

32nd Annual Bermuda Industrial Union Labor Day Banquet Speech by Rev. Nicholas Genevieve-Tweed Friday August 30th 2013



Labour Day Banquet Head Table

“A Willingness to Lead”

To Bro.’ Chris Furbert, President of the BIU, and to the Executive Board of the Union, to all of the Presidents of the member unions, to all of those who have sacrificed to give themselves to the vision and cause of Labor, to all of the dignitaries and friends, to all of my brothers and sisters who have gathered here tonight on this austere occasion, I count it a signal honor to have been invited tonight to join in this 32nd Labor Day banquet.

This occasion affords us an opportunity to reflect on the many Sisters and Brothers who fought and bled in the cause of labor, who fought for the dignity of labor the benefits of which workers today continue to enjoy. This occasion affords us the opportunity to remember

those whose presence is no longer with us but whose sacrifices and struggle, whose persistence and determination secured many of the benefits many workers not only enjoy today but often take for granted. This record of struggle is forged in the faith and conviction that All Labor has Dignity, and testifies to a great and tremendous legacy of men and women who had “A Willingness to Lead.”

The Willingness to lead conspires with the winds of history and beckons us to continue in that great tradition of sacrifice, commitment and service. Each generation is confronted with it’s own circumstances and challenges and must decide whether to rise and meet those challenges or simply to be swept into irrelevance, I am glad tonight that we come together as those who have

made the commitment to rise to the challenges of our time. The moment that is ours, thrusts upon us the need to respond to many issues not least of which is the impact of this period of austerity, rising unemployment, the increasing difficulty of attaining a living wage when wages are either declining or stagnating, and corporate profits increase as unrestrained capital continues to put profit over people. We live in a time where even traditional sources of employment have become tenuous and worker’s work with the shadow of unemployment cast over their labor daily unsure if they will even have a job in the future.

In this period of austerity where we

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LABOUR DAY SPECIAL!!

“A Willingness to Lead”

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are told everyone must share in the sacrifice for the common good, yet labor sacrifices, while corporations continue to gluttonously gouge on this brittle economy, and we are forced to see that shared sacrifice seems in reality to mean that workers and labor sacrifice for everyone else. So it seems that the people who can least afford to make sacrifices are coerced into making more and more sacrifices while the people who can most afford to make sacrifices make the least if any. We see workers working full time and they are still unable to maintain a descent standard of living, as the cost of goods and services increase and wages freeze or decline. It takes people three and sometimes four weeks salary to pay rent or mortgage and then they have to figure out how to bridge the gap while there are others who can afford to take long weekends on their luxury yachts as we share the sacrifice!

We can hear people crying out in despair in the words of Paul Lawrence Dunbar, for a “a crust of bread, a corner to sleep in, a minute to smile and an hour to weep in, a pint of joy to a peck of trouble and never to laugh, that the moans come double, and that is life.”

So, shared sacrifice is disproportionate, unequal sacrifice, and is a flagrant violation of good will and public trust and it creates an atmosphere that makes a mockery of glib notions of ALL pulling together, this is a betrayal of public goodwill and leads to mounting public mistrust and bad faith towards corporate pariahs and their Government allies.

I know that this is a difficult economic time and that these issues cannot be resolved easily, I also know that there are those in Government who are aware of the

as yet unmatched sacrifice of labor, and are committed to extracting from some of the other social share holders equal sacrifices in proportion to their ability. And so to our Brother's and Sister's who share our commitment I say to you let us unite.

It is time for us to unite, and join with our allies, and we do have allies, allies in Government who understand the difficulties and challenges we face, and while faced with tough choices are not willing to put profits over people, likewise we have good corporate citizens who exercise corporate responsibility in the market place and while needing to maintain profit margins in order to be viable are not willing to sacrifice the dignity of their workers.

As we move forward with a willingness to lead; We must develop a proactive agenda, an agenda that does not react to every wind that blows but rather helps direct the winds in a positive direction. This means that we must educate people to think about both the problems we face and there solutions in ways that are not confined to “conventional wisdom” because conventional wisdom will produce conventional responses. We must develop a proactive agenda grounded in shared core values. A commitment to Justice and equality, a commitment to restrain capital so that it will be guided by a moral compass that does not elevate profit over people, a commitment to the idea that ALL Labor Has Dignity, therefore everyone who works ought to earn a livable wage. A commitment to make adequate provisions for persons who have given the best years of their lives in service to the public good so that when they retire they can sustain a descent standard of living and have access to health care and services.

Now I am not talking about a political agenda constrained by party

interests I am talking about a set of core values that we can commit to as human beings that can be a source of shifting the zeitgeist so that we will be committed to putting people first, understanding that the public good is inextricably bound up with doing “good” for and by the people we serve.

We must be realistic about the nature of the issues and challenges we face. This means that we must understand that we cannot address socio-political-economic problems that confront the majority of people by changing policy alone. The conditions we fight are not the products of bad policy they are the fruits of a bad system. Therefore, we must confront and challenge the “structures” that secrete the dehumanizing poisons of racism, inequality, and classism, these historic structures that perpetuate and maintain the privilege of the few at the expense of the many. We must challenge the system that justifies the kind of arrogance and disregard for human life that ignores the rising tide of hunger and poverty in Bermuda. The kind of arrogance that is willing to reduce human life to collateral damage and justify the kind of Imperial piracy that legitimates any sacrifice as long as it is in the material interests of the wealthy few.

In this process we must come to see that difficult times, recessive economies do not make workers and labor any less our brothers and sisters. So we are challenged to develop responses to challenging issues that do not cause us to undermine the dignity and humanity of our brothers and sisters.

As we move forward with a willingness to lead We must be prepared to fight this means we must be prepared to fight harder for change than those who uphold the status quo are prepared to fight to keep it. Let us be clear, this means that we should

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“A Willingness to Lead”

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not content ourselves with changing our individual location in the system. All too often in the past the noble struggle for freedom, justice and equality has been derailed by allowing a select few to change their socio-economic location thus pacifying them and giving them a reason to preserve the system. Thus, you find people being duped into believing that things are changing simply because they- individually- are doing “better,” this usually does not mean that the world is more just, more equal, or more free, it simply means they have more money. We must understand that the system we fight is resilient and therefore we must be clear about what we are fighting for,

“...Lest our hearts drunk with the wine of the World, we forget Thee!”

Fighting means we must be prepared to fight for the hearts and minds of our people and our communities, especially youth/ young people and our children.

We must also renew our commitment to continue to organize this means that we must take responsibility for educating our community regarding the importance of controlling our resources, human, social, economic and political. It means we must continue to build strong International ties between people of good will that transcend national boundaries and commitments. It means we must challenge institutions and organizations that function in our community- religious, social and economic- that they must play a role in the life of the community beyond their narrow self-interest. We must challenge Church's to become “liberated zone's” incubators for the empowerment and self-determination of our communities, they must be prophetic voices speaking truth against

power. We must also hold those entrusted to public office to greater accountability. We must make sure that they understand who they are elected to serve and if or when they violate the trust of the community we must remove them. We cannot afford the luxury of professional leaders who serve themselves by serving the system.

If you will allow me to be a preacher for a few minutes, the final call tonight is that We must a renewed sense of have hope. This means we have got to believe that we can not only make a difference but that we can win in our shared struggle to build a better Bermuda. I am talking about the kind of pregnant hope that though formed may be yet unborn, but compels us to yield the rising tide of pessimism to an even greater optimism, the kind of pregnant hope the poet talked about when she calls us, join in the celebration,

*Won't you celebrate with me
What I have shaped into
A kind of life? I had no model.
Born in Babylon
Both nonwhite and woman
What did I see to be except myself?
I made it up
Here on the bridge between
Starshine and clay,
My one hand holding tight
My other hand; come celebrate
With me that everyday
Something has tried to kill me
And has failed.*

We must be prepared and equipped to overcome this momentary adversity, This means that no matter what the pundits say, no matter how great the adversary, no matter how steep the challenges, we have got to believe that “truth crushed to earth will rise again, we

have got to believe that, “no lie can live forever,

We have got to believe, “that right though worsted will triumph over wrong.”

And so my Sisters and Brothers, we must not grow weary in our struggle, nor faint in our willingness to lead, but accept the race is not for the swift but for those who endure,

Let us of rekindle the willingness to lead of Monk,
For the cause that lacks assistance
For the wrong that needs Resistance
For the future in the distance
And the Good that we can do.

Let us rekindle the willingness to lead clothed in the eternal optimism of the faithful, those who had courage to envision a tomorrow that would be better than today, as they joined with the poet,

When the centuries behind me like a fruitful land reposed;
When I clung to all the present for the promise that it closed:
When I dip into the future far as human eye could see;

Saw the vision of the world, and all the wonder that would be.-
Guided by the vision of the world and all the wonder that would be let us continue to run the race, finish our course, fight the good fight, and in the words of the Old Spiritual, Let us,
Sing a song full of faith that the dark past has taught us,
Sing a song full of the hope that the present has brought us;
Facing the rising sun of our new day begun,
Let us march on till victory is won.



Bermuda Industrial Union President's Labour Day Message

underemployed in their own country.

These are still very challenging times for Bermuda as a country because our unemployment rate is around 12% or higher. In 2012 we saw the workforce contract by another 1,905 jobs which is very concerning. We must do something as a country to stabilize the decline in jobs. Once again let me remind you about something that I said in my Labour Day Message last year. That was that I was extremely concerned about Bermudians' quality of life as we continue to work our way out of this recession. The other issue that we need to be very concerned about is how the recession has affected the average BERMUDIAN'S REAL INCOME and the CUMULATIVE LOSS of their PURCHASING POWER over the past few years.

The Bermuda Trade Union Congress (BTUC) was approached by the Assistant Cabinet Secretary, Mrs. Judith Hall-Bean, about having one set of negotiations between ALL the Unions. The Unions met and agreed to Mrs. Hall-Bean's request. This was the first time that ALL the Unions had come together to conduct one set of negotiations thereby making it an historical occasion. On June 26th 2013 the two negotiating teams reached a tentative agreement subject to the approval of the various Unions' memberships and the Bermuda Government. All parties have now ratified the Agreement.

I believe that these negotiations have brought the Unions that make up the Bermuda Trade Union Congress (BTUC) closer together as a unit. From this day forward what you will see is the

BTUC working together in the interest of their members and their country

The Bermuda Industrial Union continues to work with our social partners on behalf of our members but it has not been easy. We have some very serious concerns about the Labour Department. There are a number of union certifications and other labour issues at the Labour Department, now renamed the Department of Work Force Development, that remain unresolved.

The 1975 Labour Relations Act under Part 2 section 3 (3) does not permit the Minister of Home Affairs to refer a matter to Arbitration unless "both parties to the dispute consent". The Bermuda Industrial Union is of the opinion that The Labour Disputes Act 1992 section 3 and 4 can be used to assist the Minister of Home Affairs with some of these outstanding matters.

I would like to conclude by saying that these are still challenging times for Bermuda as a Country. Therefore, ALL of our social partners should be involved in regular dialogue to assist in the recovery. This must be done in order to assist the thousands of Bermudians that are out of work and are looking for a job.

"In our glorious fight for civil rights we must guard against being fooled by false slogans, such as 'right to work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining; this fraud be stopped. "All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence."
– Rev. Dr. Martin Luther King Jr.

As President of the Bermuda Industrial Union (BIU) it gives me great pleasure to share with you this 2013 Labour Day message. The BIU family is extremely delighted to have the Rev. Nicholas Genevieve Tweed, Pastor of St. Paul's A.M.E. Church, as our Guest Speaker this year. Rev. Tweed is the son of Rev. Dr. Kingsley Tweed, former General Secretary of the BIU. From the time he gave his first sermon after being appointed as Pastor of St. Paul's A.M.E. Church, Rev. Tweed has had members of the Executive Board excited; so I know he will deliver a straightforward message to our members and guests that will give us food for thought.

This is my first Labour Day message under the One Bermuda Alliance (OBA) Government. Much has been said about the BIU being unwilling to work with the OBA Government. This is not true! The BIU has always had a working relationship with the Government of the day, whether it was the UBP or PLP. We will no doubt have our challenges with the current Government, but the BIU has always stood for what is right.

The One Bermuda Alliance has promised the Bermudian people that they will create 2000 jobs. I simply ask where are the jobs? After all, we still have so many Bermudians unemployed and

The Hon. Craig Cannonier, JP, MP Premier of Bermuda

Good morning Bermuda. As your Premier, I am honoured to be here today to spend this day with you, the hard working men and women of Bermuda – Happy Labour Day!

I'd like to acknowledge the President of the Bermuda Industrial Union: Mr. Chris Furbert, General Secretary: Ms. Molly Burgess, the Minister of Home Affairs: Senator Michael Fahy, Ministers of the Government, Opposition Leader, Parliamentarians, Labour Leaders, Bermuda's workers, family, friends, ladies and gentlemen...

As we celebrate this Labour Day, we have been reminded that it's been 50 years since Dr. Martin Luther King Jr's, "I have a Dream" speech. If you press the time even further, you will know that there was Jesus, another great orator, who taught us "I am my brother's keeper".

After hearing Pastor Nicholas Tweed at the BIU Banquet and at St. Paul's yesterday, there is a theme residing and ideas are still percolating – it is the idea of collaboration, the thought that we must be seeking allies out of enemies, friends out of adversaries.

The time of conflict has passed and this must be the age of collaboration.

Now that there is little money – we must start thinking. Now that the middle class has become the new poor, we must embrace a collective effort to collaborate. For we battle on the grounds of a global economy and must embrace the B.I.U. motto – 'United We Stand – Divided We Fall'.



We know it's possible. We have a proud history of the labour movement in Bermuda....of people of diverse backgrounds finding solutions. It happened in June, when all of the Unions and Government representatives met for the Collective Bargaining Agreement, 2013; each bringing their own agenda, but in less than one month of collective talks, produced a workable solution for Bermuda and Bermudians.

And that's why I applaud the Unions for seeking a Tripartite Assembly of the private and public sector along with the Unions, coming together- seeking empowerment.

They are to be commended. They demonstrated a willingness to lead. This is the way forward.

In closing, I'm reminded of the song we sang in church yesterday, celebrating the BIU: 'I pray for you, you pray for me. I need you to survive'.

May God bless you--May God Bless Bermuda – Happy Labour Day!

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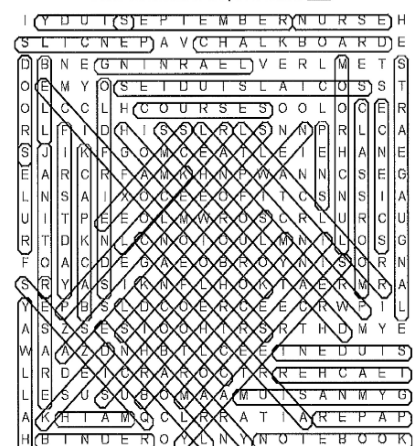
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PUZZLE • SOLUTION

BACK TO SCHOOL

This is the solution to the puzzle located [here](#).



ASSIGNMENTS
BACKPACK
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CAFETERIA
CHALKBOARD
CLASSROOM
CLOCK
COURSES
DESK
DOORS
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EXAMS
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HOMEWORK
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ROLL CALL
RULES
SCHOOL BUS
SCHOOL OFFICE
SCHOOLYARD
SCIENCE
SECRETARY
SEPTEMBER
SOCIAL STUDIES
STUDENT
STUDY
TEACHER

The hidden message is: I HAVE NEVER LET MY SCHOOLING INTERFERE WITH MY EDUCATION.



Labour Day Speech, Acting Opposition Leader – Derrick Burgess, JP, MP

Today, we pause to celebrate Labour Day and to remember, honour and celebrate the men and women who fought to make Bermuda a more just society for all of us. Many of us today take for granted the benefits that were won as a result of hard work, dedication, sacrifice and yes in some instances, blood sweat and tears of trade unionists in Bermuda.

During the lead-up to the December 2012 General Election, the One Bermuda Alliance campaigned on many promises. There is one promise of the OBA that stands out in the minds of Bermudians, especially those Bermudians who still remain un-employed or under-employed, is the promise of 2000 jobs. May Bermudians took that promise seriously and believed that if they voted for the OBA and they were elected to power, jobs would become available.

Did I, as the Deputy Leader of the PLP and a Member of Parliament, expect the OBA to produce 2000 jobs in the first year?

No, I did not.

Did I expect the OBA Government to employ 2000 more people?

No, I did not.

However, I did not expect to see jobs being created for non-Bermudians, as in the case of the Heritage Wharf project, and I did not expect to see job cuts by

Government, as in the case of the Bermuda Department of Tourism and more job cuts in the private sector as in the case of Butterfield Bank, in spite of the guarantee given the Bank by the PLP Government to save the bank and Bermudian jobs.

Certainly I did not expect as many migrant workers on the Heritage Wharf project as there was. You will recall that earlier this year the OBA government announced that 75% of the workers on the Heritage Wharf project would be Bermudians and 25% would be work permit holders. In response to questions from the PLP, months later the Government announced that there are 21 work permit holders and 70 Bermudians on the project. I asked the Minister in Parliament what is the total hours worked by Bermudians and non-Bermudians, because with these figures I can determine whether the 75 to 25 percent ratio was in fact the truth. The Minister called the question rubbish.

The OBA Government continues to violate the Collective Bargaining Agreement and disrespect the Trade Union Officials. First there was the issue of the Millenium ferry, a decision was made by the Ministry of Tourism and Transport without following proper protocols with the union as per the Collective Bargaining Agreement. Again, just last week, the same situation occurred with the Department of Tourism without any consultation or discussion with the Bermuda Public Services Union and again with the Bermuda Union of Teachers with regards to shortening the school year.

The Minister of Tourism has stated that there would be no job losses at the

Department of Tourism. Yet, the staff members at the Department have been told that if they want to work with the new Tourism Authority, they would have to apply. These same staff members have been told that if they are successful in their applications, there will be a probationary period. This means that the “successful” applicants will no longer be government workers and they will not benefit from GEHI, and the current benefits afforded Government workers as per the Collective Bargaining Agreement. Therefore, as I see it, there are some redundancy issues here. Additionally, the Minister of Tourism has stated that those civil servants in the Department of Tourism who are not hired by the new Tourism Authority can be transferred to other government departments as there are vacancies, yet the SAGE Commission has recommended in its Interim Report that Government should freeze all vacant positions in the Civil Service.

In 1981 all the unions converged on Union Square in solidarity to fight the injustices of the UBP Government. A lot of those same people who participated in the 1981 general strike are now or approaching their 65th birthdays and this government, and the past government, have discriminated against them by dismissing them because they have reached the age of 65. I agree with what Rev. Tweed said on Friday night at the BIU's Banquet, that the present day workers must reach back for the spirit and power of our elders to fight and eradicate any present day injustice.

As a Member of Parliament, and as a

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Labour Day Speech, Minister of Home Affairs

– Senator, the Hon. Michael Fahy, JP

Today is an opportunity to reflect on the personal sacrifices of those individuals who struggled to ensure that an honest day's work was rewarded with an honest day's pay.

It is a day when we salute the important role that our unions play in advocating for the rights of the workers.

Most importantly though, it is a day where we collectively – Government, employers, and our unions – salute each and every worker – past and present – for their contribution to Bermuda.

It is also a day to extend our support to those who are currently unemployed and looking to get back into the workforce.

We want to reassure those individuals that this Government continues to work hard on their behalf.

We recognize that Labour has played a huge part in our driving our economy and we are seeking to re-engage all Bermudians in the workforce so that you can contribute to Bermuda's future.

You've heard me mention the creation of a National Training Plan, this coupled with our numerous training, re-training and development initiatives are all designed to assist those Bermudians in getting a firm footing in our workforce. This will set goals for the next ten years.

We will also be introducing a tougher regime in immigration laws to penalize employers who violate immigration law as well as new policy to ensure training programs are put in place for Bermudians.

But we understand that those of you who are unemployed need help now. We understand your struggle of trying to provide a better life for yourselves and your families. There has been much said about

shared sacrifice - and the burden of that should not be placed with only Labour.

To encourage true shared sacrifice I can confirm that very recently the Deputy Premier, Michael Dunkley and I met with one of the leading grocery chains to see how we can work together to reduce prices on standard food items.

Also, the Minister responsible for the Dept. of Energy, Minister Dr Grant Gibbons has met with BELCO to discuss how we can find ways of reducing the costs of electricity for you the consumer.

So please know that we are working to address all of these issues to give people who are working and not working some relief in these tough economic times.

We continue to work towards innovative job creation solutions that get our people back to work as we work towards a common goal - jobs for all Bermudians.

From a labour relations standpoint, I think it bears repeating that I am committed to strengthening these partnerships so that we can collectively ensure that Bermudians come first and that our Country is put firmly back on course towards prosperity for all.

Recently I have been in discussions with the leader of the BIU to discuss the modernization of our current labour laws so that we can encourage innovation and direct inward investment; protect employees in corporate restructuring; clarify the work force dispute and violations regimes and clarifying recognition certification.

We will continue to have open and frank discussions to seek collaborative ways to improve the economy and grow jobs for



Bermudians and to ensure a strong tripartite relationship with unions, employers and Government.

Overall, while these may not be ideal times that we are living in, we still must find collaborative ways of working together to address our common challenges.

We may have different economic theories and different approaches to how we empower the people of this Country, but our common goal and certainly the goal of this Government is to ensure that our people have the ability to live their lives freely; have the ability to work; to educate their children as they choose to; and to look forward to their golden years in comfort and dignity.

This Government aims to create an environment to return us to an era of full employment - there will be some mis-steps and we have made some - but rest assured we have the goal in mind of protecting Bermudians in their own country whilst increasing employment and opportunities for all – especially our young people. We are starting to move in the right direction.

Such goals have no Party label; those are Bermudian ideals and must be the political aims of everyone who aspires to serve the people of this Country.

I close my words today with the words of the Trinidad and Tobago Minister of

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BERMUDA STANDS AT A CROSS ROADS

Labour Day Speech 2013

Walter Roban, Shadow Minister of Home Affairs

Good morning brothers and sisters, I am honoured to be with you today, this Labour Day. Not because I am a parliamentarian or just a representative of the Bermuda Progressive Labour Party. I am proud to be a Labourite like yourself, member of an organization, a political organization that is your partner in the Labour movement. The PLP was born from the same ideas, vision and determination that brought forth the Bermuda Workers Association later the Bermuda Industrial Union to advance the cause of working people, laying a better foundation for all Bermudians to advance in equity and justice.

We must never set aside or minimize the work and celebration of all those heroes and heroines some remembered some not whose efforts have helped advance generations of Bermudians in workplace, political and social environment.

We have all come so far since founding of the BWA in the 1940s in the shed of William Davis to this powerful structure here in Union Square, the headquarters of the BPSU on Cedar Avenue and our other Labour partners who are firmly entrenched as representatives of the workers. All the victories that have benefitted working people too numerous to mention and here we are in the year 2013. We have come a long way and your should be proud.

Brothers and Sisters there is something

else you must be mindful of. Even after all of that journey we find our Bermuda stands at a crossroads....the issue facing us all is whether we will continue to build a Bermuda where profits (or as Rev. Tweed describes as "unlimited Capital") take precedence over people or one where freedom, justice and equality reign supreme. As I speak there are those who seek to recreate the past, take us backward and roll back the foundation of compassion, love of ones neighbour and justice built by Labour. The names may have changed, the faces may have changed but the same philosophy of greed, lust for power, cold heartedness and dedication to injustice that stood against Dr. E.F. Gordon, Brothers Harold "Dish" Talbot, Leonard Bascombe, Martin Wilson, Robert Johnston and Ottiwell Simmons walks among us today.

We see a privileged few who believe that the rules don't apply to them and who have grown fat from the exploitation of our ignorance and our misery.

We see it in the raising of electricity prices, twice in less than nine months.

We see it in the cutting of the number of days our children will have the opportunity to learn

We sit in changes in policy, decisions and business practices that have many Bermudians less hopeful of a future of opportunity and professional success in their own country.

We see it in businesses that connive to employ cheap foreign labour at the expense of capable, talented, willing Bermudians.

We see it in landlords who openly brag that they discriminate against Bermudians seeking a place to live.

We see it in some employers who tar all Bermudians with the labels lazy, stupid, uneducated and unqualified

We see it in those who would throw our seniors out of work while they are still willing and able to share their wisdom, experience and talent

There isn't One Bermuda...there is TWO Bermudas one that labours and another that's favored... one that struggles and another that's privileged...one that bears the burden and another that pockets the profits

Eugene Debs once said, "Ten thousand times has the labour movement stumbled and fallen and bruised itself, and risen again; been seized by the throat and choked and clubbed into insensibility, enjoined by courts, assaulted by thugs...traded by the press, frowned upon in public opinion, deceived by politicians...but not withstanding all of this and all of these, it is today the most vital and potential power this planet has ever known and its historic mission of emancipating the workers of the world from the thralldom of the ages is as certain of ultimate realization as is the setting of the sun."

As we go forth from this hallowed place let us never forget the struggle and the men and women who shed blood, sweat and tears for US. Let us send a message to those who would denigrate us, and exploit us;

You have gorged yourselves on the wealth of our people, the spirit of our people and the labour of our people but your time is nearly over

We shall overcome greed, lust for power, cold heartedness and dedication to injustice

We shall build a Bermuda where people and profits are partners and where wealth and burdens are shared. -Thank you.

Labour Day Speech 2013

Brother Leroy Simmons, President, Bermuda Entertain Union

Good morning, to my fellow union colleagues, government officials and to you the worker, Happy Labor Day. Today I stand here on behalf of the Bermuda Federation of Musicians & Variety Artists soon to be the Bermuda Entertainment Union, to support the work of our fellow trade unions and to celebrate the labor of Bermuda's employees who without a doubt keep the economic wheels of this country moving. I also want to take this opportunity to categorize some of the issues the BFMVA are currently facing and present some possible solutions in particular to our Ministries of Labor, Tourism and Education.

As you know trade unions exists for the sole purpose of solidifying the rights of workers. Our union's mission is, "To promote, protect, prepare and preserve Bermuda's entertainers, technicians and support staff." I submit to you that Trade unions would not be necessary if all employers and governments could be trusted to regulate themselves with fairness and maintain a sense of respect and support for those employees who help them achieve economic success and political power. Unfortunately, we know this is not true. We would like to believe that even in today's economic climate, where so many of our Bermudian families are struggling to secure and sustain basic necessities such as maintaining a roof over their head, food in their pantries, and the lights on, that our employers and government leaders would in every instance opt to do what is right and necessary for the Bermudian worker. Sad to say in 2013, this is not completely the case. Regrettably, the greater concern for our Bermudian employees and specifically

our local entertainers in some cases has not been reflected as well as it should be. In fact, it is our opinion that a blatant disrespect, degeneration of concern for the rights of Bermuda's entertainers and disregard for government policy is illuminated among some of Bermuda's most noted employers of entertainment and government departments.

Therefore, the BFMVA wants to remind these entities that regardless of how you may view a person, where they come from, and their job choice, respect is due to all. Treat people as you would want to be treated. This is important both in and out of the workplace. Secondly, policies are not instituted to be disregarded at will. They are to ensure that Bermudians are never overlooked when it comes to jobs they are willing and capable of doing. To circumvent such policies to satisfy government officials, government supporters, friends of government officials or anyone else, without the full buy-in of all affected organizations is a travesty and not an acceptable practice to this union (and I know we have the support of our fellow brothers & sisters of the Trade Union Congress). We stand here united; we have nothing to lose but our chains. So today, we serve notice that you cannot continue to authorize work permits for foreign workers who are privileged to entertain in this country with top benefits, 5-6 nights a week for 6 - 9 months, while willing and able local entertainers such the Unit, The Ernie Leader Band and others work 2 or 3 nights a week for 3 - 4 months at minimum wage. Now is that right? No That's Not Right! While The Bermuda All Stars Steel Band, Paradise Band, our local Icon



Gene Steede and so many other local entertainers work absolutely zero nights per week and are struggling to make ends meet in their own country, yet foreigner entertainers are granted permission to work without the support of the BFMVA and obtain housing and meal benefits. Now is that right? No That's Not Right! Let me be clear, we are not adverse to foreign entertainment when it is done in accordance to the Department of Immigration 2013 work permit policy which clearly outlines that all foreign entertainment must be vetted through this union before a work permit is issued. This is done to protect and promote local entertainers job opportunities.

This union believes that it's time for the government to acknowledge and abide by its own work permit policy in all cases, which we support. More importantly, the time has also come for government to progress this issue from policy to legislation, making it illegal for anyone regardless of their position in the government or community to jeopardize opportunities for local entertainers to work in their own country. Those in authority must never be allowed to infringe on the rights of willing and able local entertainers. Again I say when you circumvent policy to appease government officials, government

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Labour Day Speech Keisha Douglas, President, Bermuda Union of Teachers

It is my great honour and privilege to stand before you today and bring greetings as the President of the Bermuda Union of Teachers.

On behalf of the Executive and the members of the Bermuda Union of Teachers, I would like to wish everyone a Happy Labour Day – even though we should be celebrating this day on May 1st of every year – that this is another story for another time!!!!

According to Dr. Martin Luther King Jr who made his infamous “I have a Dream” speech some 50 years ago, “All labour that uplifts human has dignity and importance and should be undertaken with painstaking excellence.

To my fellow educators, they may tear us down, they may think we should sacrifice even more than others and keep schools open and still loose pay, we have been taunted negatively on the online blogs, radio talks shows and so forth, however, rest assured that we will not be burdened by their misunderstandings or feel ashamed of the great labour that we provide to the young people of Bermuda. As a matter of fact, every measure possible was looked at to ensure minimal disruption to instructional days for students. However, some persons don’t want to hear or accept the truth of a teacher’s sacrifice.

The wider community must seek first

to understand, then to be understood. This is one of the 7 Habits of Highly Effective People. Our country needs to pull together and rally around one another during these serious, sensitive times. Let’s stop pulling each other down and let’s start encouraging each other along the way at every chance we get!! Things will get worse before they get better, but I trust that if we weather these times together, then things will get better!!

Success in such national crises always requires some temporary and partial sacrifice. But the sacrifice must be our specific

decisions, and it must be only partial and only temporary! And it must be insured that when this economic crisis has passed, and we pray that it passes, then each of us will then possess every right, every privilege, every responsibility and every authority that now resides in each of the memberships of the Bermuda Trade Union Congress that we hold firm with unwavering courage, that we will move on to better things.

Happy Labour Day to all!!

Long live the Bermuda Union of Teachers!!

Long live the Bermuda Trade Union Congress!!

Tell us what you think, **BERMUDA**

*We're putting together our final recommendations
for how to create a more efficient, modern and
accountable government - the kind of government
that we need and can afford.*

Come to the public meetings we'll be holding. We'd like to talk to you one more time before we submit our final report.

MONDAY, SEPT. 16
7:00-9:00pm
St. James Church Hall
Somerset

TUESDAY, SEPT. 17
7:00-9:00pm
Penno's Wharf
St. George's

THURSDAY, SEPT. 19
7:00-9:00pm
Mount Saint Agnes
Academy Auditorium
Hamilton

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Bermuda Public Services Union President, Brother Kevin Grant

Mr. Premier, Leader of the Opposition, Minister of Home Affairs, Shadow Minister, former leaders of trade unions, leaders of trade unions and their members, brothers and sisters, good morning.

Let me begin by saying that as President of the Bermuda Public Services Union, I do acknowledge the celebration of labour on this day, however it is my opinion that this day should be celebrated when workers are internationally recognized. The issue regarding celebrating labour on May 1st is something I know that all unions recognize and if we truly wanted to celebrate workers, we should do it with the rest of the world. The issue is certainly arguable and should continue to be discussed. However, for now, we do have a day to celebrate (a day that the unions did fight hard for so Sister Molly Burgess and Sister Bailey have told me) and if today is the day that we have been given to acknowledge the blood, sweat, and tears of workers then so be it. Because we cannot forget why we are here today.

As unions become more and more challenged in these desperate times it is important to never forget the foundation that was established for us to build upon however, we cannot ignore the changes that are happening internally, externally, domestically and internationally. Change can be difficult however the sooner that we can embrace it, the better prepared we will be for the many challenges that we face. Public sector reforms, pension reform, affordable health care,

privatization, unemployment, age concern, education, all issues that I must stress are not unique to this country. Because if we are still in the mode of thinking that this little island in the middle of the Atlantic is another world, we need to wake up and realize that we are right in the mix of things.

Look around you Globalization is influencing us technically, physically, and politically---it's psychologically where we must adapt to globalization---this is the mind set that we must transition to. When we consider trade unions, I certainly believe that unions can adopt to change. ---as a matter of fact we saw the ability of the unions to adopt to change during these recent government negotiations when all unions representing government workers decided to collectively negotiate with government and sign an agreement that set aside personal interests for the benefit of the country. A sacrifice was made - that behooves the government to push the conditions of the agreement that encourages social dialogue.

Yes brothers and sisters I speak of the revitalization of the Tripartite Economic Committee which must become a reality. --again brothers and sisters it must become a reality. Brothers and sisters of all unions I want you to know that from my experience of being involved in trade unionism I have witnessed the potential that we have as unions from within so we need to embrace the potential of our resources because we certainly have the ability to do so. Waldo Emerson (a poet) once said "what lies behind you and



what lies in front of you pales in comparison to what lies inside of you."

You know--Solidarity can take us so far however issues such as good governance, transparency and most importantly succession planning must be reinvigorated within our ranks to secure the future of trade unionism this I feel brothers and sisters is critical to our survival. But for today Let's acknowledge the hard fought battles of our forefathers that have allowed for many of the privileges that we have today lets acknowledge the positive impact that trade unionism has had on societies and communities not just here in Bermuda but worldwide. Let's keep in mind the many attacks on trade unions and collective agreements that have occurred and yet we (the unions) still stand strong today. Remember always that with unity there is strength and that strength is in numbers. I bid you farewell with the motto of the Bermuda Public Services Union - ONWARD AND UPWARD TOGETHER Celebrate labour celebrate workers and enjoy the rest of your holiday

EAP CLIPS: SEPTEMBER 2013

TEN SURE FIRE WAYS TO SURVIVE OFFICE POLITICS

"Office politics" is a very ugly term and the actual deed is much uglier, yet it remains a fact that people often indulge in this practice for a variety of reasons. Some of the very common types of people who engage in politics at work include:

- Habitual gossip-mongers who can't make it through the day without gossiping.
- Insecure colleagues who consider your success as a threat to their job.
- Jealous co-workers who do not want anyone to beat them in professional life.
- Slackers who choose to indulge in petty politics rather than working hard to get promotions.

Being surrounded by so many people who make it a point to get credit for your work, damage your reputation and become the boss's favorite, can be intimidating. The problem with office politics is that no matter how hard you try, it is impossible to keep out of it completely. So the best option that you have is to make sure that you know how to avoid becoming a victim of office politics.

These ten simple tips will help you in improving your professional life to a great extent.

1. MAINTAIN A POSITIVE ATTITUDE AT WORK

It is very important to be positive when you are at work as it helps you in dealing with all kinds of situation without losing your calm. When you get the reputation of a calm and composed person at work, others will learn to respect you and stop trying to exploit you for their own benefit. A person who loses his temper very quickly is the perfect prey to office politics. If you remain calm in a bad situation, you will succeed in restoring the faith of your boss in your capabilities and will also improve your job security.

2. WORK ON DEVELOPING PROFESSIONAL RELATIONSHIPS

You need to invest both time and effort in developing professional relationships but in the long run; they can help in advancing your

career. Be friendly and communicative with your coworkers and be willing to help them out whenever they need your help. When you help your colleagues, it establishes trust and helps you in surviving office politics.

3. STAY AWAY FROM GOSSIP-MONGERS

One can very easily get used to gossiping at work and as soon as you get caught up in the web of office gossip, you realize that there is no easy way to break free. Not only do you waste a lot of time when you engage in gossiping, you also cause many problems for yourself and others. There are many reasons why you should avoid gossiping at work, the first one being that as soon as you spread gossip, it travels at a lightning fast speed. Moreover, since every person makes his own additions to the bit, when you hear it again the story will have changed entirely. And the worst part is that whenever you start a gossip, it can always be traced back to you and you can very easily make enemies at work. So, there are plenty of reasons to avoid gossip at all costs.

4. CONCENTRATE ON YOUR WORK

It is extremely important to realize that hard work and dedication are some of the most important traits that people look for in an employee. So rather than engaging in bragging about your work and trying to compete with your coworkers, it is better that you work hard on your projects and let the results speak for themselves. This does not mean that you need to be invisible and say nothing about your work even when you are given a chance. Just maintain a balance in highlighting your work and bragging about it.

5. WORK ON YOUR COMMUNICATION SKILLS

The manner in which you communicate with your peers and co-workers is very significant in saving you from becoming a target of office politics. The basics of communicating with your colleagues dictates that you give them respect and listen to whatever they have to say. Even if you have to criticize someone's work for constructive reasons, make sure that you ease into it and make a suggestion rather than giving an order. If you are respected at work, people won't be interested in gossiping about you and when they hear something about you, they are least likely to spread the gossip.

Log-on for additional information



Employee
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Bermuda

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If you need to talk...
we are here to listen.

Preparing for 'Bermuda's Cultural Tourism' while shunning its Black History

by Dr. Michael Bradshaw

Part 1

Culture is the means by which a group of people identify themselves and/or will be identified by others. A number of cultures can come together to form a community. Humans love a group. Perhaps it is a condition of our weak state as individuals that we crave the safety and security of the group. In a group we do not have to outrun the predator, we simply have to outrun or outperform one other member of the prey. This is strategy A. Another successful response would be to come together and confront the predator- - Strategy B. In strategy A only a few hapless individuals get hurt and the majority go on in temporary peace and tranquility for a little while. Most individuals do nothing for most of the time. Strategy B requires eternal vigilance because the predator is only deterred by the resolution and determination of the group as long as it acts as a group. Any failure or lessening of that 'unity' can lead to chaos and a crumbling of the whole structure.

Bermuda is 'another world'. This could be a cheap advertising gimmick but if you study its history and you live here for a while you find that Bermuda has a lot that marks it as unusual. The West Indian colonies were typically used as 'extraction economies' in which the Europeans came in and mercilessly exploited the people and the land to drag out as much profit as they could as fast as they could and to take it 'home'. They went to the colonies as temporary exiles and so they did not focus on developing

facilities beyond the minimum needed for exploitation and a small amount for comfort. Bermuda was not easily a profitable enterprise in the early days. It was troubled by a small size and dampness and difficult terrain for plantation farming and yielded no subterranean riches of gold etc. So it quickly became a settler colony. This was unusual because the other settler colonies were the gigantic affairs on the north American mainland and Australia. Settler colonies were unusual.

Thus Bermuda had a resident English population and they tried to set up the 'home away from home' concept (down to English roses in the gardens and English house sparrows). They brought with them the idiosyncracies of class divided England and the primacy of the Anglican church. Bermuda still is seen as a taste of England or a reflection of the 'olde country' to our American visitors in particular. They forget that the USA started out as a settler colony also and the New England states are quintessential reminders of England.

But Bermuda is different from England and the USA (including the New England states) and even from the West Indies but has elements of all three. Bermuda passed down the British culture of the settlers so why is it different? It is different because of the specific contributions of the coloured peoples or the Black people or Afro-Bermudians or whatever you wish to call the descendants of the slaves of Bermuda.

Culture involves factors like food

and language and dress and art forms and religion that are used to identify people who are grouped together. Before 1834 there was only the British culture in Bermuda. Using the term Blacks is here a handy short hand for the majority of other people making up the community. No doubt there were small numbers of Jews and Catholics and Moravians and others who were distinguished by religion or ethnic origins but the 'big identifier' was skin pigmentation. A Catholic or a Whig or a Mason could be identified only up close and could successfully 'hide' and avoid any discrimination for a time. Blackness was different. Almost all Blacks were seen as belonging to an inferior group which was condemned to the service of the superior groups (especially the Europeans). These Blacks were deemed less capable of learning of having physical and emotional feelings and of any of the sophistication of civilization. It was accepted that exceptional individuals of the group might show some beginnings of approaching European capabilities because of that individual's long exposure to the 'improving effects of the European contact'. Before 1834 the Blacker you were the more inferior you were considered. Mixed persons who sometimes benefited from benevolence of a White parent might have some opportunity to show themselves as capable. Likewise a trusted slave might successfully manage tasks and even projects and

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Derrick Burgess, JP, MP

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trade unionist, I have long advocated for the removal of age discrimination. “In England age discrimination is unlawful. We believe that as long as a worker is capable of being productive in the workplace s/he should continue to be gainfully employed.

I cannot end my address today without referring to the situation at the Ministry of Education, which I can only describe as reprehensible and shameful. Today, we have more people employed within the Ministry of Education, with certified doctorate educational degrees than ever before in our history, yet the Ministry of Education states that none of these people are capable of fulfilling the position of Commissioner of Education. In a press conference approved and written by the OBA Government, the Government insisted no qualified locals had been overlooked, and attributed the uproar over the appointment to a small group of disgruntled applicants twisting the facts to stir the public’s emotion around Bermudianisation. To add insult to injury a spokesperson for the Ministry sought to single out and condemn those Bermudians who dared question the decision. Are we going back to the days when freedom fighters like Rev. Monk, Rev. Tobitt and Rev. Golring were persecuted because they were fearless in their condemnation of a system that was unfair and unjust? Remember the special test that the Bermuda medical board set for Dr. Gordon and former Premier Dr. Brown a test they have never given to anyone else. The test was designed for them to fail in order for them not to have a licence to practice at the islands only hospital. Is history repeating itself?

We in the PLP embrace change, but change must be executed in the right way. One must follow with respect the proper protocols. Obviously some of us have lost our way. Are we still operating in a paternalistic slave society that prohibits solidarity and discrimination against the fearless? That’s why we need to know our history and every so often we must reread those history books so we don’t forget from whence we came. They must stop profiling our people, particularly those of colour and those of us who joined the PLP as being incompetent, lazy and corrupt.

To whom this may concern, we will not get over this, workers in this country marched for a shorter work week. Workers marched in the streets for overtime pay, workers marched in the streets for paid vacation, maternity leave, workers compensation, public holiday pay, pensions, health insurance and if you try to persecute those that speak out, we will march on you also.

Senator, the Hon. Michael Fahy, JP

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Labour – the Hon Errol McLeod who said at the recent ILO Conference for Caribbean Labour Ministers – “There can be no Labour Without Development and No Development without Labour.” He is right – and together I believe we can bring back opportunity for Labour and Bermuda as a whole.

To each of you here today, it has been my genuine pleasure to share in this Labour Day tradition with you. It is my sincere hope that we can build Bermuda together, leaving no-one behind.

Brother Leroy Simmons

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supporters, friends of the government or anyone else without the full buy-in of all the relevant parties is deplorable and an intolerable exploitation of power. And we won’t stand for it!

This year’s theme is the “The Willingness To Lead.” According to Tony Dungy, “The secret to success is good leadership, and good leadership is all about making the lives of your team members or workers better.” In fact, true leadership never intentionally violates their citizen’s or employee’s rights, but empowers them in their task and provides opportunities and environments for them to succeed. Just this past week I ran into a gentleman whose T-shirt read, “Seems.... Who you are and who you know and where you live is the law.” We must ensure all people are treated equally and our local entertainers are given their fair share of the employment pie. This also coincides with what our government campaigned on which is jobs, jobs, jobs, employment for Bermudians. From the promoter who simply brings in a D.J. for the community to enjoy, to the event planners that secures foreign entertainers for a group of private residents; Bermuda’s entertainers must be included for all such events. I declare here today that this current policy is what this union will continue to support. Bermuda’s entertainers want to work and work they must.

There was a time when local entertainers were a vital part of the local economy. They were a tremendous asset to Bermuda’s Tourism product. Tourist never had a problem finding and enjoying local entertainment. On the occasion, I’ve had the opportunity to travel to the U.S., Caribbean, Europe and Asia. What has

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delighted me most is how their local talent is facilitated throughout the various regions constantly enhancing their tourism product. This union believes that tourists travel to a region to be tourists. Simply put, they come to enjoy the culture of a country; that is the history, cuisine, arts and entertainment. If we are going to restore Tourism as a sustainable pillar for this country to lean on, we must become more creative and determined to put Bermuda's entertainers back to work. Proper investment tends to yield valued productivity. This is not just the law of nature; it's a law of life. Therefore in October, we will present to the Ministry of Tourism a comprehensive plan that will enhance the tourism product with the hiring of a variety of Bermudian entertainers at various venues throughout the island. This is needed and this must be done.

Finally, another component to equitable and sustainable job security for local entertainers is education. Entertainment must no longer be viewed simply as a recreational activity that appeases certain sectors of the population on occasion, but rather entertainment must also be given its true credentials as a viable occupation in this country. However, the development of entertainment occupational viability must begin in our school system. Encore subjects such as music, dance, theatre, arts and P.E. should not be viewed simply as something fun to do with our students, or breaks for our core teachers, or even used as disciplinary tactics by not allowing students to attend these classes. Rather, performing arts, visual arts and athletic subjects, if implemented correctly, can enhance any student's cognitive development and social challenges. Consequently, the structure of how and when encore subjects are implemented in our school system must be reviewed and formatted so that our

talented and gifted encore educators are given the time and resources on behalf of our talented and gifted students, so they may become eligible for university scholarships and/or pursue sustainable careers otherwise not obtainable through traditional methods of education. We must educate and promote artistic excellence with economic opportunities.

The BFMVA believes our students are worth it and our economy needs it. In fact, for the first time this year, in the United States, arts and entertainment was included in their gross domestic product and was found to have added \$74 billion to the economic health of that country's overall wealth. This proves that entertainment and entertainers bring value to a country and must be recognized in all sectors of this community as such. Furthermore, the BFMVA is here to be a support in this process. We want to labor with you.

So as we come together this labor day, my hope is that by next year this time, progress would be made in our education system to more effectively embrace performing arts development in our schools and Bermuda's entertainers will be able to celebrate their opportunities and right to labor in their own country. Until then let's stand strong, let's correct the wrong and exemplify the willingness to lead.

Dr. Michael Bradshaw

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a business for the master. But these were seen as not the norm.

Yet the Bermuda situation prevented the Blacks developing their own culture as was the case in the plantation economies. Most Bermudian Blacks were born in Bermuda or came from other colonies and were 'seasoned' or already adjusted to the slave life in the

western world. These Blacks had no continuing contact with Africa by the constant arrival of new 'imports' from Africa. Bermuda Blacks lost the languages and religion and stories of Africa. They lost their African culture. They could only mimic aspects of the master's culture - - - the White culture.

But anyone with any sensory skill at all quickly detects differences between White Bermudians and the British of today. They also see differences between White Bermudians and Black Bermudians. But Bermudian culture must be a *san* that includes what is particularly and peculiarly derived from the Bermudian Blacks after 1834. They could have no culture of their own before 1834. After 1834 they had to develop a culture of their own. Racism and classism of the day meant that White Bermudians did not want another group to be accepted into the community as a colleague or a brother-in arms. This should not be seen as vicious. Whites in England had rigid class barriers and did not generally accept as equals their similar skinned 'colleagues' from Scotland and Ireland or even northern England. Accent and behaviour quickly sorted out the upper class from the lower class etc in England. It would have been astounding for White Bermudians of 1834 to have seized the chance to fulfil their religious tenets and have welcomed a new brother with whom they could collaborate to express and complete the destiny and responsibilities set by 'our heavenly Father'. If the Blacks were not as exploitable as they were under slavery these Blacks would need still to know their place if all was to be well in a peaceful and profitable society.



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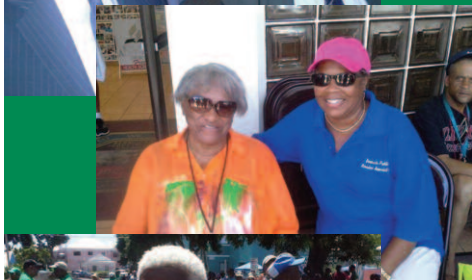


LABOUR



DAY

2013



P U Z Z L E • P U Z Z L E • P U Z Z L E • P U Z Z L E

BACK TO SCHOOL

Find and circle all of the School related words that are hidden in the grid.
The remaining letters spell a Mark Twain quotation.

I	Y	D	U	T	S	E	P	T	E	M	B	E	R	N	U	R	S	E	H
S	L	I	C	N	E	P	A	V	C	H	A	L	K	B	O	A	R	D	E
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ASSIGNMENTS
BACKPACK
BATHROOM
BELL
BINDER
CAFETERIA
CHALKBOARD
CLASSROOM
CLOCK
COURSES
DESK
DOORS
ENROLL

ERASER
EXAMS
FIRST DAY
GYMNASIUM
HALLWAY
HOMEWORK
INTERCOM
JANITOR
LANGUAGE ARTS
LEARNING
LIBRARY
LOCKER

LUNCHROOM
MATH
NEW FRIENDS
NOTEBOOK
NURSE
OLD FRIENDS
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STUDENT
STUDY
TEACHER