

## Caribbean Trade Union Icon to Open BPSU and BIU Delegates Conference

History will be made at Bermuda Industrial Union (BIU) headquarters during the week of March 10, 2014 when both the Bermuda Public Services Union (BPSU) and the Bermuda Industrial Union will hold their delegates' conferences at the BIU Headquarters. More importantly, both unions will be addressed by Sir Leroy Trotman, General Secretary of the Barbados Workers Union.

The BPSU's 5th Triennial Delegates Conference will kick off on Monday, March 10th with the Conference Theme "Social Dialogue: A Catalyst to Economic Recovery and Growth". The opening session of their conference will be held in the Liberty Theatre.

According to Brother Ed Ball, General Secretary of the BPSU, the theme of their conference is timely and significant, in the context of the harsh economic conditions and Government reforms that are occurring currently in Bermuda.

On Thursday, March 13th, the BIU will open its conference and delegates will address the theme "Fighting Union Busting Through Unity, We Will protect the Gains Achieved by Organised Labour", also in the Liberty Theatre.



**Sir Leroy Trotman, General Secretary of the Barbados Workers Union**

BIU President, Brother Chris Furbert said that he believes that in light of the challenges that the BIU has faced since its Delegates' Conference was held four years ago, it is important that the delegates examine the gains achieved by organized labour, as there appears to be some in the community that are trying to eliminate trade unions from Bermuda's landscape.

Both the BPSU and the BIU felt it was important to have a trade union icon such as Sir Leroy Trotman to address their membership at this critical time in Bermuda's history.

Senator Sir Roy Trotman is a highly respected trade unionist who since joining the labour movement in 1971 has achieved notable results throughout

this career. His commitment to action rather than sheer rhetoric has been the predominant force behind the many positions of leadership he has held locally, regionally and internationally.

He joined the Barbados Workers' Union as Personal Assistant to the then General Secretary before he was appointed Deputy General Secretary/Director of Organizing nine (9) years later in 1980. In these roles, he was largely responsible for negotiations, grievance handling, organizing and education in labour studies. He acted as General Secretary for eight (8) months before his election to that position on 29th August, 1992.

Nationally, Sir Roy served as a Member of the Lower House during the period 1986-1994 and has been an independent Senator from the same year, 1994. He was founder and President of the Coalition of Trade Unions and Staff Associations when it was formed in 1991 and has continued to serve that umbrella body through 1995 when it became the Congress of Trade Unions and Staff Associations of Barbados. He retired as CTUSAB's President in 2010. Regionally Sir Roy was elected President of the Caribbean Congress of Labour in 1989. The

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# Employers Trying to Usurp Certification Process



The Bermuda Industrial Union (BIU) is accusing the Bermuda Employers Council (BEC), the Management of Brown and Co. and the management of Masters Home Centre Ltd. of trying to usurp the certification process with regards to new sign-ups for Union recognition.

Recently employees of two major businesses in Bermuda, Brown and Co. and Masters Home Centre Limited approached the BIU seeking union recognition. After signing up the members in the respective Workplaces, on February 11, 2014, BIU Chief Union Organizer, Brother George A Scott submitted letters to the Director of Workforce Development, Mr. George Outerbridge, requesting Union Certification in accordance with the Trade Union Act 1965, Sections 30B and 30C.

"After being informed by an employee of the wishes of the majority of the employees, the General Manager of Brown & Co, called one of the employees into her office requesting that the Certification process be stopped so that the employee's issues could be handled internally," reported Brother George Scott. "The General Manager then requested that employee to a meeting and at that meeting asked the employee to canvass her coworkers and

record their issues of concern. This should have been a matter for the Human Resource Department, not an employee."

Brother George explained that an emergency meeting was called for all staff on February 12, 2014 at which time the Human Resource Director was to be in attendance. Also in attendance at the meeting was Ms. Kathy Paynter, the Assistant Director at the Bermuda Employers Council who was invited to attend the meeting by the Manager. Brother George was informed by the employees that Ms. Paynter tried to convince the employees not to join the Union.

According to Brother Louis Somner, the situation at Masters Ltd. was similar to the situation at Brown and Co. "Brother George A Scott, on behalf of employees at Masters Home Care Centre, sent a letter requesting Union Certification to the Director of Workforce Development and copied the letter to the person that we were told was the General Manager of Masters Ltd.", explained Brother Somner. "Brother George A Scott (Chief Union Organizer) then received a letter back stating that the name of the Company was not Masters Ltd., but instead Masters Home Centre Ltd. and the person that we had named as General Manager was in fact the President of the company. We then amended and resubmitted the letter requesting Union Certification."

Brother Somner further explained that after the first letter was received by Masters Home Centre Ltd. one of the Managers approached the employees asking them for their thoughts on the BIU as he was trying to ascertain the number of workers who had requested

## THE WORKERS VOICE

**PUBLISHED BY THE**  
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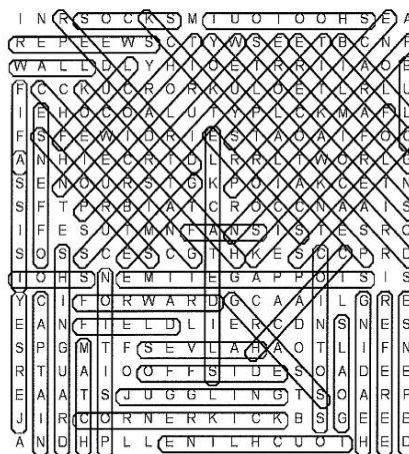
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**PRINTED BY**  
The Bermuda Industrial Union

## PUZZLE • SOLUTION

### SOCCER



ASSIST	FORMATION	MATCH	SLIDE TACKLE
BALL	FORWARD	OFFENSE	SOCKS
CAPTAIN	FOUL	OFFSIDE	SPORT
CHEERING	GAME	PENALTY KICK	STOPPAGE TIME
CLEATS	GOALIE	POSITION	STRIKERS
CLUB	GOALS	PRACTICE	SUBSTITUTE
COACH	GRASS	RED CARD	SWEEPER
COIN TOSS	HALVES	REFEREE	THROW-IN
CORNER KICK	HAT TRICK	SCORE	TOUCHLINE
DEFENSE	HEADING	SHIRT GUARD	WALL
FANS	JERSEY	SHOOT-OUT	WORLD CUP
FIELD	JUGGLING	SHORTS	YELLOW CARD
FIFA	KICK-OFF	SHOT	

The hidden message is: IN MANY COUNTRIES SOCCER IS CALLED FOOTBALL

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# Lessons Learned!!

In my opinion there are many lessons that could be learned from the last industrial dispute that saw BIU members take to the streets in protest of the actions by the management of the Fairmont Hamilton Princess Hotel.

I think the most expensive lesson was learned by the former Executive Director of the Bermuda Chamber of Commerce. Hopefully Ms. MacPhee has learned that it's okay to have an opinion but it is not okay, if you hold a position of responsibility, to stand on the balcony of a Front Street restaurant and blast your opinion for the whole world to hear. Sadly for Ms. MacPhee, she has become infamous and certainly she should find it difficult to secure another position of such authority. However, knowing Bermuda as I do, it would not surprise me if Ms. MacPhee landed a similar position for some other Bermuda employer.

Bermudians should know that the incident that occurred on the balcony of the Front Street restaurant was not the first time Ms. MacPhee has criticized the BIU and its membership. When the BIU held a similar protest march in support of the workers at KFC, Ms. MacPhee voiced her criticism by way of the Royal Gazette in a more dignified manner. Speaking on behalf of the Chamber at the time (May 3, 2012), Ms. MacPhee stated "The Bermuda Chamber of Commerce is extremely disappointed by the BIU's decision to call a general membership meeting at the start of the tourism season". She further stated at that time "The decision by Mr. Chris Furbert, a member of the newly formed Tourism Board, to call the general meeting at such a crucial time is of great concern to The Chamber."

Had Ms. MacPhee expressed her concern last week about the BIU membership not being at work as she did in 2012, she probably would still be the Executive Director of the Bermuda Chamber of Commerce today. But to shout to the top of her lungs "You people should go back to work or go home and take care of your children" to a group of peaceful marchers was in my opinion unacceptable. I do believe that the Chamber made the right decision to relieve her of her duties. Certainly I know of many Bermudians who have been dismissed for far less.

I also believe that the OBA Government should have learned some lessons from the events of last week, in particular the Premier, the Hon. Craig Cannonier, and the Minister of Home Affairs, Senator Michael Fahy. The OBA Government should now understand that the people of Bermuda are not to be trifled with and the BIU membership really believes that "United We Stand, Divided We Fall". It became apparent to me during last week's events, that the leadership of the other unions in Bermuda, including the Bermuda Public Services Union, the Bermuda Fire Service Association, the Electricity Supply Trade Union and the Bermuda Prison Service Association, the Bermuda Police Service and the Bermuda Union of Teachers, also believe that all workers in Bermuda, no matter the colour of the shirts that they wear, that all workers in Bermuda must stand united in order to affect meaningful change in Bermuda.

The display of solidarity shown by the other unions at the BIU general membership meeting on Thursday, February 6th was indeed heartwarming to say the least. In my opinion the BIU, under the



**IN MY OPINION**  
BY LAVERNE FURBERT

leadership of Brother Chris Furbert made a wise decision when they chose to join the Bermuda Trade Union Congress because certainly, in unity, there is strength.

In my opinion if the owners and managers of businesses in Bermuda did not learn important lessons from last week's demonstration, poor them!! I would hope that the men and women who are charged with growing Bermuda's economy have learned that easy is better than hard and that sitting down and having a conversation is far better than having a demonstration. As I see it, all that happened last week, including Ms. MacPhee's dismissal could have been avoided had the management of Southampton Princess taken to heart Article 4 of the Collective Bargaining Agreement between the Bermuda Industrial Union and the Hotel Employers of Bermuda.

## **Article 4 – Mutual Goodwill**

(a) Both parties of this Agreement recognize that the Agreement imposes serious and grave responsibilities on the Employer and the Union and their respective members. The parties to this Agreement regard these duties and

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# BLACK HISTORY MONTH

As this is Black History Month we felt moved in the meantime to seize the opportunity to put in historical perspective the generational struggles of Freedom Fighters like Doris Webster, her parents before her, and others throughout the 20th Century, and continuing against diehard newfangled oligarchs.

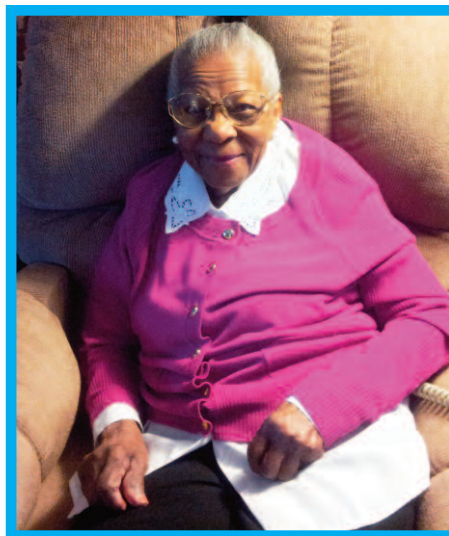
Beginning with Charles Vinton Monk. Check that name 'Vinton'. He was the AME Clergman/publisher who was appointed in 1898 to take charge of the AME circuit embracing Mt Zion Church at Port Royal and Allen Temple on Sound View Road, Somerset.

When Monk arrived, surveyed the overall social, political, economic and ecclesiastical scene, he concluded there were so many things wrong with Bermuda that he would stand on one end of this little island and trip the other end up right if he had to in order to get things right. What ensued proved he nearly did just that. The details are fully covered in the book 'Freedom Fighters From Monk to Mazumbo'.

At the turn of the century Bermuda was booming. In any case that was a period when the "Walkers Works" were underway modernising the Royal Naval Dockyard. Hundreds of workers were recruited in Jamaica and St Kitts and brought here by the ship load. There was serious unrest, leading to the enactment of The Riot Act when the workers discovered they were being paid far less than promised when recruited in their island homelands.

Arriving from St Kitts was Henry Irving Douglas with his wife Mary. They

eventually made their home at Heathcote Hill, Somerset. Doris was born on January 1, 1909, the third of eight children of the Douglas union. She was forced to abandon her formal education at age 15 when her father was blinded in an explosion on the job at the Dockyard. James had set a dynamite charge during excavation of the site directly west of the old Casemates Prison, where a number of oil tanks are now located. When it failed to go off he went to check. It exploded in his face and also resulted in the loss of a couple of fingers.



**Doris Webster**

That was in 1924, the same year that Trinidadian-born Dr Gordon arrived in Bermuda. He had been persuaded to come here by one of the island's leading black entrepreneurs, William H Robinson, to fill a void left through the death of Dr Arnold Packwood.

Dr Gordon was then in his late 20s. He spent his first night in Bermuda at the Robinson's Somerset Bridge home. He

eventually established his own residence and surgery at Heathcote Hill. His nearest neighbours were Henry and Mary Douglas. Across the street was Allen Temple, Monk's old charge.

Also on Sound View Road in Ely's Harbour was one of Robinson's largest shops. It was located in a close-knit community, where the burning issue of the day was the lack of a secondary schooling for blacks. Among the activists were Sarah Scott, the Todds, Simmonses. Atop Sound View Road was the residence of Fanny Ratteray, and that of the Cholmondeleys. They all had been ardent supporters of Monk during his historic trial and imprisonment of Monk and were sarcastically labelled as his 'Monkies'.

The Berkeley Institute after an 18-year struggle had opened. But there was no high school in Somerset. In 1927 Sandys Secondary School was established in the Todd Building, with the prime movers being the Scott Clan, Fanny Ratteray, William Robinson and others newly fired-up by Dr Gordon.

The same year Sandys Secondary opened, a scion was born, July 11, 1927 to be exact into the family of Fanny Ratteray, she was his aunt and guardian. He was promptly named Vinton Randolph Anderson, and she engrossed him in her activities at Allen Temple Church, and happily found a place for him at Sandys Secondary. He qualified for a Dockyard Apprenticeship and became a skilled carpenter.

Meantime at the other end of Sound

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# The Protest of Bermuda's Hotel Workers

On February 5, 2014 the Bermuda Industrial Union conducted one of the largest protest marches that Bermuda has seen in a number of years. The protest had its origins in the reaction of the union leadership to the redundancies initiated by the management of the Fairmont Hamilton Princess Hotel. The Fairmont made ten employees redundant, five of which were Bermuda Industrial Union members on Friday, January 24, 2014 without prior discussions with the Bermuda Industrial Union.

Of course, the union leadership was very alarmed at the action of the Princess management. In the first instance, they were concerned that the management would take industrial action resulting in loss of work without discussing their intentions with the Bermuda Industrial Union. In the second instance, the decision of the management of Fairmont to make staff redundant without discussing the issue with the BIU was seen as the ultimate disrespect. This was believed to be especially true for the long-term workers, some of whom were reported to have been employed with the hotel over forty (40) years.

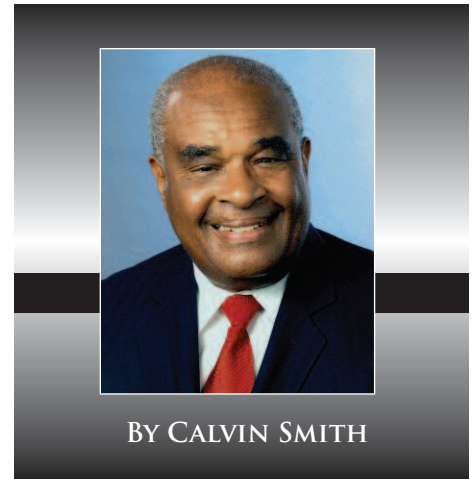
Of course, the action of the management of Fairmont was seen as a needless hostile action in light of the fact that the redundancies were initiated at a time when the Hotel was

experiencing its usual seasonal low employment. Further, this seasonal low was accentuated by the continuing recession that was wreaking havoc in the economy of the United States, the country from which the majority of Bermuda's tourists originate.

Perhaps the ongoing recession in the United States prompted the Fairmont management to take the actions they did. However, the staff being made redundant certainly did not feel that such a consideration should have been a basis for the action of the management of Fairmont. After all, the property had already set in motion the usual seasonal layoffs, so why did it consider there was a valid reason to further reduce the staff which provided the service to the guests whom the hotel expected to begin arriving in April.

Naturally, this action baffled everyone who staffed the hotels service sector. Surely, the Fairmont knew that the staff that had been retained after the hotel had carried out its usual winter layoffs were staff that would be expected to provide the world renowned service to the upscale clients of Fairmont in just a few weeks.

Perhaps there were reasons for the abrupt action of the hotel management but it was certainly not made clear to the staff that had downed tools and initiated a



well-supported island protest. Further, the speed with which the protest grew to island-wide support of the Fairmont workers certainly sent a message to all of Bermuda's owners and managers that the austerity that the government and business leaders were regularly proposing would have to be undertaken at a price that they needed to consider seriously should they be planning to follow the action taken by the Hamilton Princess.

One thing that was readily apparent from the countenances of the protestors was clear that they intended to take the protest to the ultimate should other businesses decide to follow the example set by the Fairmont

It is to be hoped that cooler heads prevail among Bermuda's managers who may be contemplating similar action as carried out by the Fairmont. If one thing was clear from the demonstration that rapidly increased from several dozen workers to several hundred, it was the fact that Bermuda's workforce is tired of being treated without any kind of respect and is prepared to express that discontent by actively engaging in protests. ■

# BLACK HISTORY MONTH

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View, the five daughters and three sons of Henry and Mary Douglas were making significant impacts as achievers on a variety of fronts in the community at large. as educators and in the AME Church. Socially Doris at age 21 became the wife in 1929 of Kingsford Cholmondeley, a top dance band musician. Three sisters Beryl, Maude and Elsie had gone to Teachers Training in Jamaica and returned to good jobs teaching at schools in the West End. They followed in the mould of their eldest sister, Gladys who for years was on the staff of Southampton Glebe School. Brothers Wilmot and Henry qualified as Dockyard Apprentices and training in the school at the Yard. Gladys, Doris and their bother Robert were the only Douglas siblings who did not attend high school.

Three daughters Vivienne, Gloria and Madge were born to Doris and Kingford. Vinton Randolph Anderson was born atop of Sound View Road, Somerset July 11, 1927. Historian Ira Philip was born at the other end of Sound View on December 16, 1925. We grew up together, playing cricket, attending Allen Temple AME Church. His guardians were among the primary founders of Sandys Secondary School, where he attended, qualified for an apprenticeship at the Royal Naval Dockyard, and became a highly skilled carpenter.

Ira attended the Berkeley Institute and later worked at the Dockyard. We were activists, becoming intensely involved in the social and educational issues of the day, getting our motivation as 'Sons of Allen' at

Allen Temple.

Vinton's journey in the ministry began on a Palm Sunday in 1946. We both attended the closing of the 60th Session of the Bermuda Annual Conference when the Presiding Prelate.

Bishop RR Wright offered full scholarships to young men desirous of training at Wilberforce University. There were four respondents, Anderson, Cyril Butterfield, Wesley Wharton and myself. Becoming aware that the training was for the ministry, Ira backed out, feeling he would have missed his calling, being well on the road as a young Parliamentary Reporter for the Bermuda Recorder newspaper.

The others stayed the course, both Wharton and Butterfield eventually becoming outstanding Presiding Elders in their respective regions. Anderson equipped himself academically at Wilberforce University, graduating with a BA Honors Degree. He went on to Payne Theological Seminary where he gained his Master of Divinity and a MA in Philosophy from Kansas University. He was then pastoring St Mark's AME Church in Topeka, Kansas. He continued his postgraduate studies at Yale University Divinity School and gained honorary doctoral degrees from Quina College, Wilberforce University, Payne Theological Seminary, Temple Bible College, Morris Brown College, Interdenominational Theological Center (ITC) and Eden Theological Seminary.

In 1972 Vinton was elected and consecrated the 92nd Bishop of the African Methodist Episcopal Church, where he supervised the 9th and 3rd Episcopal Districts. He served as the Ecumenical Officer for the church, where he chaired in a magnanimous manner the AME

Bicentennial Celebrations. Notable among his appointments was Presiding Bishop for the 15th District in South Africa, in a church named for him as the Cathedral of Vinton Anderson AME.

He was cited as a man of great intellectual power, and celebrated globally as a writer and scholar. He preached and lectured all over the world. His travels taking him to the Caribbean, South and West Africa, South America, Canada, Taiwan and Australia.

As a member of the General Commission of Christian Unity and Interreligious Concerns from 1984 to 1988, Bishop Anderson became first vice-president of the World Methodist Council for the North American region and a member of the executive of the World Council of Churches. He became vice-chairman of the Faith and Order Commission, and a member of a peace pilgrimage of ecumenical leaders that went to the Middle East in 1990. He had served as a member of the Site Visit Team to New Zealand and Australia for the programme of the Historical Team to combat racism.

Bishop Anderson was elected President of the World Council of Churches meeting in Australia in 1991. The Council headquartered in Geneva, had over 560 million members and represented 322 denominations. He served seven years in that office.

The wind beneath his wings in his notable progression over the decades, has been his childhood sweetheart and close Somerset neighbour, the former Vivienne L. Chomondeley. She was a highly accomplished lady in her own right. They married in 1952 and are the proud parents of four sons, Vinton, Jr, Jeffrey, Carlton and Kenneth. Three grandchildren are Natina Louise, Carlton, Jr, and Jordan Isiah

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# Why Bermudians are Suspicious of the OBA's "Commercial Immigration"

It has been said that the English language is one of the most difficult languages to learn. One of the chief reasons for this is that its words can have double meanings; that is to say that words in English could be used to not really describe what is really meant when spoken.. The term "commercial immigration" put out by the OBA government is one such example. Although the OBA has now put out what it calls its commercial immigration survey, supposedly outlining what the policy is all about, it does not fully explain the full ramifications of what it really will mean in terms of immigration policy and its impact on the national rights of Bermudians.

There is reason to suspect that the so-called commercial immigration survey is screwed in such a way in order to produce a view in favour of commercial immigration. The first question concerns who can participate in the survey. Since its greatest impact is on Bermudians, shouldn't it be only Bermudians that have the right to participate? Yet the migrant worker can have a say, even people visiting Bermuda can have an opinion.

There is a great deal of suspicion over this OBA government policy, even though its spokesman, Senator Fahy, has stated that no firm decision has been made by the government. But no one at this stage is really prepared to take the word of the OBA government given the many promises on policy that it has already broken. In fact, one of its MP's in a recent opinion column in the Bermuda Sun has boldly stated that his government has no reason to apologise or even give a reason for any change in policy, even if it had given an undertaking not to pursue a particular direction.

Remember this is the same govern-

ment that was forced to back away from a policy that would have given the children of international business CEO's the right to work in Bermuda without work permits in direct competition with Bermuda's own children, especially our college and university students who will return home in the summer hoping to find employment in an effort to pay school fees; especially in an environment where it is clear that this OBA government is on track to cut back government spending in every direction and that means when it comes to educational scholarships.

But the real suspicion comes because many Bermudians remember the past immigration policies of the old UBP government which had an immigration policy that was race-based and which displaced many Bermudians and which further undermined the national and natural aspirations of Bermudians in their own country.

But what are some of the other consequences of this so-called "commercial immigration" which we have not been told about? What is to stop the flood gates being open to allow unlimited immigration into this country? With over 3,000 Bermudians unemployed, it can no longer be stated that Bermuda produces more jobs than there are Bermudians to fill them. That statement has now been replaced by a new statement claiming that the importation of foreign workers is needed to create jobs for Bermudians?

But that is the big lie as Bermudian unemployment remains high and there continues to be a marked reluctance on the part of employers to let their foreign workers go in order to give Bermudians jobs. In fact, almost every day we hear more and more Bermudians made redundant while

## THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

the migrant workforce remains high.

Mind you now, there are some areas where we have no choice but to bring in foreign workers to man posts. I can think of the medical field where if we did not have overseas personnel, our medical system could very well collapse. If there was one area where I would give foreign employment concessions and privileges far above any other areas of migrant workers participation, it would be in that area. Yes, they will bring money, but that will only benefit the few.

There is talk about the existence of two Bermudas, but what we really have is two economies and this reality has been in existence for some time now. It is just that this economic situation has revealed it in stark relief. You see there is an economy for the foreigner which is reflected in the private school system, entertainment, housing, high-paying jobs and one for Bermudians who find themselves stressed and suffering severe economic dislocation and unemployment.

The question is "What are we going to do?" Many realise now what a great mistake they made in seeking to politically punish the PLP government by voting

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# BLACK HISTORY MONTH

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Anerrson. The Anderson homestead is in Missouri.

Many organisations have honoured the Andersons. He was recognised by the Historic Calendar in 1993. The same year he received the scroll of Merit Award from the US National Medical Association. The Daniel A Payne Award for Ecumenical Leadership in the AME Church in 1992. He received the American Black Achievement Award in 1991; and was the distinguished alumni honoree of the National Association for Equal Opportunity in Higher Education. The

Bishop's name appears in Profiles in Black under the heading of '100 Living Black Unsung Heroes'; and he's listed in Who's Who in America. He has made regular appearances in the media, with two most memorable moments being on Face the Nation and Tony Brown's Journal.

When Vinton and Vivienne realise the extent they would be travelling around the world in their high offices they invited Mother Doris to leave Bermuda and take up residence with them in the Midwest. She became a most endearing grandmother to the four Anderson sons; and was admired by neighbours and friends at the Anderson church community, becoming President of the Missionary Society. She was deemed to have a spicy but loving personality and great sense of humour.

She kept abreast of happenings on the Bermuda home front. Visiting periodically as well as receiving visits from siblings and their offspring.

In 1954 Doris married Henry Webster of Philadelphia. He passed away in 1958 when the Andersons were residing in Lawrence, Kansas.

Doris is survived by two sisters Mrs Maude Bassett of Southampton and sister Mrs Elsie Weir, whose home is in Kent, England; both are in their 90s. And her only surviving sister-in law. Mrs Izola Cholmondeley Harvey and her husband Gerald of Scaur, Somerset, also daughter Madge Daniels and son-in-law Arthur of Crawl Hill, Hamilton Parish. He daughter Gloria Mills and the latter's daughter Patti predeceased her. ■



## 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](mailto:lavernef@northrock.bm) or at 335-8232.

Bermuda Health Foundation

**Deadline for applications is April 30, 2014.**



# Walter Roban Responds to MP Sylvan Richards

“On February 5th, via local media, OBA MP Sylvan Richards attacked the PLP. While criticising the stance of the PLP, he failed to address any of the concerns of that Bermudians have regarding Commercial Immigration (CI).

MP Richards stated “blatant untruths and exaggerations. ....The PLP is attempting to list these risks as if they are things that are definitely going to happen.”

The list of risks he is referring to came directly from OBA’s CI presentation and included:-

1. Jeopardizing our visa-free travel status
2. Investment being rescinded once citizenship granted
3. Increased housing costs
4. Difficulty in validating that all requirements attached to the sale of citizenship are met
5. Costs associated with validation and monitoring
6. The potential of corruption within government
7. Giving away the right to vote to non-Bermudians
8. Once citizenship given, it can't be revoked
9. The risk of opening our borders to criminals
10. UK will have to approve any schemes involving citizenship
11. No other jurisdiction has similar market conditions as ours and the pros and cons cannot be fully assessed prior to implementation as a result

MP Richards mentioned “..... every action in life has a certain amount of risk. Activities such as riding a bus, driving a car or flying in an aeroplane all involve an element of risk; however, most Bermudians continue to do all three.”

The risks of selling Bermudian status do NOT equate to the risk of driving a car, or flying, unless of course one is involved in the “Jetgate club.”

MP Richards continued, “Commercial immigrants won’t have any more clout in getting jobs and buying land than non-Bermudians.”

Until the terms and conditions of Commercial Immigration are revealed, no one can say what will or will not happen. The parameters of Commercial Immigration can encompass any range of possibilities including, putting commercial immigrants on a higher footing than PRCs.



Walter Roban, PLP

Once a person is granted citizenship, they have all the same rights as Bermudians:

- The right to purchase property
- The right to gainful employment
- The right to participate in elections and /or referendums

MP Richards fails to mention that currently nearly 40% of our residential land is for sale to non-Bermudians.

MP Richards states, “Finally, and this must be stated emphatically – these people will NOT be able to vote in Bermuda elections. Let me say once again, this is not about people becoming Bermudians.”

He is clearly contradicting the meaning of citizenship as outlined by OBA’s own immigration expert who specifically stated that citizenship includes the right to vote.

In addition, he clouds over the fact that Senator Fahy stated that granting status, has not been ruled out. In fact, Sen Fahy explained UK’s role in the process of granting citizenship at this presentation.

With their track record of multiple broken promises, including recent revelations of the OBA planning since January 2013 to ditch the referendum, what can Bermudians believe about the OBA government’s true intentions?

“The One Bermuda Alliance does contradict itself sometimes. We make no apologies for that.” OBA MP Glen Smith. Fellow Bermudians, it is irresponsible for the OBA to be discussing Commercial Immigration, without first establishing a national sustainability plan to protect and manage our very limited resources of Bermudian land and jobs.” ■

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Dr. Femi Bada



Dr. Clarence Maxwell

HAMILTON, Bermuda (10 Feb 2014) - The African Diaspora Heritage Trail (ADHT) Bermuda Foundation will launch a series of lectures in commemoration of the United Nations International Day of Remembrance for the Victims of Slavery & the Transatlantic Slave Trade.

Leading local and international presenters have already confirmed their availability for the inaugural series which will be held from Tuesday 25 March to Thursday 27 March 2014 at the St. Paul Centennial Hall, one of the sites of memory on the African Diaspora Heritage Trail.

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.

“The ADHT shares the UN vision in commemorating this event and sees

it as an opportunity to also remind our community of the positive impact that persons of African descent have had on Bermuda in particular and the world in general,” said Maxine Esdaille, the chairman of the ADHT Board of Directors. “Our mission for the 2014 commemorative is to continue to position the ADHT as an organization that shares with the Diaspora events that highlight the importance of the presence peoples from the Diaspora in countries around the world.”

The Foundation has chosen as this year’s theme: “The Triangular Slave Trade: Connecting Then and Now”. The focus of the first lecture on 25 March will be on the city of Liverpool in the UK and its connection with the slave trade as the jump off point for the Triangular Slave Trade. This lecture, entitled “Liverpool – The Trade and The Traders” will be delivered by **Dr. Mark Christian**, who is from Liverpool but is now Professor & Chair Department of African & African American Studies at Lehman College, City University of New York.

On Wednesday 26 March, Nigerian-born physician, **Dr. Femi Bada** will speak on “Africa - Capture and

Enslavement”. Dr. Bada, who lives in Bermuda and has lived and worked in many other parts of the world, grew up in Bristol in the UK. He once lived in a house on the banks of the River Avon in the centre of Bristol, which had a basement that was the 'holding cell' for African slaves who had been brought into the city for sale.

The final lecture on Thursday 27 March will focus on “The Americas - The Middle Passage and Beyond” and will be delivered by Bermuda’s very own **Dr. Clarence Maxwell**, assistant professor of Caribbean and Latin American History at Millersville University in Lancaster, Pennsylvania, USA. Dr. Maxwell was formerly employed at the Bermuda Maritime Museum (1999—2005) as Registrar and Director of Historical Research.

The lectures cost \$20 each for adults and \$10 for seniors, but will be free to children under the age of 18. These lectures form part of the education component of the commemorative events which begin with the annual commemorative service at 4:00 P.M. on Sunday 23 March at the Cobb’s Hill Methodist Church.

*continued on page 11*

## High Level Local and International Presenters for ADHT Lecture continued from page 10

The ADHT Bermuda Foundation was established in 2007 to educate residents and visitors and to safeguard the core values and creativity of African cultures and history. It is run by a Board of Directors comprising local and international volunteers. The Foundation aims to provide inspiring educational experiences and 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.

### *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. ■

## Caribbean Trade Union Icon to Open BPSU and BIU Delegates Conference continued from page 1

Constitution was amended in 1992 so that he might serve a second term of three years.

Internationally, Sir Roy distinguished himself as the first black President of the International Confederation of Free Trade Unions (ICFTU), now the International Trade Union Congress (ITUC). He held this position for two (2) consecutive four (4) year terms from 1992 to 2000 when he retired as President. From 1991 until June 2011, he served with distinction as one of the Directors of the International Labour Organisation (ILO). In 2002 he was elected to serve as the Chairperson of the Workers' Group of the Governing Body and, in that capacity, as one of the four Officers of the ILO.

In Barbados, Sir Roy served on several national committees and councils. These included the Prime Minister's Advisory Economic Council, The Industrial development Corporation, The National Housing Corporation, The National Insurance Board, The Securities Commission, The Barbados National Bank, The University of the West Indies Finance and General Purposes Council, The Barbados Productivity Council and the National initiative for Service Excellence.

Before he joined the staff of the Barbados Workers' Union in 1971, Sir Roy was a School Teacher among other places, at Parkinson Boys' Foundation, St. Leonard's Boys, Modern High and St. Anthony's where he became

Headmaster. At the Modern High School he became a founder member and Secretary of the trade union at that school and a Shop Steward of the Barbados Workers' Union.

This teaching experience also included part time work at the University of the West Indies.

Sir Roy is an alumnus of the St. Elizabeth Boys, St. Joseph and St. Matthias Boys' and Boys' Foundation as well as the University of the West Indies where he gained a degree in English, Economics and History. He also completed his Masters in Labour Education from Rutgers University in 1976.

His commitment and dedication to outstanding national, regional and international service was given national recognition firstly in 2002 when he was made Knight of St. Andrew in the Independence Honours, and then again in October 2006 during UWT's graduation ceremonies when he was conferred with an Honourary Doctor of Laws (LLD) degree. ■

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# All's Well that Ends Well



After several hours of meetings, phone calls, e-mails between Government officials, the management of Fairmont Hamilton Princess Hotel and two protest marches held on Wednesday, February 5th, BIU President, Brother Chris Furbert and Mr. George Terpilowski, General Manager of the Fairmont hotel finally reached an agreement and four of the ten Fairmont staff who were made redundant were guaranteed jobs at the Hotel beginning in May.

The industrial action came as result of redundancies notices given to ten Fairmont employees on January 24, 2014. Five of those employees, three

bar porters and two in-room dining captains, were BIU members. Brother Chris Furbert, President of the BIU contended that in accordance with the Collective Bargaining Agreement, management at the Fairmont should have consulted with the Union prior to handing out the redundancy notices.

Between January 24th and February 5th, widespread support was shown for the action taken by the BIU, including verbal support from the Bermuda Trade Union Congress. In fact, the Bermuda Fire Service Association joined the BIU membership at the meeting held at the New

Testament Church of God. Other union leaders, including Brothers Kevin Grant, Ed Ball and Jason Hayward from the BPSU encouraged the BIU membership to stand united as did Brother Allan Wilkinson, President of the Bermuda Fire Service.

Initially the Fairmont management resisted Brother Chris' attempts to have dialogue, however by February 5, 2014, an agreement was reached and management of the hotel agreed to guarantee positions to the bar porters and one dining room captain beginning in May 2014. The other dining room captain accepted the redundancy package.





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# Buy Union!!

## DIRECTORY OF UNION SHOPS

For the benefit of all Union members and unionized employers, the Bermuda Industrial Union is publishing this Directory. It is designed to assist Union members, in particular, to support and purchase from the places that are listed below because they are organized and have collective agreements with the BIU.

Union members are requested to avoid doing business at competitive enterprises that are not found in this Directory. As new firms become organised they will be added to the list.

### Transportation & Allied Services

Bermuda Motors Ltd.  
Goddard Catering Ltd.  
Renaissance Aviation Ltd.  
Stevedoring Services Ltd.

### Hotels, Restaurants, etc.

All major hotels  
Royal Bermuda Yacht Club  
Riddell's Bay Golf & Country Club  
Spot Restaurant

### Printers

Bermuda Press Ltd.  
Island Press Ltd.

### Communications

Bermuda Broadcasting Co. Ltd.  
Bermuda CableVision Ltd.  
Bermuda Telephone Co. Ltd.  
Royal Gazette Ltd.

### Construction

Air Care Ltd.  
BCM Ltd.  
Gorhams Ltd.  
Otis Elevator  
SAL Ltd.  
Universal Electric Ltd.

### Factories/Wholesalers

John Barritt & Son Ltd.  
Bermuda General Agency

### Supermarkets

All MarketPlace Ltd.  
(Supermarkets and Dollar Depots)  
Supermarket Ltd. (Somers Supermarket)

### Rest Homes

Lorraine Rest Home  
Matilda Smith Williams Seniors Residence  
Packwood Home  
Westmeath Residential & Nursing Care Home  
Lefroy House

### Security Firms

Bermuda Security Group  
Security Associates Ltd.  
Shield Security Ltd.

### Bermuda Government

Department of Airport Operations  
(Sky Caps and Airport Maintenance)  
Marine & Ports  
Post Office  
Ministry of Health (Vector Control)  
Public Transportation  
Public Works  
Youth and Sport  
Department of Parks  
Department of Education

### Courier Services

International Bonded Couriers (IBC)

### Bermuda Hospitals Board

King Edward VII Memorial Hospital  
Mid Atlantic Wellness Institute

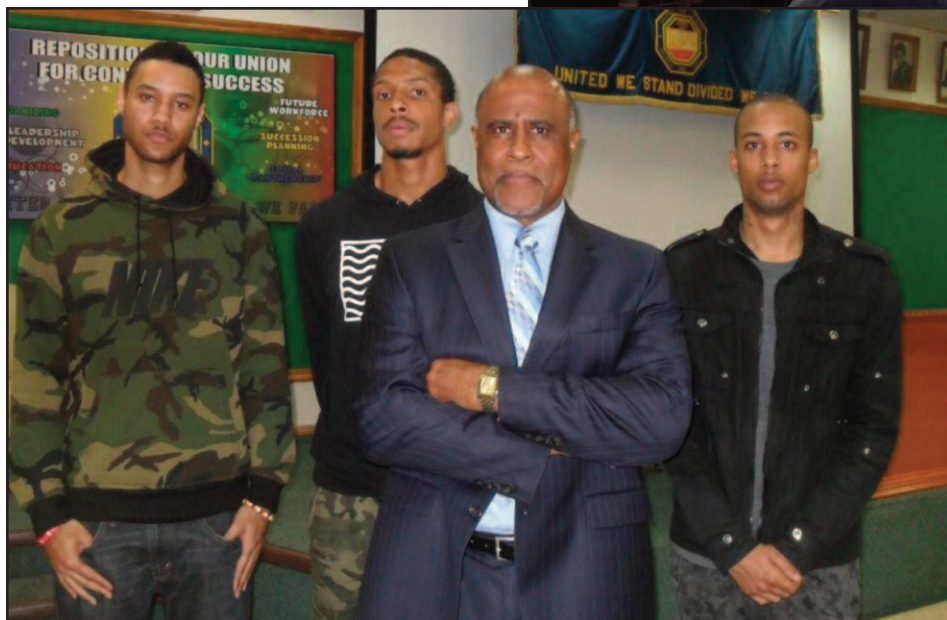
### Miscellaneous

Bermuda Duty Free  
BIU Members Credit Union  
Corporation of Hamilton  
Corporation of St. George's  
Esso Bermuda Ltd.  
HWP Service Stations  
Liberty Theatre  
CedarBridge Academy (Custodians)  
West End Development Corporation  
Bermuda Land Development Company  
BIU Gas Station





Family and friends of former BIU President, Brother Robert Johnston give the BIU Salute as he was laid to rest in St. Mark's Cemetery on Thursday, January 23, 2014



The three young bar porters at the centre of the industrial dispute pose with Brother Chris Furbert. From left to right, Gregory Simons, Vernell Lambe and Javon Davis.



One of PTB's 17 new buses that was on display outside of Union Headquarters on Thursday, February 13, 2014 after a meeting discussing safety concerns on the public buses. Present at the meeting was Minister of Public Safety, the Hon. Michael Dunkley, Minister of Tourism Development and Transport, the Hon. Shawn Crockwell, BIU President, Brother Chris Furbert, BPSU General Secretary, Brother Ed Ball, Permanent Secretaries Marc Telemaque and Francis Richardson and other union representatives. The new buses are fitted with safety cameras. The Bus Operators and Allied Workers Division will meet on Wednesday, February 19th at 7:30 p.m. to discuss the outcome of the meeting with the Ministers.



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## Employers Trying to Usurp

**Certification Process** *continued from page 2*  
representation by the Union.

"In fact, after the second letter was received, one of the Managers told the workers that "Masters Ltd. has a master plan for the BIU". The Union considers this intimidation," added Brother Somner.

The Chief Union Organizer of the BIU reminded the Workers Voice that the Trade Union Act 1965 clearly states under "Rights of worker in respect of trade union membership, Section 30 (1) "as between himself and his employer and that "every worker shall have the right to

be a member of such trade union as he may choose.

Brother Chris Furbert, BIU President also drew attention to Section 30 (2) which states that "any employer, or any person acting on behalf of any employer who "prevents or deters a worker from exercising any of the rights conferred on him by subsection (1) commits an offence" which is punishable on a summary conviction by a fine of \$1,500.00.

Brother Chris Furbert, said that he reported the matters to the Labour Advisory Council as the practice by the Bermuda Employers Council and other Companies had been ongoing for some

time. He said similar incidents happened when the workers at Renaissance Aviation Ltd and John Barritt & Sons requested Union Certification.

"This practice has been going on for several years and the Bermuda Industrial Union has complained to various Government ministers responsible for Labour matters about this Unfair Labour Practice once the Union submits a letter requesting Certification," concluded Brother Chris. "It finally looks as if this Unfair Labour Practice will now cease, because of these latest two cases, as the Department of Workforce Development clearly has recognized the violation by Employers."





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# ITF women agree pathway for change at 2014 conference

Sister Tami Ray, Assistant Secretary for the Marine & Ports Division, was one of more than 270 ITF women from 80 countries who met in Delhi, India last week to set the agenda for gender work ahead of ITF congress in August.

The conference, held once every four years, gives women transport workers the chance to build an action programme for 2014-18. Major themes discussed and debated during workshops and the wider plenary sessions were leadership, organising women to build union power, violence against women and our public transport services. You can view the theme document for the conference.

On day two the new ITF Action guide on violence against women was introduced to delegates.

Resolutions out of the conference included; an expression of solidarity with women workers at Qatar Airways facing intimidation and surveillance from management, to act to build support from male union leaders and a call for ITF



unions to stand firm for gender justice to advance the demands and aspirations of women at work, in the community and in the union.

Women transport workers' coordinator Alison McGarry said of the event: "I think it's been a very successful conference. We've had sisters from across the globe sharing their experiences, whether it be about work or about violence, which is the most important issue at the moment for many of the sisters. It's been an intense

two days of discussion from which we've developed a real action work programme. I feel on many different levels it's been an absolutely brilliant conference

To close the conference delegates joined a rally against violence towards women and 30 delegates took part in a workshop to strengthen union responses to violence against women. It's the first step in developing a programme on violence against women which can be put into action by ITF unions worldwide. ■

## ITF and UNI Turn Over New Leaf with DHL



The ITF and fellow global union federation UNI turned over a new leaf in their relationship with the global

delivery company Deutsche Post-DHL this week, as a joint statement on an Organisation for Economic Cooperation and Development (OECD) mediation was issued.

The ITF and UNI had originally filed a case with the OECD in November 2012, over concerns that DHL had denied workers the right to freely join or organise trade unions as they wished. After a preliminary

investigation, in June 2013, Germany's National Contact Point (NCP) for the OECD guidelines accepted the case in relation to five crucial countries and kicked off the mediation process.

The mediation has had some significant results, including a victory for Turkey's DHL supply chain workers, who won the right to be represented by their union of choice, TUMTIS. DHL's industrial relations with Indian and

*continued on page 19*

### ITF and UNI Turn Over New Leaf with DHL

*continued from page 18*

Colombian unions fell under the spotlight as part of the mediation, and there is now a path in place for collective bargaining for the company's Indonesian union.

The mediation agreement calls for DHL to meet quarterly with the ITF and UNI and report to the NCP as part of the company's due diligence process. This provides a foundation for dialogue and engagement with the company, and an opportunity to resolve disputes in a responsible, direct way.

Ingo Marowsky, ITF global head – supply chain and logistics, said: “The mediation has been a success, and we're pleased with the result of the process. We will remain vigilant to ensure that DHL meets its obligations to workers and respects union rights around the world.” ■

### Why Bermudians are Suspicious of the OBA's “Commercial Immigration”

*continued from page 7*

against them or not voting at all. We have been through the first year of this OBA government and its anti-Bermudian policies have been made quite clear. Next time we will run to the polls to get rid of this OBA government.

But there is a great danger for the future of Bermudians and their position in their own country for by the time the next election is due, this OBA government would have done so much damage to the natural aspirations of Bermudians and created enough anti-Bermudian facts on the grounds that nothing short of a revolution would have to be undertaken to reverse them. ■

## ITF Affiliates Battle Tube Cuts



ITF affiliates the National Union of Rail, Maritime and Transport Workers (RMT) and Transport Salaried Staffs' Association (TSSA) began the first of two 48-hour strikes on Tuesday evening, in protest against the planned closure of all ticket offices and around 1000 job losses across the underground network in London, UK.

Unions say that, despite their efforts to meet with London mayor Boris Johnson, he refuses to discuss their concerns over the impact of his planned cuts. Both unions and community groups have expressed alarm at the potential impact of the cuts, describing unmanned tube stations as a 'mugger's paradise'. Before his election in 2008, the mayor said every ticket office should remain open to ensure passenger safety – and the unions want him to abide by this statement.

An independent survey carried out by the RMT has revealed that 65% of tube users think lawful industrial action as a last resort is “justified”. Almost 9 in 10 felt that the mayor should talk with the unions without preconditions if that prevented strike action.

The ITF sent an international delegation to the picket line at Elephant

and Castle tube station on Wednesday, with union members from ten countries in attendance. Striking TSSA and RMT members also received international messages of support from the Korean Federation of Public Services and Transportation Workers' Unions (KPTU), whose railway worker members have been fighting the privatisation and restructuring of their network. In the letter, KPTU president Lee Sang Moo drew parallels with their own struggle, saying: 'we know it takes great courage to mobilise for and take strike action. We are greatly inspired by your willingness to make this stand in the face of injustice'.

Steve Cotton, ITF acting general secretary, said: “We stand firm behind the legitimate and lawful actions of our brothers and sisters in the RMT and TSSA during the strike period. Workers out on strike are losing wages in the fight for our public transport – a strike which could have been avoided if the mayor had engaged with union as requested. We hope that the dispute is resolved before next week's planned action – but if it's not, we'll be back out on the picket line in solidarity again”. ■



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## EAP CLIPS: FEBRUARY 2014

### DEFINE YOUR FAMILY TRADITIONS

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Cooking a turkey on the holidays, making a silent wish over the glowing candles of a birthday cake or exchanging Valentines on February 14<sup>th</sup> are all examples of holiday traditions. Often we follow traditions automatically, without thinking about where they come from or why they're important. Through the power of shared traditions, individuals join to form families, communities and even nations. These rituals give us a sense of common identity and connection with both the past and the future.

Some traditions are part of our national culture, such as Bermuda Day, but most families have a few traditions of their own. Children like traditions because they provide consistency and structure, but everyone loves that special sense of connectedness. As holidays come throughout the year, why not strengthen an old family tradition or start a new one?

#### TALK TO OLDER FAMILY MEMBERS

Ask grandparents, great aunts and great uncles about the traditions of their childhood. Did your great-grandfather ready a story out loud for particular holidays? Did your grandmother cook specific foods on certain holidays? Reviving these traditions could link generations of your family together.

#### SAVOR EDIBLE TRADITIONS

Food is an essential part of all holidays, and the sense of smell is powerfully connected to memory. Everyone recognizes the smell of baking birthday cake, pumpkin pie or roasting turkey. These wonderful odors invariably evoke memories of special days. Try to find a distinctive family recipe to reserve for special holidays. If you're spending a holiday with friends, you can share the recipe and the dish with everyone. We all enjoy keeping traditions that smell great and taste even better.

#### RECALL FAMILY ORIGINS

Is your family originally from Scotland? West Africa? Barbados? England? Research the traditions and foods of your ancestors, and find ways to incorporate them into your own celebrations. Members of your family will gain a sense of their own unique heritage and preserve that heritage for future generations.

#### RECORD NEW MEMORIES

Traditions often fade because they gradually are forgotten. Prevent this by keeping a family "holiday journal." Immediately after each holiday, briefly note how your family celebrated the special day – where you were, who was there, what you ate and which traditions were followed. Include recipes for favorite dishes, photographs of the family and a brief description of your activities. Future generations will be more likely to keep up traditions if they know about them.

#### KEEP IT SIMPLE

Family traditions should be fun and not overly time-consuming or expensive. Most importantly, get everyone (from the youngest to the oldest) involved and try to maintain the tradition year after year. Tailor your tradition to family interests. For example if you're a family of sports fans, organize a game of soccer on a holiday and invite the entire family to play.

This year, take a few moments to define your family's traditions and make a special effort to preserve them. Your children, and their children, will thank you for it.



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## Lessons Learned!!

*continued from page 3*

responsibilities as obligations which at all times must be faithfully and honourably observed but they realize that the responsibilities imposed on them can be fulfilled only if a high standard of

organization is maintained among both the employers and employees. The Employer, therefore, has no objection to all employees becoming and/or continuing to be full members of the Union.

(b) The Employer and the Union recognize, by the signing of this Agreement, that employees herein covered will be expected to fulfill their full and

complete job responsibilities during the hours each day in which they are employed, and the Union shall also undertake to cooperate with the Employer in encouraging a responsible and capable attitude on the part of the employees, and in discouraging tardiness, discourtesy and other conduct detrimental to the service provided to its customers. ■

# Trade Union Congress Questions Finance Minister Richards

The Bermuda Trade Union Congress (BTUC) would like to inform its members and the general public that it was invited to a meeting with The Minister of Finance, The Hon. Bob Richards, JP, MP, Mr. Manders the Financial Secretary, and Mrs. Whitter the Acting Deputy Head of Civil Service the on January 29, 2014.

The BTUC considered that meeting to be an introduction to their planned way forward as it relates to changes within the public service. The BTUC would like to make it clear that the meeting should not be interpreted as consultation.

The BTUC were introduced to the subjects of Public Service Reform, Downsizing and Pension Reform. In regards to the topic, Public Service Reform, the BTUC support efforts by the Government to make public services more efficient, more productive and to improve governance. However we hope that the aim of this exercise is not to reduce job, wages and benefits in a systematic way. We believe that this process should be driven by the Civil Service Executive with minimal Ministerial interference.

The BTUC responded to the Minister seeking further clarity on the follow: What will be the composition of the committee spearheading this process?

What former reviews conducted will the committee be using to support its implementation plan?

As it relates to pensions, the BTUC understand the challenges that the underfunded liability will have as it relates to those who will receive the benefit and the Government. As a result the BTUC are open to working with the Government to find solutions to address the issues we collectively face. The BTUC is also please to hear that the Government will not be considering

What are the increased service costs to the public?

What is the total number of workers that will be adversely affected?

What proven model of privatization will be used?

What will be the nature of the



moving from a Defined Benefit Plan to a Defined Contribution Plan as we are strongly opposed to the notion of that suggestion.

Finally as it relates to downsizing, we recognize that several methods were put on the table such as mutualization, outsourcing of services and transformation in Quangos for 13 purposed Government Departments. The BTUC do not support such privatization initiatives and responded to the Minister seeking information as it relates to each department on the following:

committee formulated to review the feasibility of privatization?

The BTUC would like to thank the Minister for the meeting with us and look forward to more meaningful dialogue in the future in addition to responses to the question we have provided. The BTUC would like to inform our members that as we receive information in relations to public service changes we will do are due diligence to keep you informed. ■



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# 6th Annual Women's Tea

In recognition of  
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## **INSPIRING CHANGE**

**DATE**

Saturday, March 8, 2014

**TIME**

3:00 p.m.

**VENUE**

Dr. E. F. Gordon Hall, B.I.U. Headquarters



**GUEST SPEAKER**

**Rev. Judith Gardner**



RSVP to Sister Laverne Furbert at [lfurbert@biu.bm](mailto:lfurbert@biu.bm)



# Soccer

Find and circle all of the words that are hidden in the grid.  
The remaining 27 letters spell a secret message.

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

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POSITION  
PRACTICE  
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SOLUTIONS ON PAGE 2