



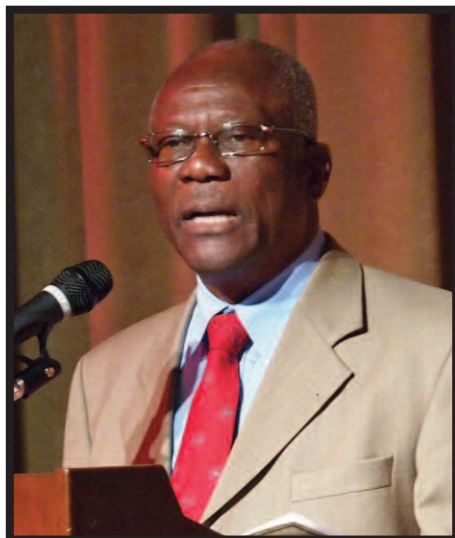
Sir Leroy Trotman's Speech to BIU Delegates and Guest

Just a few days ago before I left Barbados to join you here in Bermuda at your conference, I had the honour to participate in our Barbados Week of Excellence 2014.

Our Barbados Week of Excellence is a Worker recommended occasion during which we seek to impress on those persons who live in and benefit from the wealth of our country, Barbados that our country's development springs not from mineral wealth nor oil, but from our pride as a people and our industry whether as worker-manager or as non-management workers.

This "Week of Excellence", our fourteenth, is one of several initiatives which the Social partnership which we developed in 1993 worked on and nurtured as our Nation's joint responses to the peculiar social and economic challenges we faced since around 1991 and which, until now, we have used to help us to overcome the several obstacles which have sought to reduce us a nation and as a people.

There are many persons within Barbados and many others outside the country who claimed that involvement in a social partnership was wrong for Labour. They argue that joining with the employer in a compact in essence



meant that we were formalizing an arrangement which would confirm labour's surrender to government and capital working as a team.

When like us in the Caribbean you are a product of the Great Crossing, the Middle Passage, and have witnessed our struggle to bring decency to the laboring masses throughout work, through education and through the power of our Unity as workers, you will resist that claim. You will do so because you will believe that our people, whatever the outcome of a vote on a particular day, are loyal to our roots as a country and will ensure that the wealth we labour to create and develop is primarily for the satisfaction of human needs rather than for private profit.

You will argue that capital and government will both experience moments when, like us, they will pursue social justice rather than social privilege.

We will pursue that higher good for human-kind even though all around us, everyday, and everywhere we see evidence of the truth of business tycoon, Warren Buffett's matter-of-fact statement that "There has been class warfare going on for twenty years and my class has won", or, as another commentator said, "There is a class warfare and the workers are not winning".

The question you must ask yourself, which we must ask ourselves, is whether Buffett's assertion is part of our reality. And if Warren Buffett is true why would we still want to explore institutions like social partnerships or initiatives like social dialogue.

If that question has been put to me when I made my first baby steps as a Union spokesperson, I would have said "no". But Marrakesh came and the resolution to abandon preferential trading. Preferential trading which constrained metropolises to continue to protect the efforts of their colonies to exist and sunk at Singapore where we learnt the cruel truth that Free Trade we neither "free" nor "fair".

continued on page 11

Parks Department Staff Recognized For Their Achievement



Recently students from Cedar Bridge Academy and Opportunity Workshop were recognized for their achievements in working alongside employees of the Department of Parks. The students assisted the Arboretum staff with landscape maintenance and special projects at the Arboretum, the Deputy Governor's residence at Montpelier, as well as the Premier's residence Clifton. In addition the staff at the Arboretum trained the students in the use of small landscape tools such as trimmers and chain saws, and the students were also educated in identifying grasses, and hedging plants.

Staff from the Department were recognized for their achievements regarding their work with the students and also for assisting corporate entities with their fundraising events, such as Tokio Millennium Re and the Charis Foundation, that utilized the Arboretum throughout the year for special events.

Among the guests were Senator Lynne Woolridge, Director of Parks Lisa Dawn Johnston, BIU President Chris Furbert and the Premier's wife Mrs. Antoinette Cannonier.

Tokio Millennium Re representative Zoe Kempe was also present at the ceremony and thanked Parks staff for their assistance in readying the grounds of

the Arboretum for the Tokio Youth Mountain Bike Series. The free series is designed to introduce primary school aged children to cycling as a way to help promote physical fitness and healthy lifestyles. The emphasis of the event is on having a good time rather than being competitive and to help foster a love for cycling in children.

Ms Kempe said: "The event is really important for our community and we couldn't do it without the help of the Parks Department. So on behalf of Tokio I would like to say a big thank you to Mr. Roger Parris and his team. The grounds are always impeccable."

Race Director from the Charis Foundation Mrs. Melody Parris thanked the Arboretum crew for assisting with their annual fundraiser race which, last year, raised money for Age Concern, the Centre Against Abuse and the Family Centre.

"Without Mr. Roger Parris (Supervisory Foreman for the Arboretum) and his crew we would not have been as successful," said Mrs. Parris. "I would like to formally thank the Arboretum crew for their help."

Mrs. Cannonier thanked Parks staff for maintaining the grounds at Clifton and for "constantly surprising her" with flowers, a rose garden and fresh vegetables from the garden. ■

THE WORKERS VOICE

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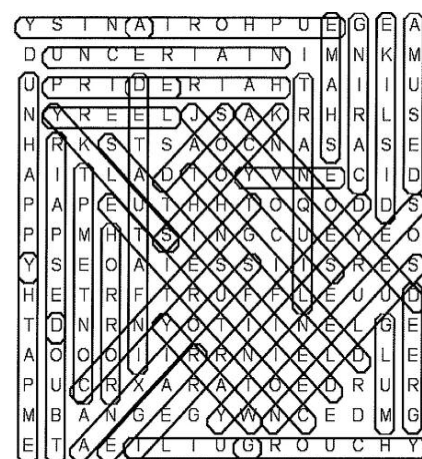
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PUZZLE • SOLUTION

MOODS & EMOTIONS 2



AMUSED	DISLIKE	HORROR	SHOCK
ANNOYED	DOUBT	INFATUATED	SULKY
ANTSY	EMPATHY	JOYOUS	SULLEN
ANXIOUS	ENVY	LEERY	TERRIFIED
CARING	EUPHORIA	PRIDE	TRANQUIL
CONTEMPT	GLUM	RAGE	UNCERTAIN
CONTENT	GREED	SAD	UNHAPPY
CONTRITE	GROUCHY	SATISFIED	WARY
DELIGHT	GUILT	SERENITY	
DESPAIR	HATRED	SHAME	

The hidden word is: DISCOURAGED

There is a Need for Real Consultation in Bermuda

In my opinion, Sir Leroy Trotman was right to point out to the delegates and guests, which included some Members of Parliament and Senators, at the BIU's recently held Delegates Conference, the following: "The definition of "consultation" is interesting and quite instructive. According to our current Protocol Number 06, consultation means "joint consideration" of matters of mutual concern with a view to arriving, to the fullest possible extent, at agreed solutions. This is not intended to reflect the show which takes place behind the speaker's chair in our Parliaments. It gives Labour the opportunity and extra time for discourse before final lines are drawn, and to put on the table alternatives which may work in the better interest of the company and the country as a whole".

As I see it, the recent industrial action by BIU members highlighted the need for real consultation between the BIU, the government and/or management, particularly in the case of the redundancies at the Fairmont Hamilton Princess, where, according to Brother Chris Furbert, BIU President, no consultation took place. Certainly I believe if the management of the Fairmont Hamilton had consulted with the BIU that is sat down and talked with the BIU with a view to both parties arriving at an agreed solution much sooner than they did. As it was, an "agreed solution" only came about after the workers at the Fairmont Hamilton Princess and the Fairmont Southampton Princess walked off the job and were joined by other members of the BIU in support of their action.

The lack of consultation in the matter of the proposed redundancies also brought about other casualties because if the

workers did not march through the streets of Hamilton, they would not have brought the ire of former Chamber of Executive Director, Joanne MacPhee. Had Ms. MacPhee not be irked, she would not have stood on the balcony of a Front Street restaurant and shouted to the workers to go back to work which caused her Chamber bosses to release her from her duties as Executive Director.

In only a matter of days after the Fairmont debacle, the workers at the Department of Public Transportation (DPT) and the Marine & Ports Department (M&P) also downed tools and marched through the streets of Hamilton to the House of Parliament, this time in response to the Minister of Home Affairs, the Hon. Senator Michael Fahy, tabling an amendment to the Labour Relations Act, making transport an essential service. Again BIU President, Brother Chris Furbert charged that the Minister did not consult with the BIU before tabling the Labour Relations Amendment Act 2014. Once again, had the Government and the Union been involved in true consultation, that is discussed the matter "with a view to arriving, to the fullest possible extent, at agreed solutions", the industrial action by the workers at PTB and M&P would have been avoided. As it was, after the industrial action, Minister Fahy decided to carry the paper over, but leaving it on the Order Paper.

It appears to me that there has been much talk by the OBA Government about consultation or collaboration. In fact, Premier Craig Cannonier is on record as saying "I've said from day one that 'we're here to collaborate", yet both the Opposi-



tion and the unions have complained that there is rarely consultation or collaboration. In fact, after the march on Parliament by the DPT and MP&P workers, Deputy Leader of the PLP, Derrick Burgess, is quoted as telling the workers "Let me say this here. You heard Minister Fahy on TV last night, he said he consulted with the union. Rubbish. All this Government does, they say one thing and do another".

In my opinion, the Government of Bermuda would do well, not only to take the advice of Sir Leroy Trotman, a internationally respected trade unionist, but also follow the standards set by the International Labour Organisation on the matter of tripartism which states as follows:

"The ILO is based on the principle of tripartism - dialogue and cooperation between governments, employers, and workers - in the formulation of standards and policies dealing with labour matters. International labour standards are created and supervised through a tripartite structure that makes the ILO unique in the United Nations system. The tripartite approach to adopting standards ensures that they have broad support from all ILO constituents.

Tripartism with regard to ILO

continued on page 20



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For the attention of all ITF Affiliated unions

ITF E-Circular No. 051/E051/A.46/2014

OGS/SMC/sv

11 March 2014

Dear Friends,

It is with great sadness that I write to advise you of the passing of Brother Bob Crow, General Secretary RMT.

Bob passed away in the early hours of this morning at the age of 52. He was a committed trade unionist who worked tirelessly on behalf of the RMT; the ITF and the international labour movement. Bob was an active member of the ITF Executive Board since 2002; we will surely miss his straight-talking and direct approach which helped us to focus on the job at hand.

His death is a great loss to the world's labour movement.

I am sure you will want to join me and the ITF family, in offering our sincere condolences to his family and to the RMT at this most difficult time.

Sincerely, and in Unity,

Stephen Cotton
Acting General Secretary

You are invited to share your own memories of Bob or your tributes to his achievements. Please visit <http://www.itfglobal.org/about-us/Bob-Crow.cfm> to see how to do this.

HEART HEALTH FAIR



On Saturday, February 15th 2104 the Bermuda Industrial Union partnered with the Lahey Clinic, Bermuda HealthCare Services and North Shore Medical held a Health Fair. The fair was held to highlight Heart Health month and give the public an opportunity to have one on one conversation with doctors regarding heart disease, high blood pressure and vascular conditions.

The visitors to the fair were able to sit and ask questions about their health and what they should do to prevent having medical challenges. There was free blood pressure screenings and educational information available. With the insurance industry continuously saying that health cost are skyrocketing; the BIU was more than happy to partner with the

forementioned medical institutions to get this important information out not only to our members but the general public as well.

This was not the first Health Fair held at the Bermuda Industrial Union in November of 2013 the BIU along with these same medical institutions had a fair to highlight Diabetes Awareness month. The fairs have been well received by the members and the public, according to BIU president, Bro. Chris Furbert he hopes this relationship can continue were we can give our members and the public to speak to medical specialist about their health.

The Lahey doctors that were present to speak to people were Dr. David Martin, Cardiology, Chair of

Medicine, Lahey Clinic, Dr. Michael Levy, Cardio-Vascular Medicine, Chair of Vascular Medicine, Lahey Clinic. Also present were Dr. Samy Mir, Cardiology, KEMH, Dr. Khyjuan Brown, North Shore Medical and Dr. Seyon Kiriadoss, Bermuda HealthCare Services. There was a nutrition booth present were fair attendees were able to discuss healthy eating with a representative of Ms. Beverley Howell.

The Bermuda Industrial Union would like to thank Ms. Kelly Mckinney of the Brown-Darrell Clinic and Ms. Elizabeth Gray, RN, BSBA, Administrative Director, Executive and International Health, Lahey Clinic and Sis. Ronnie Burgess for facilitating this event. ■

EAP CLIPS: MARCH 2014

MAKING ENDS MEET IN HARD TIMES

Most people worry a little about managing their money. It is easy to compare your situation with others and feel guilty or worried that there won't be enough, or that you are making bad decisions. It can also be hard to spend money differently when necessary because it can feel like not having enough. For many people, money is a sign of success and safety. With less money, it is easy to feel bad about yourself or anxious.

MAKING GOOD FINANCIAL DECISIONS CAN SEEM OVERWHELMING BECAUSE THERE IS SO MUCH INFORMATION AVAILABLE

Some information can be bad or even designed to make money for the person selling it instead of helping you. It may be helpful to talk to friends or family who seem wise about finances. Even if they have more or less money, you may find what they do helpful. It can be possible to get free financial information from your library or through local consumer information programs.

LACK OF MONEY OR DIFFERENCE OF OPINION ON HOW TO SPEND IT CAN CAUSE CONFLICTS IN FAMILIES.

One member may be focused on having enough saved to meet long-term obligations, while another may worry about how driving an older vehicle will impact what people think about him or her. A third person may feel resentful about working an extra job to bring home enough to meet everyone's needs. Listen to family members with awareness that they may be scared and struggling too.

IT IS IMPORTANT TO KEEP ADJUSTING TO CHANGES IN THE ECONOMY WHILE PLANNING FOR YOUR FUTURE.

One of the first questions to ask is how am I affected right now? Can I pay basic expenses like food, rent and utilities? If not, start by cutting out extras. Consider the wants and needs of all family members when deciding where to cut. If that's not enough, talk to the Employee Assistance Programme of Bermuda for referrals to programs that can help. A reputable debt consolidation program may help reduce payments, a good financial planner may be able to see options you can't, and legal consultation can help to decide if declaring bankruptcy would be a smart choice.

IF BASIC NEEDS ARE COVERED, FOCUS ON PRIORITIES

This is not what others think you should spend, but whether you are spending your money on things that matter. Also, think about the future. Have you paid off credit cards that drain your paycheck every month? Can you start even a small savings account? And, most importantly, set up a retirement fund as soon as possible. Even setting a small amount away each month can add up to a better retirement. Sometimes making good financial decision, especially saving, can seem like hard work, but you can make this fun. If furnishing a new home, could you buy furniture at a garage sale in order to have the extra money to buy the kitchen table you really want?



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

Economic Facts and Figures

Now that the government has released its fiscal budget for the next two years or so, we are going to hear a lot about economic facts and figures. But what has often struck me is the lack of opinion on the impact on the ordinary Bermudian and what it will ultimately mean for their economic future. We hear a lot about how we have to fix this country and that the “status quo” is no longer an option, but the question is never asked “Who is the country”?

The country of course is the people who live in it and the focus should be on their welfare and their future. But instead, for the most part, this OBA government’s focus is on the business community and the importation of more migrant workers which is supposed to save Bermuda economically. The Finance Minister expressed surprise that after his government has given tax breaks and other fiscal benefits to the business community, they have laid off Bermudians and/or made many redundant. But government policies have in fact created the environment for the business community to look after their interest even it is at the expense of the worker.

With this budget, the OBA government is leading the way and even though many are saying it is a good budget because it did not raise taxes, what we are not looking at is the number of cutbacks. We are still going to pay an economic price. For example, if the collection of trash is privatized, than it won’t be long before Bermudians will have to pay to have their trash picked up. The same could be said of what this government has hinted at in terms of what it intends to do with the Post Office. Again, if home delivery is stopped in favour of having central mail centers where one will have to pick up their own

mail, then it is for sure that we will end up paying for that service.

We are hearing about a new word “Mutualisation”, where jobs are supposed to be transferred out of government to the private sector but how is supposed to work is not entirely clear. Former government employees are supposed to start their own business concerns taking over former government entities. But with the banks being very tight fisted when it comes to loans, how are these workers going to have access to financial capital to start these new business concerns, especially when the government has stated that it does not have the money for capital projects?

The government has stated that it has no intention of laying off workers. But, by transferring jobs out of the public sector through a process of mutualisation as it is calling it, and with these new business formations taking over former government operations, the chances are that they will turn around and state that they cannot employ the number of workers that this former government operation used to employ and will have to downsize. The government will in fact have washed its hands off the situation and will state since it is no longer the employer, whatever happens with those jobs is not longer its concern. The chances are it will not be former workers who will run these former government operations for the reasons I have stated above, but it will be private concerns that are already in existence. They will not be interested in paying government rates gained by the workers with their trade union organization, nor will they necessarily uphold job benefits that are part of collected agreements negotiated by the workers trade union.

THE OTHER ALTERNATIVE

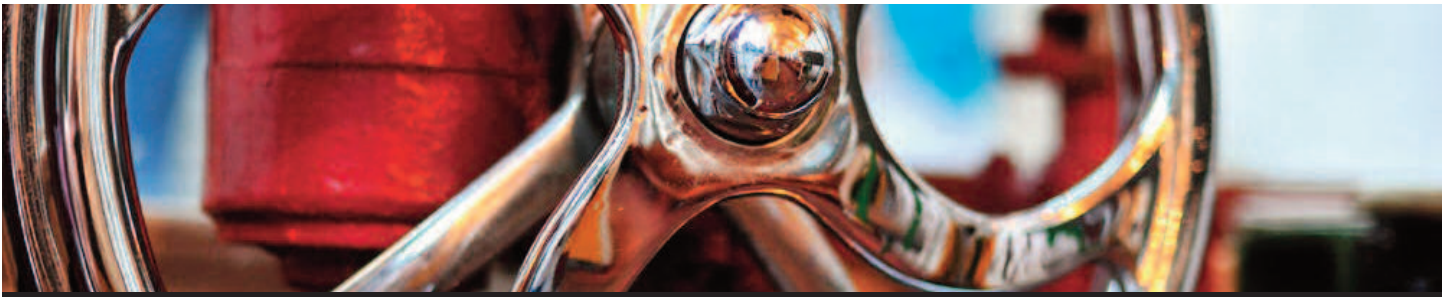


BY ALVIN WILLIAMS

One of the areas where the OBA government has stated that it has studied was Britain where the term mutualisation was supposed to have originated. The OBA claims it sent one civil servant over there to look at the policy. I don’t know how long this person stayed in Britain to look at how this process operates, but I do know this, that there was a massive cut back in jobs that even extended to cut backs in the British military and recently the government complained that the Queen was not managing the royal household’s fiscal matters properly. The civil service is said to have produced a glowing report of how effective the process of mutualisation is supposed to be working. But no opinion was given on the down side of the process which in reality is just another word for privatization.

The government has already earmarked areas that are to be targeted for mutualisation, outsourcing and/or privatization, including some areas of government operations that are said to operate with a profit, which in itself would appear to be strange since this government has stated that it is cash strapped. It is a pretty picture that the government is

continued on page 15



"Harriet Tubman said she freed a 1,000 slaves.
She said she could have freed 1,000's more, if only they knew they were slaves"

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The Bermuda Health Foundation

Creating A Foundation For Future Generations

Invites applications for their 2014 scholarship awards

Scholarships are available for Bermudian students pursuing careers in the medical field. Applicants must satisfy the following requirements:

Applicants should submit a letter (including name, address and contact information) outlining why they believe they should be a recipient of this scholarship attaching the following information:

- Proof of Bermuda status;
- Proof of the successful completion of the two-year Associate Degree programme at Bermuda College, or the successful completion of the second year of an approved college of university (60 credit hours);
- Original transcripts from the college(s) attended;
- Two (2) letters of recommendation;
- Proof of admission to an accredited college or university including the area of study;
- Letter from college/university supporting tuition fees.

Scholarship awards will be presented during the Bermuda Health Foundation's 12th Annual Salute to Service Luncheon on Friday, June 20, 2014.

Applications should be sent to:

Bermuda Health Foundation, P. O. Box HM 2779, Hamilton HM KX

Queries regarding scholarships can be directed to LaVerne Furbert at lavernef@northrock.bm or at 335-8232.

Bermuda Health Foundation

Deadline for applications is April 30, 2014.

What is the OBA's True Agenda?

by E. McNeil Stovell

The fact of the matter is that before the 2012 election, the agenda of the OBA was never really clear, although they were making an all out effort to convince the public that they were all about creating jobs. After that point, things were very muddled at best.

There is one thing about Bermuda's historical and cultural politics that will never change and that is, it's the same old face that hides behind every new mask that they produce, and the OBA is just another one of their new masks on the face of the same old master that has been riding us all this time. So, there's nothing new.

Now that the election has passed, their true intentions are only now becoming clear as their real agenda comes floating to the surface like a dead body from the bottom of a lake. Now, as they stand there playing games with the minds of the greater public with one folly after another, this thing with commercial immigration which no doubt is a prize pet project of theirs, had to have been one of the most important projects on the OBA's agenda. A good one for them may, but not for us.

There was some inkling of this concept before the election, but the OBA members were keeping the details of this particular plan very close to their chest. Now they are getting ready to run with it. One has to be very careful and listen closely to whatever agenda any political party or elected government is pushing, because it may not be in the best interest of the country at large. We the people always find out far too late and by then, the damage is done.

I don't think that I am wrong, but I think that this thing with commercial immigration is more about race and gaining absolute political power than about creating jobs, jobs that are not really promised to Bermudians and may end up in the hands of foreigners anyway.

I have come up with what I believe is a good scenario as to just how I believe this so-called commercial immigration is to be implemented. I am going to put myself in the place of one of these rich people who it is hoped will buy in this plan.

"My name is Carl Hindenburg and I am a billionaire. I am German born but I spend most of my time globetrotting and check on many worldwide interests. Because of my known reputation and wealth, I have either been approached

by someone or have seen information somehow explaining this concept about commercial immigration being offered by the Bermuda government. Please remember these most important points as this is where race comes into it. I am German, I am white, I am rich, I may have never been to Bermuda, so local issues and concerns will not necessarily concern me, but I have decided to buy into the programme anyhow.

No doubt I will come to Bermuda from time to time, but 90% of my time will be spent traveling the world. I may not be racist in any way, but remember, I am concerned only about my investments in this scheme, nor can I relate to the grassroots people of Bermuda since their concerns are not mine.

What do I get out of this deal? A passport, citizenship, and most importantly the right to vote in every election held in Bermuda and since I may not have a physical address in Bermuda, where shall I be registered to vote? Down in Middletown, up Smith's Hill or somewhere over at Marsh Folly?"

Let's face it people, the real intent for pushing this so-called commercial immigration is not to create jobs, but to build the voter base of the OBA by importing mainly white people out of Europe, Canada or the U.S. I really don't think that they are going to be putting any effort looking anywhere in the Caribbean, do you?

Here we have a political party won an election mainly by default. The fact of the matter is winning by four votes really doesn't cut it and those in the OBA are blind to that fact in the slightest. Remember 1998!! With the support that can be gotten from all those extra imported votes at the polls, the OBA would have successfully eliminated not just any threat from the PLP, but from any other new political entity that may arise.

Anyone with any political sense would recognize that if one has the opportunity to use the power that has been given to them, it would be wise for them to work on a scheme that would benefit one's political ambitions, and if you could dupe the people into helping you get away with it, would they not try and take advantage of such an opportunity? Just like they

continued on page 15

BIU's 4th Quadrennial Delegates Conference



Sir Leroy Trotman's Speech to BIU Delegates and Guest *continued from page 1*



There is hardly a social commentator who will try to convince the Caribbean that Singapore 1996 did not usher in, or a wave of WTO Rules and Regulations, a regime which has seen a restatement of the mantra that "Might is Right". The struggle for world control passed from imperial powers and their colonies to individual and family empires which overpowered the geography of kingdoms and formed alliances of class and privilege.

Mr. Buffett is right. If you still sing the workers' anthem you will remember the stanza that affirms "They have taken untold millions that they never toiled to ear; But without our brain and muscle not a single wheel would turn; we can break their haughty power, gain our freedom when we learn, that Unions make us strong. Solidarity forever!"

Our strength as Trade Unions did in fact flourish and I think that all our islands in the Caribbean, benefitted

significantly. Following World War Two many elements in social engineering took place.

These elements brought about education and training of previously socially excluded persons and groups, they also empowered our countries to provide for the flourish in all spheres of live of our masses.

Mr. Buffett's class did not keep silent nor did it give up its grip on the commanding heights of our regional communities. The fight he referred to have therefore to be a fight of the classes over the distribution of wealth.

Until Marrakesh labour was able to enjoy the existence of several platforms on which they were able to build capacity for the working class. These in turn have led to the development of institutions which properly reflect the character and constitution of the population in the state.

We had government bureaucracy, run

the public hospitals, are the leaders in sports, but though our class forms the majority in our Parliaments and even in our Chambers of commerce, we do not exercise control or influence which the numbers would suggest at first instance.

Referring to the USA, and with some clear image of the efforts of Clinton and Obama in mind, Buffett followed up his statement on who is winning the war by arguing "We are the ones that have gotten our tax rates reduced dramatically from 29 to 21 percent".

For our part as workers we are forced to admit that whether it is in Buffett's America or in the Caribbean as, popular post world War Two Governments, even when they have shown tremendous feats in social engineering, have not been able to avoid the criticism that they have surrendered the economic war to the moneyed class.

I am a product of this said post World

continued on page 12

Sir Leroy Trotman's Speech to BIU Delegates and Guest *continued from page 11*

War Caribbean. I am aware of the contradictions; but I will speak to you about participation in meaningful tripartite Social Dialogue and of the observance of a Week of Excellence as a means of confirming that even in these turbulent times you ought to be able to benefit from the institution of Tripartite Social Partnership as presented by the International Labour Organisation.

I make reference to the Barbados model, not because I think it is perfect, but because I am aware that when it was show-cased in the ILO around 2009 alongside the Belgium and the Singapore models, it was well received especially by our Caribbean delegates.

You would be thinking clear if you asked why I was so enthusiastic in presenting tripartite cooperation for the Caribbean.

By 2009 my Trade Union experience had taken me from local Barbados leadership, to Presidency of the Caribbean Congress of Labour which led me to visit and to benefit from the firsthand impressions from these said Bermudas down to Suriname and across to Belize. It had also taken me as President of the International Confederation of Free Trade Unions to that global family across the continents. And I had managed to study several models as well in my role of Chairman of the Workers' Group within the Governing Body of the ILO.

I became convinced that, even where some countries had higher trade Union density than we do in our region, there was the recognition that Capital was becoming increasingly more assertive and conservatism was the direction to

which many countries were reverting.

In my view adopting Tripartism would not weaken our Unions; rather it would strengthen our position. Our Barbados model was a formalization of efforts led by the Trade Union Movement to take Government, the employers and ourselves on a path where we could economically and socially pull back from the brink in 1991.

We committed to the following major objectives:

1. The safeguarding of the existing parity of the rate of exchange, recognizing that any deterioration in this rate, will lead to a significant reduction in the living standards of the vast majority of Barbadians;
2. The expansion of the economy to satisfy the need for improved competitiveness to provide the right of access to employment; to reduce the threat of social dislocation caused by an unacceptably high level of unemployment; and thereby to ensure the security and well-being of the community as a whole;
3. The establishment of an environment which will bring Barbados' goods and services into a more competitive position at home and abroad;
4. The promotion of mechanisms which, within this search for a competitive position for Barbados, will achieve restraint in wages and other compensation payments as well as prices;
5. The restructuring of the economy on a sustainable basis with opportunities being given for

workers and employers alike to make a greater contribution to planning and redevelopment and also to share in the fruits of that improved economy;

6. The promotion of a national commitment to improved productivity and increased efficiency so that by reducing wastage and by enhancing national performance, the country will be able to heighten its attractiveness to investors, thereby further extend the opportunities for employment.

We made those comments because:

1. Acknowledged that the success of Barbados as a nation has been due, in large measure, to its peaceful and harmonious labour-management relations, and that these relations have been characterized by the maturity exercised in industrial relations by the social partners;
2. Recognised that such maturity springs from the acceptance that tri-partisan is the most sound and effective strategy through which a commitment to national co-operation and development may be realized; and
3. Affirmed that sound relations may be maintained only by their commitment to the principles laid down by the International Labour Organisation for the just and equitable development of labour and capital, more particularly the principles of Freedom of Association (Convention No. 87) and the Right to Bargain Collectively (Convention No. 98).

continued on page 13

Sir Leroy Trotman's Speech to BIU Delegates and Guest continued from page 12

It is true that we agreed to a general freeze on increases on wages and salaries.

We were satisfied however that we won in the exchange, and that we may not have done so otherwise. We managed to ensure that the Social Floor would move despite the two year freeze. The language provided that the freeze "shall not be made to apply in areas where wages were deemed by the social partners to be substandard.

And our champion protection clause must still be heralded. It was insisted on by Labour at the beginning in 1993. We have insisted on maintaining it even today. It clearly pronounces that *Labour shall not be require varying the benefits which it currently enjoys, unless it is for immediate general improvement, or by any such variation labour assists in effecting long term improvement in the conditions of those employed and creates jobs for the unemployed.*

And we forced the need for unanimity, for we were always conscious of the fact that, while paying lip services to the masses, Government could from time to time limit or even completely remove our freedom to act to pursue our socio-economic mandate.

A major weakness in our interface with the private sector is our inability to ensure the sharing of relevant labour market and company operating information. The employer is still unwilling to share because that will mean sharing in the gains of the business. We have however forced language into our compact which calls for consultation.

The definition of "consultation" is interesting and quite instructive.

According to our current Protocol Number 06, consultation means "joint consideration of matters of mutual concern with a view to arriving, to the fullest possible extent, at agreed solutions".

This is not intended to reflect the show which takes place behinds the speaker's chair in our Parliaments. It gives Labour the opportunity and extra time for discourse before final lines are drawn, and to put on the table alternatives which may work in the better interest of the company and the country as a whole.

In the light of your recent experiences in Bermuda, culminating in your having to initiate industrial action, I consider it pertinent there to share with you our Barbados experience. Labour always recognized that industrially and politically there would be those persons who had no interest in peaceful co-existence where that did not mean having the working class know its place. We therefore wrote into our Social Partnership Protocols that the partners affirm "their commitment to the Principles of voluntarism in industrial relations and to those practices and conventions which have development over the years as a result of the application of these principles.

The Social Partners further affirmed their commitment to the maintenance of collective bargaining and to the following of established procedures in industrial relations.

We in Barbados were trying our home-grown approach to deal with the class war. Today as you look around the traditional/capitals of the major

countries from Australia to Canada, through Britain to the rest of Europe and then in your backyard to the powerful USA you see that the class war has, if anything, intensified in its fierceness and in the focus of the objectives of the aggressors.

At a moment in our Barbados struggle when it was felt that diplomacy would win the day, Capital and, sadly to say, some of the political Directorate tried to play off labour leaders, one against the other and using that wedge to create an in-house movement to abandon Labour's ultimate weapon, the strike.

Our insistence on the relevance of established practice has aided us where some have tried to use our agreement on a body of Principles to remove the specific rights Labour has to treat with individual employers to advance the interest of Labour's constituency.

Your Union and your sister Unions (as well as any others who may have joined with you, are to be commended for planting your standard firmly on the field of battle and drawing your battle lines behind it.

Labour that its energies should be spent on enhancing productivity and in developing higher levels of service excellence. I urge you not to lose sight of that task, but ensure that as you build, and as you restore whatever walls have been beaten down by your opponents, you ensure that you keep well trained elements with Labour's army constantly on guard to repulse any stealth attacks.

It is still true today as it was before that "Eternal vigilance is the price we pay for our democracy". ■

Restoration of CLC subvention - *GTUC rejects offer, snubs inclusion of FITUG reps on College board*

The decision by the National Assembly to approve the restoration of the government of Guyana subvention to the Critchlow Labour College (CLC) is “nothing more than a PPP [Peoples Progressive Party] orchestrated public relations stunt, bringing shame and disrepute to the National Assembly.”

This is the contention of the Guyana Trade Union Congress (GTUC) which, through its General Secretary Lincoln Lewis said that the vote taken by the National Assembly “brings to bear the level of lawlessness that our country have sunk to when the highest decision making forum of the land where laws are made and respected can be used to encourage violations of the Constitution and by-laws of the CLC and disregard for the right to freedom of association enshrined in the Constitution.”

According to Lewis, while GTUC appreciates the motion presented by the Alliance For Change (AFC) Member of Parliament (MP) Trevor William to have the subvention restored, the Federation of Independent Trade Unions of Guyana (FITUG) representative on the College’s board would be to compromise and transgress their rights and the Rule of Law in their organization.

Lewis explained that representatives from A Partnership for National Unity (APNU) met with the GTUC and put forward the same position taken by AFC and “it was made crystal clear the GTUC would not be advancing rights and the Rule of Law at the national level and at the



same time compromise these universal principles in our organisation. It is clear that some decisions in the House are being made absent of an understanding of the issues, role and responsibilities of the MPs and the laws that should be guiding their actions” Lewis outlined.

According to Lewis, the CLC is a private institution that has its own laws, is guided by national laws and is owned by the GTUC, “so for the National Assembly to arbitrarily take a decision to impose a new management structure on the college is a usurpation of the by-laws of these institutions and a matter no law-abiding citizen should countenance, much less be voted on in the national assembly.”

Lewis stressed that when it comes to the determination of the composition of boards, the National Assembly should address this on state boards such as NICIL (National Industrial & Commercial Investments Ltd) and NCN (National Communications Network) not the GTUC. He said that CLC has two representatives on its board, one from the Ministry of Education and one from the Ministry of Labour and the amendment passed in the

National Assembly now “adds four government controlled FITUG members, making government’s influence six against the GTUC’s four, on a college owned by the GTUC. The GTUC is not prepared to sell its rights to the government or to any other” said Lewis.

The General Secretary outlined that the Union historically has always been independent regardless of the political support of its leadership “and this goes back to the days of Joseph Pollydore, who, though a friend of Forbes Burnham was not afraid to challenge and or provide GTUC’s support for industrial actions against successive People’s National Congress (PNC) administrations.”

He said that the GTUC guards ardently the right to self-determination and independence and will not compromise it to enjoy any other right.

According to Lewis, those in the National Assembly who premise the granting of government subvention on unity should look within themselves. “The PNC was birthed out of the PPP. The AFC was birthed out of the (Workings People Alliance) WPA, PNC and PPP. Perhaps this august body should go back to the PPP from whence they originated. Those who call for unity within the trade union movement have themselves come from fractured bodies but now zealously guard their right to independent existence and self-determination. They must respect FITUG’s right to pursue its own pathway. They must understand that the GTUC bears no ill will or malice to FITUG and will unite with any

Restoration of CLC subvention *continued from page 14*

labour organisation or body sharing common interest based on universal laws, conventions, charters and declarations.”
Financial Impropriety

Speaking on the assertions made that the subvention for the College was stopped because of financial impropriety in the use of state funds, Lewis said that information to the contrary can be verified from the Auditor General's Reports and should have been sought or provided in the National Assembly to aid in its decision making. Lewis outlined that the GTUC and its attendant arms had two sources of revenue intakes, state and non-state; both being managed in separate accounts. He explained that the Auditor General's office audited the state's revenue, whereas the non-state funding account is audited by a private firm consistent with the national law of a private institution and the records to the relevant government agency. He further established that these documents are all accessible to Government and the public and stressed that the Auditor General's audits of state funds showed that no evidence of financial impropriety was ever unearthed.

Speaking about the allegations made in the National Assembly by Minister Nanda Gopaul that no GAWU (Guyana Agricultural and General Workers Union) member ever served as president despite having the largest block of delegation, Lewis said that remark made by Gopaul is unfortunate since he was elected Treasurer of the GTUC by popular support and knows the rules governing the GTUC. ■

There is a Need for Real Consultation in Bermuda *continued from page 3*

standards is also important at the national level. Through regular tripartite consultations, governments can ensure that ILO standards are formulated, applied and supervised with the participation of employers and workers. ILO standards on tripartite consultation set forth the framework for effective national tripartite consultations. Such consultations can ensure greater cooperation among the social partners and stronger awareness and participation in matters relating to international labour standards, and can lead to better governance and a greater culture of social dialogue on wider social and economic issues.” ■

Economic Facts and Figures *continued from page 7*

painting with its new policies which it is clear that the solution to government debt is to get rid of government services.

One can easily see where the impact on the people will take place, first in the loss of jobs which the government will claim it had nothing to do with since it had in fact sold off government operations to private concerns. It will be tantamount to the selling off bits of Bermuda to foreign economic interests which is why it will get rid of the 60/40 policy which will make that easier. Next it will be reflected in the dramatic cutbacks in government services which will be blamed on Bermuda's fiscal position. All the while, the government will continue to give the business community tax breaks and other fiscal benefits.

Economic facts and figures and the leaving out of the human factor, and most importantly the Bermudian people. ■

What is the OBA's True Agenda? *continued from page 9*

did when they passed the Municipalities Act by creating the business vote to be able to help their friends and family who own businesses in Hamilton. Why not cleverly use the recession to create commercial immigration on the backs of a job-starved workforce? That way they can stuff the ballot boxes by selling votes to foreigners who no doubt would favour the OBA who would be selling us out to them in the first instance.

One thing about the world of politics, there is no room for one to be caught sleeping on the job. The losers in this vote-getting scheme will be the hard working people of Bermuda. This is a scheme that should be strictly dealt with through a referendum and not by a bunch of power-hungry politicians looking to forever entrench themselves into political power.

Please think about it. To just sit back and allow any political party, and I don't care who they may be, to water down your voting rights at the polls, by selling votes to possibly thousands of people who don't share in our local issues and problems will not only put us all at a disadvantage, but may once and for all put us in a state of endless political stalemate where we may never again see local politicians answerable to us again.

All that I have to say to the above is this. If you think that selling your voting rights down the river for a job that you might never get and may go to a foreigner because you found out that you are not qualified is a good idea, then go for it, and don't pay old fools like me no mind. ■

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**AFRICAN DIASPORA
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The United Nations International Day of
Remembrance of the Victims of Slavery
and the Transatlantic Slave Trade
TUESDAY 25TH MARCH 2014

The Triangular Slave Trade: **CONNECTING** *Then & Now*

The International Day of Remembrance
of the Victims of Slavery and the
Transatlantic Slave Trade remembers
the lives of Africans who were forced
into slavery in North, Central,
South America and the Caribbean.

It honours the lives of those who died
as a result of slavery or experienced
the horrors of the transatlantic slave
trade. It is also an occasion to raise
awareness about the dangers of racism
and prejudice.

Tickets for all events available starting 1st March
from Sidekicks in Washington Mall, Church Street,
or from It's Only Natural Health Food Store,
#8 Princess Street or call the ADHT office at
236-2266 to reserve your tickets.

DA's BOYS



**TAMERRY DENTAL
HEALTHCARE CENTRE**

PATRICK TANNOCK

MARCH 23RD - 29TH, 2014

SCHEDULE OF EVENTS

SUNDAY 23RD MARCH 2014

Annual Commemorative Service – 4:00PM
- Cobbs Hill Methodist Church

TUESDAY 25TH MARCH 2014

The United Nations Official Day of Remembrance

TUESDAY 25TH – THURSDAY 27TH MARCH 2014

Day of Remembrance Lecture Series – 6:30PM

- St. Paul Centennial Hall | Adults \$20 - Children under 16 Free
Liverpool, UK - The Trade and The Traders

- Tuesday 25TH March 2014
- Dr. Mark Christian - Dept. Chair, Lehman College, CUNY
Africa - Capture and Enslavement

- Wednesday 26TH March 2014

- Dr. Femi Bada, MD

The Americas - The Middle Passage and Beyond

- Thursday 27TH March 2014

- Dr. Clarence Maxwell, Asst. Professor, Millersville Univ., Pa

FRIDAY 28TH MARCH 2014

Liverpool - More than Football – 4:00PM

- Talk with Clyde Best and Friends - School football teams invited
- Bermuda College | North Hall G301

SATURDAY 29TH MARCH 2014

Charity Celebrity Football Game – 2:00PM

- Team Best (Clyde) vs Team Regis (Cyrille)
- Somerset Cricket Club | Tickets: \$10



BERMUDA COLLEGE



Empowering people of African descent, promoting cultural integrity and achieving financial viability.

EMAIL INFO@ADHT.BM FOR FURTHER INFORMATION

Wells and Icon Best Supporting ADHT Programme

~ Bermuda internationals donate memorabilia for silent auction which forms part of activities commemorating UN International Day of Remembrance for the Victims of Slavery & the Transatlantic Slave Trade ~

The Huddersfield Town forward, Nakhi Wells, and former West Ham United striker, Clyde Best, are among a number of Bermuda international footballers supporting the African Diaspora Heritage Trail (ADHT) Bermuda Foundation's programme of activities in commemoration of the United Nations International Day of Remembrance for the Victims of Slavery & the Transatlantic Slave Trade.

These local football stars have donated autographed memorabilia for a silent auction during the week-long series of activities which begin on Sunday 23 March with a commemorative service and ends on Saturday 29 March with a celebrity football match.

Wells helped Bradford City earn promotion to League One – the third highest tier in English football behind the Premiership and the Championship – at the end of last season before he was sold to Huddersfield during the January 2014 transfer window for an undisclosed record fee. He has donated a signed away shirt of his current club.

Best, regarded as one of Bermuda's greatest ever athletes and a trailblazer for blacks in English football, played 218 games for West Ham United over seven seasons between August 1969 and January 1976, scoring 58 goals. As the team's only black player at the time, he endured racist chanting while on the field, monkey chanting and the hurling of bananas and peanuts at the pitch. The former international has donated a signed West Ham United shirt for the auction.

Other signed memorabilia for the silent action include a Toronto Football Club shirt signed by Reggie Lambe and his team mates and an Ilkeston Football Club ball signed by Dante Leverock and his team mates.

The theme of this year's observance, which includes an inaugural series of lectures from Tuesday 25 March to Thursday 27 March 2014, is "The Triangular Slave Trade: Connecting Then and Now", focussing emphasis on the links between Bermuda and the UK city of Liverpool.

"As Liverpool was a key port in the Triangular Slave Trade, we decided to capture the interest of Liverpool football fans in Bermuda," said Maxine Esdaille, the chairman of the ADHT board of directors.

The most exciting activity in this regard is a celebrity football match on Saturday 29th March at Somerset Cricket Club between Team Best and Team Regis. Cyrille Regis, who is a friend of Clyde Best, is from French Guiana and played for, among others, West Bromwich Albion and Wolverhampton Wanderers in English football.

More than 30 local celebrities have signed on for the celebrity match, including Rev. Nicholas Tweed, minister at St. Paul's AME Church; Lionel Cann, local cricketer; also John Barry Nusum, former international player and presently physical education teacher; along with Bootsie, radio personality from Magic FM at Inter-Island Communications. Kick off time is 2:00 PM and tickets cost \$10 (\$5 for seniors and children under 16yrs).

The International Day of

Remembrance was adopted by a UN Resolution in 2007 and is observed on 25 March of each year to honour and remember the over 15 million men, women and children who were the victims of the transatlantic slave trade, one of the darkest chapters in human history. The International Day, first observed in 2008, also aims at raising awareness about the dangers of racism and prejudice today.

About the African Diaspora Heritage Trail (Bermuda) Foundation

The African Diaspora Heritage Trail (ADHT) is an international cultural tourism initiative that promotes socially conscious travel to sites identified as relevant and important to the global narrative of people and culture of African descent. It is designed to educate and safeguard the core values and creativity of African cultures and history. The ADHT Foundation seeks to establish heritage trails linking Diaspora traditions in Africa, North, South and Central America, Bermuda, the Caribbean, Europe, and Canada by developing a network of collaborators who identify, build, finance, promote and market cultural heritage destinations. ADHT destinations will foster sustainable economic development, provide inspiring educational experiences, produce quality cultural products that expose visitors to authentic African Diaspora history and culture, and motivate local populations to become active participants in the preservation and dissemination of their history and culture. ■

Moods & Emotions 2

Find and circle all of the words that are hidden in the grid.
The remaining 11 letters spell an additional word.

Y	S	T	N	A	I	R	O	H	P	U	E	G	E	A
D	U	N	C	E	R	T	A	I	N	I	M	N	K	M
U	P	R	I	D	E	R	T	A	H	T	A	I	I	U
N	Y	R	E	E	L	J	S	A	K	R	H	R	L	S
H	R	K	S	T	S	A	O	C	N	A	S	A	S	E
A	I	T	L	A	D	T	O	Y	V	N	E	C	I	D
P	A	P	E	U	T	H	H	T	O	Q	O	D	D	S
P	P	M	H	T	S	I	N	G	C	U	E	Y	E	O
Y	S	E	O	A	I	E	S	S	I	I	S	R	E	S
H	E	T	R	F	T	R	U	F	F	L	E	U	U	D
T	D	N	R	N	Y	O	T	I	I	N	E	L	G	E
A	O	O	O	I	I	R	R	N	I	E	L	D	L	E
P	U	C	R	X	A	R	A	T	O	E	D	R	U	R
M	B	A	N	G	E	G	Y	W	N	C	E	D	M	G
E	T	A	E	T	L	I	U	G	R	O	U	C	H	Y

AMUSED
ANNOYED
ANTSY
ANXIOUS
CARING
CONTEMPT
CONTENT
CONTRITE
DELIGHT
DESPAIR

DISLIKE
DOUBT
EMPATHY
ENVY
EUPHORIA
GLUM
GREED
GROUCHY
GUILT
HATRED

HORROR
INFATUATED
JOYOUS
LEERY
PRIDE
RAGE
SAD
SATISFIED
SERENITY
SHAME

SHOCK
SULKY
SULLEN
TERRIFIED
TRANQUIL
UNCERTAIN
UNHAPPY
WARY

SOLUTIONS ON PAGE 2