Building” for 5 million dollars, to assist with us meeting our obligations.

The board also had the Stanmar property on Long Street re-evaluated and it is currently up for sale.

We recently received and approved architectural drawings for the remodeling and renovation of our main building on long street and currently have out a tender for the project management and plan to start work next year, for an estimated period of two years to completion.

General Comments:

Despite the challenges, our meetings focused on developing strategies to enable us to meet our obligations during these unprecedented times. We are, however, confident that with the help of central government and the strategies that we have come up with, we will be able to maintain payments albeit late, until things return to some kind of normalcy.

In January 2020, contributions to social security increased by another 0.5 percent, ¼% percent evenly distributed between employers and employees, making contributions from the private and public sector 12.5% and 13.5%, respectively. Needless to say, even with the increase in contributions, the scheme still experiences monthly cash shortfall and this has been exasperated with the onset of the pandemic which

has caused loss of jobs in many sectors, especially our tourism sector which contributes approximately 70 percent of our GDP.

The government debt currently stands at \$442,840,055.00 of which \$22,168,170.00 is interest receivable.

I've included some data below to give some tangible insight of the current position of the Social Security Board and the challenges we are facing.

Table 1: Contribution Income [EC\$] by Central Government, Statutory Corporations, Private Sector, Self Employed: January – July 2020^p

Month	Central Government	Statutory Corporations	Private Sector	Self Employed	Total
January	3,200,000	1,025,591	10,349,057	354,608	14,929,256
February	3,200,438	1,262,281	10,948,627	353,786	15,765,132
March	3,200,000	1,353,776	9,765,323	318,464	14,637,563
April	3,200,000	675,114	6,581,072	136,597	10,592,783
May	3,200,000	1,318,930	6,734,961	209,694	11,463,585
June	3,500,000	1,448,537	5,508,938	252,872	10,710,347
July	1,350,000	747,563	5,257,431	186,521	7,541,515

Table 2: Active Insured Population and Employers by Sector: Jan – Sept 2020^p

Month	Central Government		Statutory Corporations		Private Sector		Self Employed
	Employers	Employees	Employers	Employees	Employers	Employees	
January	74	9,608	30	2,988	2,253	21,924	1,485
February	74	9,614	30	3,129	2,175	21,464	1,403
March	74	9,625	28	2,966	1,964	20,456	1,060
April	74	9,591	26	2,828	1,380	14,419	773
May	74	9,619	28	2,763	1,596	14,231	870
June	74	9,599	26	2,263	1,640	14,295	928

July	74	9,598	23	1,938	1,437	12,512	866
August	73	9,579	15	1,375	708	6,225	809
September	72	9,626	1	1	48	289	145

Table 3: **Long-Term Benefit Expenditure [EC\$] by Category Sector: Jan – Sept 2020^p**

Month	Age Pension	Invalid Pension	Survivors' Pension	Old Age Assistance	Total
January	10,573,323	192,846	539,372	3,570	11,309,111
February	10,741,011	205,240	563,203	7,140	11,516,594
March	11,428,720	256,339	543,693	9,180	12,235,892
April	10,140,524	218,694	476,143	7,650	10,843,011
May	10,703,678	216,899	481,347	6,885	11,410,604
June	11,404,599	229,374	549,904	9,945	12,193,822
July	10,466,738	183,019	503,911	5,865	11,159,533
August	11,044,526	221,698	507,199	7,395	11,780,818
September	10,673,950	223,119	517,286	6,630	11,420,985

Table 4: **Short-Term Benefit Expenditure [EC\$] by Category Sector: Jan – Sept 2020^p**

Month	Sickness Benefit	Maternity Benefit	Age Grant	Funeral Grant	Other Grants	Total
January	262,246	347,790	14,799	91,426	300	716,561
February	332,907	236,887	13,902	57,566	0	641,262
March	376,991	254,376	47,173	83,360	0	761,900
April	99,132	69,788	40,373	33,867	0	243,160
May	314,789	254,358	196,022	83,830	0	848,999
June	226,374	228,780	59,832	84,101	9,816	608,903
July	179,542	447,880	127,220	92,434	1,319	848,395
August	150,853	237,934	41,924	71,835	0	502,546
September	200,712	367,505	31,229	72,777	0	672,223

To this end, I would like to thank the Secretariat, the President and the members of the Governing Committee for their support during my tenure on the Social Security Board so far and look forward to it in the future.

May the lord bless us all as we go through this trying period together.

ANTIGUA & BARBUDA EMPLOYERS' FEDERATION PRESIDENT'S REPORT

President's Message

Thank you to our members for your continued support and interest in the Antigua Barbuda Employers' Federation. This is not how we envisaged conducting this year's Annual General Meeting, particularly as we celebrate the Federation's Platinum Jubilee. Nevertheless, we continue to adapt and welcome you to today's Annual General Meeting via this medium.

With 70 years of experience, vision and impact, employers need the Federation's expertise now, more than ever, as we navigate this Covid-19 pandemic. 2020 has been a historic year, and there is no single response that can be given to an organization as each of our situations differ. In this new scenario, it is varied solutions, flexible approaches, a firm stance and fresh thinking that has infused our continuing efforts to guide and assist our membership. It is this type of dynamism that we celebrate and take into the future.

The Covid-19 pandemic has caused us to think outside the box. Although we prefer the face to face interaction, we are now offering training online to ensure the safety of all stakeholders involved. This shift has somewhat forced us to reduce the training and development originally planned for the financial year. As we enter into the new fiscal year, we pledge our commitment and support to you our members. We will continue to lobby on your behalf, we will be your voice of change and reason. We will ensure that as members you will get the representation you deserve. We will continue to represent your interest on the various committees and board.

During the period, November 1, 2019, to August 30, 2020, the Governing Committee met monthly except in April 2020. There were nine (9) scheduled meetings for elected members and one less for the alternates appointed. Governing Committee attendance ranged from 13% to 100%.

Elected Members: -			Appointed Alternates: -		
Sherrie-Ann Brazier	9	100%	Shemrick Rodney	7	88%
Walter Berridge	9	100%	Kevin Williams	7	88%
Thomasine Whyte	8	89%	J Arlene Winter	7	88%
Aarion Nicholas	7	78%	Joanna Shamarie Spencer	6	75%
Rodney Simon	7	78%	Sharon Proctor	5	63%
Cameron Singh	7	78%	L. Noverly Edwards	5	63%
Louisa Norris	7	78%	Desiree Warren	2	25%
Leslie Salmon	6	67%	Julienne Marcelle James	1	13%
Karl Spencer	5	56%			
Akeem Edwards	5	56%			
Karen Richardson	2	22%			

Looking Ahead

The Federation will continue to: -

- inform members of prevailing Labour laws and practices,
- advise members as to the interpretation and applicability of said laws, to organize Employers into a respectable Association
- advise and represent Employers' in their various challenges in dealing with workers and their representative trade unions, to promote Collective Bargaining, and
- oppose legislation which is disadvantageous to Employers, among others.

In addition, with the support of the ILO, the Federation's Governance Framework will be reviewed. Our member handbook serves as a membership guide and the Governing Committee's internal rules and instruction manual for how the nonprofit is governed. It should be reviewed every 3 – 5-year to:

- ensure legal compliance with applicable laws.
- ensure legal compliance of internal governance practices.
- ensure the presence of sound governance practices.
- remove the presence of unsound governance practices.
- move certain provision to separate policy documents.
- educate the Governing Committee about its responsibilities.
- guide the Governing Committee in meeting its responsibilities.

Furthermore, December 2020, as we noted will be our platinum anniversary. Members should have received invitations to advertise in the 70th Anniversary *Commemorative Magazine*. In light of Covid-19, planned events had to be curtailed but we will do our best to appropriately celebrate the auspicious occasion, whilst ensuring safety of all.

Thank You

In closing, I would like to reiterate that the Federation's success is a combined effort of membership dialogue, the commitment of the Governing Committee and the hard work of the Secretariat team. I would like to thank our members and in particular, those members that I have had an opportunity to have one on one communications with. Thanks also to our Governing Committee members for your dedication and support. A Special Thank you to our Secretariat for your continued commitment and your hard work making today's meeting a success. Finally, I extend thanks for your kind attention to this afternoon's AGM.

Yours in Service,

Sherrie-Ann Brazier
President

ANTIGUA & BARBUDA EMPLOYERS' FEDERATION
2020/2021 MEMBERSHIP LIST

BANKING & OTHER FINANCIAL INSTITUTIONS

1. ABI Insurance Company Ltd.
2. Antigua & Barbuda Development Bank
3. Antigua Commercial Bank
4. Axcel Finance (Antigua) Ltd.
5. Bank of Nova Scotia
6. Caribbean Union Bank
7. CGM Gallagher Insurance Broker (Barbados) Ltd.
8. Community First Co-operative Credit Union Ltd.
9. Eastern Caribbean Amalgamated Bank
10. Financial Services Regulatory Commission
11. General Insurance Company Ltd.
12. Global Bank of Commerce
13. Kenneth A. Gomez & Sons Ltd.
14. National Mortgage & Trust Company Ltd.
15. RBC Royal Bank of Canada
16. Sagicor Life Inc.
17. State Insurance Corporation
18. St. John's Co-operative Credit Union
19. Sun General Insurance Inc.

COMMUNICATIONS

20. Antigua Computer Technology
21. CNS LTD. (Cable Television)
22. Cable & Wireless West Indies Ltd.
23. Digicel (Antigua Wireless Ventures Ltd.)
24. Family FM Ltd.
25. Karib Cable

GENERAL BUSINESS

26. American University of Antigua
27. Antigua & Barbuda Airport Authority
28. Antigua & Barbuda Red Cross Society
29. Antigua Printing & Publishing
30. Antigua Public Utilities Authority
31. AVCO Corporate Services Ltd.
32. AWH Holdings Ltd. (Anjo Wholesale & Anjo Insurance)
33. Barnes Funeral Home Ltd.
34. Board of Education 1994 - Antigua
35. Caribbean Lottery

36. Caribbean Family Planning Affiliation Ltd.
37. Cedar Valley Golf Club Ltd.
38. Central Housing & Planning Authority
39. Cricket West Indies
40. Crossroads Incorporated
41. Dixie Operations Ltd.
42. Eastern Caribbean Marina & Boatyard Ltd.
43. Ehlore Ltd. Relocate Antigua
44. Geo. W. Bennett Bryson & Co. Ltd.
45. Gordon's Exterminating & Termite Company (GETCO)
46. Kids Unlimited School
47. Medical Benefits Scheme
48. Mount St. John's Medical Centre
49. National Development Foundation
50. National Solid Waste Management Authority
51. National Parks Authority
52. Office of National Drug and Money Laundering Control Policy
53. Pioneer Kennel & Veterinary Clinic
54. P. V. Energy Limited
55. Rubis West Indies Ltd.
56. SANIPRO Hygiene Ltd.
57. Social Security Board of Control
58. St. John's Development Corporation
59. Terminix Antigua Ltd.
60. The Box Office
61. The Friends of the Care Project
62. Thomas-Watson Enterprises Ltd./ GET Enterprises Ltd.
63. Waterscaping Ltd.
64. West Indies Oil Company
65. Woodstock Boat Builders Ltd.

HOTELS & RESTAURANTS

66. Antigua Village
67. Barbuda Belle Limited
68. Beach Limerz
69. Buccaneer Beach Club
70. C & C Company Ltd.
71. Curtain Bluff Hotel
72. Donut Ace
73. JMG Holdings Ltd. – Subway Antigua
74. KFC (Antigua) Ltd.
75. Mill Reef Club
76. O. J's Bar & Restaurant
77. Sheer Rocks

MANUFACTURING

- 78. 3-D Engineering & Construction
- 79. Antigua Distillery Ltd./Premier Beverages
- 80. Caricement
- 81. C. O. Williams Construction Antigua Ltd.
- 82. Challenger's Enterprises Ltd.
- 83. Leeward Island Lifestyle Limited
- 84. The Furniture Gallery

MERCHANTS & AGENTS

- 85. A.S. Bryden & Sons (Antigua) Ltd.
- 86. ABDO Mansoor & Sons t/a Town House Mega Store
- 87. Abbotts Jewellery Ltd.
- 88. Budget Marine (Antigua) Ltd.
- 89. Business Systems & Supplies Ltd.
- 90. Caribbean Distribution Company Ltd. & Christo's Supermarket
- 91. Caribbean Food Center
- 92. Caribbean Pharmaceutical Supplies Ltd.
- 93. Central Marketing Corporation
- 94. Chase Distributors Ltd.
- 95. Colombian Emeralds International
- 96. Cost Pro Antigua Ltd.
- 97. Dews Pro Builders Ltd.
- 98. Diamonds International Antigua
- 99. Exel Engineering Ltd.
- 100. Food Brokerage Services
- 101. Frank B. Armstrong
- 102. Gloria Ltd.
- 103. Harney Motors /Ace Enterprises
- 104. Horizon Supplies Ltd.
- 105. Hutchinson (Antigua) Ltd.
- 106. Massy Technologies InfoCom (Antigua) Ltd.
- 107. Intimate Touch
- 108. Island Provisions Ltd.
- 109. Kennedy's Enterprises Ltd.
- 110. Mitchell A. Michael's, 1st Choice Foods Ltd.
- 111. North Cost Hardware
- 112. Outdoor World Ltd. (Automotive Art, Tropic Wear, & Outdoor World Ltd.)
- 113. Paperclips Ltd.
- 114. Pastry's Ltd. t/a The Epicurean Fine Food & Pharmacy
- 115. Pipers Drug Store
- 116. Rasta Pasta/ One Love Store
- 117. Shoul's Chief Store
- 118. Steel World
- 119. Sterlings/ Shades

- 120. Top Ranking Ltd.
- 121. Unicomer (Antigua) Ltd. (Courts)
- 122. Westrading Company Ltd.
- 123. Woods Pharmacy Ltd.

SHIPPING

- 124. Antigua Port Authority
- 125. Francis Trading Agency

TRANSPORTATION & SERVICES

- 126. Airport Services Antigua Ltd.
- 127. Alexander Parrish (Antigua) Ltd.
- 128. American Airlines
- 129. Britelane Trucking & Solid Waste
- 130. Caribbean Airport Services Ltd.
- 131. Destination Antigua (2000) Ltd.
- 132. Goddard Catering Group (Antigua) Ltd.
- 133. Interfreight Ltd.
- 134. LIAT (1974) Ltd.
- 135. St. James Travel & Tours
- 136. Signature Flight Support

