



BIU Mourns Passing of Former President, Brother Robert Johnston

The Bermuda Industrial Union is mourning the passing of former president, Brother Robert Johnston who passed away on Wednesday, January 15, 2014.

According to Brother Ira Philip, in "The History of the Bermuda Industrial Union," Brother Johnston was 16 years old when he joined the BIU in 1948. He was then being trained as a plumber by his father, Derrick 'Shack' Johnston, a plumbing contractor engaged in the post World War Two renovation of the Elbow Beach Surf Club. 'Shack' was an ardent 'Gordonite'. The men on his job were all union members. They were extremely political, and their absorption in the excitement of the historic 1948 General Election proved infectious to young Johnston.

"Suffice it to say, Brother Robert got an early start and good grounding in the labour movement. When interviewed by this author in 2001, he was aged sixty-nine, and still going strong as the long-functioning Union Organizer. During his unbroken fifty-one-year BIU membership, he had served under Mr. Martin T. Wilson from 1962 to 1964, as Vice-President. When the Governor appointed Mr. Wilson to the Upper House of Parliament known then, as the Legislative Council, Robert was elected President. He served in that office for the next nine years.



In 1974, Robert became Union Organizer, when Ottiwell Simmons, who had held that post for several years, began his long term as Union President.

In 1959, while working at his trade at the U.S. Air base at Kindley Field, Johnston and Winston York, with some encouragement from their American colleagues, undertook to unionise fellow plumbers. At their first meeting in the old, original headquarters building on Union Street, they formed a Plumbers Division, with Johnston as its President. He became President of the Amalgamated Building and Construction Division of the BIU in 1962.

Subsequently, Johnston undertook many other courses at home and abroad. In 1964, he represented the BIU at the

100th Annual Conference of the TUC. For six years, he served on the General Council of the Caribbean Congress of Labour. It was during Johnston's tenure as president, that new foundations, with education as the cornerstone, were laid for the growth and development of the BIU." Brother Johnston retired as Chief Organiser of the BIU in September 2002.

On behalf of the Officers and members of the BIU, Sister Molly Burgess, General Secretary, offered condolences to Brother Johnston's widow, Sister Nell Johnson.

Minister of Home Affairs, Senator Michael Fahy, also paid tribute to Brother Johnston stating "The strength of the Bermuda Industrial Union was achieved through the pioneering efforts of men like Mr. Johnston". "His commitment to worker's rights and to building a society that reflected the importance of organized labour was unwavering.

"Through a lifetime of service to the trade union movement, Robert Johnston's name will be remembered with those men and women who sacrificed much in support of others," continued Minister Fahy. "On behalf of the Ministry of Home Affairs I offer my condolences to his widow, his family and the Bermuda Industrial Union members and friends." Funeral arrangements are pending. ■

Bermuda CableVision Recognises “Bermuda’s Leading Ladies”

BIU General Secretary, Sister Molly Burgess, JP, is one of the ten Bermudian women recognized by Bermuda Cable Vision Ltd. at the company’s “Salute to Service” banquet held at the Fairmont Southampton Princess Resort and Spa on Saturday, January 11, 2014. Dubbed “A Tribute to Bermuda’s Leading Ladies and their starring roles in our society”, over five hundred invited guests were present at the 2014 Awards Ceremony.

The glossy 24- page programme included a biographical sketch about each recipient. Sister Molly’s read as follows:

“Sister Molly Burgess is a well known labour relations activist and is the second highest placed officer in the Bermuda Industrial Union (BIU).

Sister Molly began working in the Elbow Beach Hotel in 1960. She was a maid with no paid holiday, sick leave or overtime. Sister Molly wanted to help her colleagues receive fair compensation. This desire was the beginning of her involvement in the trade union movement. Sister Molly soon became the secretary of the Elbow Beach group and she elected Chief Shop Steward the following year. She was elected in 1965 to the position of Secretary of the BIU’s Hotel, Nightclub and Restaurant Division. In 1968 Sister Molly became the Recording Secretary of the Union.

In 1971, Sister Molly was seconded to the Union Headquarters to serve as an assistant hotel organizer. It was here that she realized her passion was labour relations. In 1972 Sister Molly became the organizer of the BIU’s Hotel, Nightclub



and Restaurant Division and the Hospitals Division and she holds this position today.

In 1979, Sister Molly took on an addition job as the Assistant General Secretary of the BIU. Sister Molly held this position until 1983 when she rose to her present position as the General Secretary of the Bermuda Industrial Union.

Sister Molly was elected as an alternative Vice President of the International Union of Food, Agricultural, Hotel, Restaurant Cater, Tobacco and Allied Workers’ Association in 1997 in Geneva, Switzerland.

Sister Molly was appointed a Justice of the Peace in 2002. In 1999, she was awarded the Queen’s Certificate and badge of honour and in 2010 she was awarded the Lifetime Achievement Award presented by the Visitor Industry Partnership.

In October 2006, the Caribbean Congress of Labour honoured Sister Molly for her outstanding dedicated serve to the labour movement of the region.’

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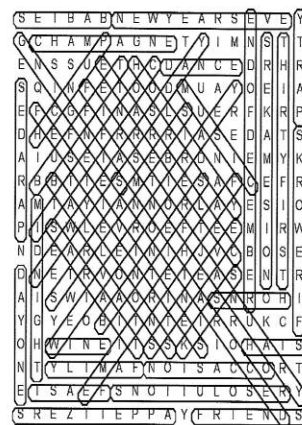
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HAPPY NEW YEAR



APPETIZERS	DECORATIONS	HATS	PARADES
BABIES	END OF	HOLIDAY	PARTY
BALLOONS	DECEMBER	HORNS	PUNCH
BANNERS	EVENTS	KISS	RESOLUTIONS
BUFFET	FAMILY	MIDNIGHT	SINGING
CELEBRATE	FATHER TIME	MUSIC	STREAMERS
CHAMPAGNE	FEAST	NEW YEARS	THIRTY FIRST
CONFETTI	FESTIVITIES	DAY	TIARAS
DANCE	FIREWORKS	NEW YEARS	WINE
DAY ONE	FIRST OF	EVE	YEAR IN
	JANUARY	NOISEMAKERS	REVIEW
	FRIENDS	OCCASION	

The hidden message is: TIMES SQUARE IN NEW YORK CITY

Bermuda Has Always Had “Commercial Immigration”

In my opinion, “Commercial Immigration” as touted by Minister of Home Affairs, the Senator the Hon. Michael Fahy, will be nothing new for Bermuda. As I see it, Bermuda has been involved in commercial immigration since the wreck of the Sea Venture on the shores of Bermuda in 1609. All of those who chose and those who did not choose but were forced to settle in Bermuda since 1609 could be described as “commercial immigrants”.

According to Wikipedia, after the shipwreck of the Sea Venture, “the island was claimed for the English Crown, and the charter of the Virginia Company was later extended to include it.” Those of us who have studied Bermuda history know that in 1615, the colony was passed to a new company, the Somers Isles Company.

As I see it the first “commercial immigrants” to Bermuda were the British settlers who willingly came to Bermuda to make a better life for themselves and to benefit from the newly acquired British territory. The next group of “commercial immigrants”, who did not come willingly to Bermuda, but instead were brought to Bermuda like other cargo, onboard in the holds of ships. These cargo ships were converted to ships that would carry human cargo and we all know that these ships did not resemble those built by Carnival Cruise Line.

The first slaves were brought to Bermuda in the 1620s. A white owner could obtain the slaves by sale or purchase, auction, legal seizure or by gift. The price of a slave varied based on the demand. According to one source, throughout the 17th Century, black children were sold for

£8, women from £10 to £20, and able bodied black and Indian men from around £26. Yes, it is true, Native American were also imported to the island as slaves. Native American slaves were brought to Bermuda from as far as Mexico. They were preferred as house servants because they proved less troublesome than the Blacks. Slavery in Bermuda represented “commercial immigration” at its worst.

According to Walton Brown in his book “Bermuda and the Legacy of the Past”, “In the Bermudian context, slavery can be seen primarily as an economic system designed to better exploit those workers who were enslaved”.

Those of us who saw the award-winning film “12 Years a Slave” know without a shadow of a doubt, that the transatlantic slave trade was a most brutal system used by wealthy whites to become more wealthy. According to some researchers, “there were more 35,000 slave voyages that forcibly embarked over 12 million Africans for transport to the Americas between the sixteenth and nineteenth centuries”.

After Emancipation, the next group of “commercial immigrants” imported to Bermuda were the Portuguese who immigrated from the Azores and Madeira to work as “cheap labour” for farming. One historian records that B.W. Watlington, Esq., sent his vessel, the Golden Rule to Madeira, arriving in Bermuda in November 1849 with 58 immigrants – 7 children, 16 women, and the remainder men. It was hoped that they would “induce the cultivation of the vine”.

During the remainder of the 19th Century there was a steady influx of Portuguese immigrants to Bermuda to



work in the agricultural trades. By 1900 the population of Portuguese immigrants numbered 1,017. In 1922 the Immigrant Labour Board arranged for agricultural labourers from the Azores. Over 400 persons immigrated during the ensuing two years. The importation of Portuguese labourers to Bermuda by wealthy Bermudians is another example of “commercial immigration”

Fast forward to January 2014 and the OBA's intent to “explore the concept of commercial immigration as an initiative aimed at creating jobs and stimulating the economy”. According to Senator Fahy, “Commercial immigration is fast being seen as an emerging global trend, where countries are using creative methods of encouraging investment and create new jobs”. Senator Fahy further states that models of “commercial immigration” are being used in close to twenty many countries, including St. Kitts, Antigua and Barbuda, Grenada, Malta, Mauritius, the US, the UK, Canada, Singapore, Monaco, Portugal, Latvia and many others. Interestingly enough, I have “Googled” the term “commercial immigration” and come up with nothing. The only reference that I see to “commercial immigration” is in

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Bermuda CableVision Recognises “Bermuda’s Leading Ladies” *continued from page 2*

The other “Leading Ladies” honoured are as follows:

Rev. Betty Furbert-Woolridge, President Elder of the African Methodist Episcopal Churches in Bermuda. Rev. Furbert-Woolridge was the first female appointed to Allen Temple A.M.E. Church. She currently pastors at St. Phillip A.M.E. Church. Rev. Furbert was awarded the Queen’s Certificate and Badge of Honour in 2000.

Mrs. Shirley Dill, veteran broadcaster and television host. Mrs. Dill began her career in the broadcasting industry in 1966 after winning the “Will It Be Me” contest at the Bermuda Broadcasting Company. She was the recipient of a Role Model Award in Public Service in 1989, a Bermuda Business and Professional Club award in 1991 and an Eastern Lioness Club Award in 1994. Mrs. Dill hosts a daily radio talk show on VSB 1450.

Ms. Ruth Thomas, MBE, JP, former teacher and education officer and current writer, actor and story teller. Among her numerous awards, Miss Thomas received a Most Excellent Order of the British Empire (MBE) in 1994 and the Rotary Paul Harris Fellow Award for community service in 1992.

Ms. Ann Smith Gordon, MBE, JP has headed PALS Cancer Care in Bermuda for the last thirty years. A registered nurse by training, Ms. Smith Gordon is presently President and CEO of PALS. She received an MBE in 1996 for her services to the community. A year earlier, she was awarded the Queen’s Certificate and Badge of Honour.

Miss Dolly Pitcher is a well-known Bermudian chef, famous for her conch

stew. She has received various awards for her cuisine.

Dr. Eva Hodgson, OBE is a renowned race activist and author. A former professor of history at the Essex County College in New York and a teacher at the Berkeley Institute, Dr. Hodgson was awarded an OBE in May 2012 for her longstanding efforts to improve the Bermuda community.

Ms. Bernella Williams, a nurse mother of eight sons, and mentor, Ms. Williams has been a member of the Continuing Care Specialized Group committee since 2010, and has been an active member and volunteer at the Seventh Day Adventist Church.

Ms. Amy Adderley, CPA is the Treasurer at Bermuda’s Junior Service League. She is committed to promoting volunteerism, developing the potential of children and improving the community.

The late **Louise Jackson, OBE**, received the award posthumously as she was laid to rest on the same day as the awards ceremony. Mrs. Jackson will be remembered as a highly respected public servant, a beloved teacher and an accomplished author and champion of the arts.

Also receiving recognition were the three former female Premiers of Bermuda, Dame Pamela Gordon, Dame Jennifer Smith and Ms. Paula Cox. Bermuda Cablevision also recognized the wives of former Premiers, Lady Ellen Sharpe, Lady Lully Gibbons, Lady Jacqueline Swan, Mrs. Christine Saul, Mrs. Olga Scott and Mrs. Wanda Henton-Brown.

The Rollin Nathan Community Award was presented to Kyra Scraders. Kyrah is a stellar athlete and high school student who has a passion and love for running. She strives each day in hopes of eventually reaching her goal of presenting Bermuda at the Olympics. ■

Bermuda Has Always Had “Commercial Immigration”

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reference to Minister Fahy’s press releases regarding the subject.

I really don’t understand why the Minister has chosen to compare Bermuda to those other countries listed above, especially in light of Bermuda’s land space as compared to them. Below, I have compared Bermuda’s land space and population to those of the islands south of us that the Minister has made reference to.

Country	Area	Population	Persons per sq. ml.
Bermuda	20.6 sq. ml.	64,237	2,991
St. Kitts	68 sq. ml.	40,000	530
Antigua & Barbuda	108 sq. ml.	80,161	688
Grenada	132.8 sq. ml.	109,590	710

As you can see, Bermuda can ill-afford any new form of “commercial immigration” as we do not have the land space as our sister islands have. I didn’t think it made sense to even look at the area and population numbers for the other countries listed by the Minister.

In my opinion, “commercial immigration” will do little to grow Bermuda’s economy and increase jobs for the average working class Bermudian, in spite of what Minister Fahy says. ■

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My Personal Recollections of Nelson Mandela and the Struggle for South African Freedom

I first became aware of the freedom struggle going on in South Africa during the Black Power Conference organized by Pauulu Kamarakafego (Roosevelt Brown) in 1969. It was the first international

Black Power conference where Bermuda would play host to delegations of people coming from all over the world – the Caribbean, North America, Canada, England, and wherever people of African descent lived. Regards were eventually sent by the Black people living in the Pacific and the Aboriginal people of Australia.

It was during the course of the many workshops that were held that I learned about the liberation struggles of not only Black South Africans, but the liberation struggles that were going on in what was then Portuguese Africa - Angola, Mozambique, Guinea Bissau and Cape Verde lands. Portugal had gained this vast African empire as a result of being the first European nation to sail around the continent of Africa by its great sea captain, Vasco Da Gama. I also became aware of the gathering liberation struggle that was beginning in what was then Rhodesia, no Zimbabwe. But in 1969 I had not yet begun to write, having written my first letter to the editor of the Royal Gazette in 1977 during that torrid period of civil unrest, riots and upheaval in the aftermath of the hanging of Buck Burrows and Larry Tacklyn for the killing of the Governor and his ADC.

The period between 1969 and

1997 would be a time of learning and studying of the history of Black people for me, something that was never taught to me during all the time that I went to school. In regard to the struggle in South Africa, I sought out more information and in order to do that I wrote to the British Anti-apartheid movement asking if I could become a member which they agreed to. I received their anti-apartheid newspaper and other information. But, I was to form a more intimate relationship with South Africa and its liberation struggle that went beyond just reading, and later writing about it. I have become a short-wave enthusiast. This was the international radio beam that most nations used if they wanted to influence the world.

I listened to the Voice of America, BBC, Radio Canada, Radio France International, Radio Havana Cuba, Radio Moscow, Radio Peking and many more. They all had programmes beamed to Africa carrying African news, cultural affairs about Africa, African music and other aspects having to do with Africa, and of course their own world view.

It was while I was listening to an African programme on the Voice of America that I learned of the shooting of school children in the streets of Soweto by South African police. I remember feeling rage, and anger at those events. But it would mark a turning point in the South African freedom struggle. One of the short-wave stations coming out of Africa of

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

which I became a regular listener was Radio South Africa.

Now, why would I listen to this apartheid station knowing what was going on down there? They were so racist they would not even play black music, something all other shortwave stations did since black music was the creative pulse of popular music in the world, especially that which was created by African-Americans.

What would this South African shortwave station talk about since they said nothing of the racial struggle that was going on down there? They did not talk of the African peoples who lived in South Africa and certainly nothing of the cultural aspect of this. They talked about the cold war politics of the time and their supposed struggle against communism, as the world was divided along these lines at the time. But there was one aspect that drew me to the broadcasts and that was when they talked about the land of South Africa, its wild life and the natural resources that lay under South Africa's soil. In

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Was it Really All About Dr. Brown?

by E. McNeil Stovell

Before the 2012 election, there wasn't a day that went by that the word corruption was not used in reference to the PLP. Over time, Dr. Brown became the whipping boy for the then Opposition OBA and was blamed for just about everything that went wrong with government.

It has been several months now since the election and we are yet to have the new government OBA create some kind of commission to look into all those alleged allegations of corruption which the OBA and others have claimed the PLP were involved in. Because the above decision has not been put in place, one is left to wonder if any of the corruption charges were true.

Since we now have a new government, it would seem that the only tool that the OBA have in their hand to use is the blame game to the full advantage. That is to say that they intended to put all that went wrong with Bermuda at the feet of the PLP. They would then sit back on their laurels and do nothing, while the public is left psychologically feasting on dead PLP meat.

A lot of the blame was not just put on the PLP but also on Dr. Brown as well. Remember, it is Dr. Brown who owns one of the most advanced medical clinics in Bermuda and Dr. Brown was the main parliamentarian behind the building of the Lamb-Foggo Clinic.

Now the OBA is not only rolling back all that which the PLP has put in place, but it would also seem, in a very subtle way, that there has been an attempt to close the Lamb-Foggo clinic and to control the importation and use of advanced technical medical equipment. Some Bermudians take that as an attack on Dr. Brown personally.

Dr. Brown has stated on many occasions that he would like to see a commission put in place so that he could clear his name, he also suggested that a petition should be



circulated amongst the public to get their input.

The public should ask themselves the question; if the PLP was so corrupt, why then have the OBA not put into place a commission of inquiry to investigate all those allegations of corruption made by themselves and others with respect to the Brown government.

Maybe all those allegations that have been made were nothing but lies and more lies and that's why we have not seen the OBA put such a commission in place? Could the foregoing also be the reason why the OBA has copped out on their promise of transparency and open government?

The question is still to be asked, was it really all about Dr. Brown? ■



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Credit Union – Last Man Standing

By Micah Davis, General Manager, BIU Members Credit Union

Credit Unions unlike the apparent psyche of most commercial banks do not subscribe to the notion that being bigger is better. In fact of the over 55,000 credit unions in over 100 countries worldwide a significant number of them are asset size of less than \$10M. This is being stated against the background that the only other indigenous financial institution in Bermuda namely Capital G bank's majority shareholdings are now foreign-owned. Economies of size undoubtedly played a major factor. That leaves the Credit Union whose sponsor is the Bermuda Industrial Union as the only indigenous financial institution on island. A vital ingredient to such a comparatively small financial institution being able to withstand the shocks in the global economy is its cooperative structure and its not-for-profit philosophy. Whereas the driving force in a commercial bank is to maximize returns to its shareholders notwithstanding the cost to the customers, in a credit union, there is no such thing as customer. People who join a credit union are the members. The Credit Union is owned, operated and controlled by all the members and not a group of preferential or elite shareholders who employ a trickle down approach. That is the Credit Union difference and what delineates it from a commercial bank. The not-for-profit motive does not in any way stifle the entrepreneurial spirit of wealth optimization. Instead it makes selfishness and greed anathema. It is impatient of debate that the debacle of the banks in recent years was ignited in the main by greed and selfishness.

"Credit Unions voluntarily fill a vital social



need which Congress would otherwise be under great pressure to fill at taxpayer expense." [Joe Schoggen, Navy Credit Union USA, 1986].

The comments above define the purpose of a Credit Union. Those comments made over 25 years ago cogently articulate the Credit Union philosophy and delineate the Credit Union difference since its embryonic year in 1850 with the first People's bank in Germany coming into being, organized by Hermann Schulze-Delitzsch or 1864 when Friedrich Wilhelm Raiffeisen formed the first Credit Union in Germany, depending on to whom the founding of this wonderful Movement is attributed. During those intervening years, in 1844, a group of weavers in Rochdale, England formed a consumer co-operative store. Those weavers formulated certain principles now dubbed the Rochdale Co-operative Principles and which has become the International Credit Union Operating Principles. They are as follows:

DEMOCRATIC STRUCTURE

Open and Voluntary Membership

Democratic Control
Nondiscrimination
SERVICE TO MEMBERS
Distribution to Members
Building Financial Stability

SOCIAL GOALS

Continuing Education
Co-operation among Co-operatives
Social Responsibility

Within this noble structure Credit Unions enjoy autonomy, hence there is an American Airlines Credit Union, there is a NASA Credit Union, Shell Employees Credit Union etc. called in-house credit unions. Then there are the large community based Credit Unions some of which are several billion dollars in assets. For example this \$7M asset size BIU Members Credit Union is partnered with the Mountain America Credit Union in Utah, United States of America which boasts an asset size of \$4B. The responsibility of each credit union large or small is to serve the needs of the membership of what is dubbed its common bond. The common bond essentially defines the Credit Union's raison d'être or the coalescing force behind its formation. Therefore economies of size do not play a major role. The focus is to serve the intended membership irrespective of its field.

The level of support from the Co-operative Movement that each Credit Union enjoys despite its autonomy enhances the success of credit unions. Linked to the Credit

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2013 in Review

A message from Sharan Burrow and Michael Sommer

2013 stands out as a year of reckoning for global leaders. With the deficits in employment, economic justice, climate action, rights, democracy and peace, government leaders are simply failing. Power is shifting away from accountable governments to unaccountable business.

The global economy is no more stable than it was six years ago. Unemployment and inequality, with declining wage shares and massive increases in wealth for the 1%, still dominate.

The credibility of the IMF is again being challenged as its economic projections fail to hold up and their economic prescriptions have embedded a slump in global demand.

By comparison, the ITUC's projections have sadly been realised, with a continued attack on rights, wages, social protection and public sector jobs.

The world's people know the reality, and the ITUC Global Poll 2013 demonstrates this.

Regenerating demand is not possible when more than 49% of people or their families have experienced unemployment or reduced hours, and 58% of people have seen their incomes fall behind the cost of living.

Trust in government is lost when corporate power dominates – only 13% of people believe governments govern in the interests of working people.

While the World Bank is talking about climate, jobs, infrastructure, protection and resilience, governments by contrast are reducing commitments to carbon

reduction, financing and technology-sharing necessary to tackle the inevitability of climate devastation.

The G20 looks good on paper with serious attention to jobs, demand, infrastructure, long-term investment principles and tax evasion. Yet amidst these deliberations, we saw this year an historic geopolitical drama of brinksmanship, standoff and finally a limited G20 compromise.

The MENA region is still a battleground in the struggle for democracy with secular versus religious dominance. The shifting sands of alliances have been played out in this context with Saudi Arabia and Qatar exposing their hands even as other nations draw back. And the failure of the world to force a just settlement for Palestine remains a tragedy.

Amidst this and more, Turkey fired tear gas on its people and South Korea reverted to type by deregistering unions. It seems that the world over is steeped in tension.

On all these issues and more, the ITUC and its affiliates were there – fighting back.

Jobs, wages, social protection and sustainability – definitely worth fighting for

- ❑ Battles with the IMF
- ❑ ITUC Frontline reports
- ❑ L20 - labour's voice in the G20
- ❑ ITUC Global Poll 2013

- ❑ Government leaders acknowledged informality - Indonesia, India, Mexico
- ❑ Long-term investment by pension funds is on the agenda
- ❑ Support for an OECD plan against tax evasion
- ❑ Food security in India
- ❑ ILO/ACTRAV symposium on inequality
- ❑ ITUC-TUAC economic briefings
- ❑ Trade review accepts that inequality and rights in supply chains need addressing
- ❑ Walkout over weak government mandates in Warsaw climate negotiations

Realising rights

- ❑ Standing up to the employers' attack on the right to strike at the ILO
- ❑ Standing for commission of inquiry into atrocities in Fiji
- ❑ Stood with workers in Taksim Square Turkey
- ❑ Report on precarious work in Asia
- ❑ Winning with Chile & TUCA on rights in the IACHR
- ❑ 14 ratifications of Domestic Workers Convention: laws changed and new unions formed
- ❑ Unionists detained in Swaziland as police picket workers' hearings
- ❑ Annual Survey of Trade Union Rights Violations goes live
- ❑ Hundreds of union representatives at the UN in defence of migrant rights
- ❑ Guatemalan government finally



- negotiates on rights and security
- ❑ Count Us In!" campaign launched
- ❑ Labour Rights for Women
- ❑ Fighting austerity everywhere
- ❑ Action on OECD guidelines for MNE's & investors

Organising, organising, organising

- ❑ ITUC Global Academy goes regional - 100 lead organisers trained
- ❑ Staring down armed security in Deutsche Telecom in Charleston South Carolina
- ❑ Mass meetings in India
- ❑ Social protection in Dominican Republic
- ❑ Solidarity for Bangladesh Accord and fighting for rights & laws there
- ❑ Planning corporate campaigns with GUFs
- ❑ Action on protection contracts in Mexico
- ❑ On the picket line for DHL workers in Turkey
- ❑ Mobilising for minimum wages in Indonesia

- ❑ Organising migrants in Gulf States
- ❑ Organising in Burma
- ❑ Organising targets in all regions
- ❑ Get Organised" platform for young workers on the job
- ❑ Women's organising assembly
- ❑ Support for organising Hong Kong dock workers
- ❑ Domestic workers
- ❑ Rights and wages in India
- ❑ Demonstrations everywhere

And Qatar

- ❑ Workers' testimonies
- ❑ Labour camp visits
- ❑ ILO Complaints on freedom of association & forced labour
- ❑ Campaign to free Zahir Belounis
- ❑ Re-run the vote
- ❑ Building and construction unions, FIFPro to Qatar
- ❑ FIFA changes its tune & calls for labour rights in Qatar
- ❑ Zahir Belounis freed

There is much, much more in an extraor-

dinary year – and we are now preparing for the 2014 ITUC World Congress in Berlin.

Organising, advocating, lobbying, mobilising for:

* UNION GROWTH

* SUSTAINABLE JOBS, SECURE INCOMES

* REALISING RIGHTS

We invite all affiliates to join in the pre-Congress outreach – tell of your struggles and victories, promote your organising targets, post your policy and research and display the faces and the stories of inspirational workers fighting back.

We thank you for your support and engagement in this busy year and wish you all happy holidays.

Sharan Burrow, General Secretary
Michael Sommer, President ■

PSI End of Year Statement by Rosa Pavanelli, General Secretary

As we approach the last days of 2013, I would like to wish everyone a happy end of year and to look forward to the year ahead, which I hope will be more peaceful and just for all.

I have been in office for almost one year and it has been interesting and exciting to meet with many unions in a wide range of activities around the world. I have learnt a lot of things, whether fighting for trade union rights or resisting privatization of public services, whether bringing PSI's views for common goods into the international institutions or building alliances with civil society organizations to campaign for tax justice and against corruption.

I thank you all for your teachings, which help me better understand the threats, challenges and opportunities which lie ahead of us. Let me also take this opportunity to thank all of the PSI staff, in the regions and in the head office, who have supported and organized most of the work I was able to do during the year.

Unfortunately, many of our affiliates will still continue to suffer in 2014 because of the economic crisis and others will be affected by aggressive market-oriented policies, fruit of the ideological vision of globalization. This is why we need to consolidate some changes within PSI which will make us a more effective global voice for public sector workers and trade unions. We must be aware that we will have to face many challenges in the next few years, but I think that times of crisis and adversity require courage to change, clearness to communicate our message, resolution to pursue our objectives and strong cohesion and solidarity to act collectively.

Therefore, we will continue to expose

violations of workers' rights and our efforts will be directed towards implementing labour protection, collective bargaining and trade union rights for all public service workers. PSI will organize a global campaign and event on 4 June 2014, the "Route of Shame", and call for all of our affiliates to organize parallel national events. Young workers' rights and the protection of migrants will be at the heart of PSI activities in all the sectors.

We are well along the way to strengthening our sectoral presence and effectiveness, but more needs to be done. It is through the lens of our sectors that we connect our members at the workplace to the global dynamics. Our sector networks in the regions are up and running and 2014 is the time to test them in action as actors in the regional and global policy arena. We must build rapid response and solidarity tools which will grow and strengthen our unions, and reach out to new unions not yet in the PSI family. I am pleased to inform you that in 2014 our PSI activity will be enriched by the new sector "Education Support, Media and Culture Workers" and by the new Nurses' forum and network for Fire Fighters.

We will also explore the sectoral implications of the on-going trade and investment negotiations - the Trade in Services Agreement (TISA), the Trans-Pacific Partnership (TPP) and the Transatlantic Trade and Investment Partnership (TTIP) - so that we can help connect our affiliates lobbying national governments with the global campaigns.

In 2014, Member States will agree on the priorities and overall architecture of the UN Post-2015 Agenda. So far, we can see

a focus on health, energy, water and sanitation, gender equality and education. If we are not careful, we could see many more market initiatives dominating these public services. This is a matter of concern for all countries, not just the developing ones.

Next year, tax issues will have greater prominence on the G20 and OECD agendas. This is a good reason to give more emphasis to the "Tax Justice campaign" and bring it to the local level, providing to all unions information and opportunities to participate. Along with that, we must be able to spread our campaign against corruption which is already growing very quickly in many countries. We know that the response for adequate funding for public services is to be found in the fight against tax avoidance and evasion and against corruption. And we know that this is also the right response for more social justice. We are not alone in these campaigns: we have a range of powerful allies which recognise the fundamental role of trade unions and the importance of quality public services in building the societies we want.

Even if the world is not yet moving in the direction of more fairness, equity and justice, for 2014 the good news is that PSI has regained momentum, dynamism and excitement, which I have witnessed directly with all of you, in your countries and in your regions.

This is a great resource for our organization, but standing up to the difficult challenges in front of us will require the engagement and active participation of each and every union. I pledge that the PSI staff will do everything we can to help turn solid principles into practice.

With my best wishes for 2014. ■

Union Leaders in Fiji Calling for Solidarity!



Union leaders from the National Union of Hospitality Catering and Tourism Industries were arrested on January 9 and charged as a result of what the government claims to have been an "unlawful strike" that took place on New Year's Eve at Sheraton Fiji Resort and Westin Denarau Island Resort and Spa (both owned by Starwood Hotels & Resorts Worldwide Inc.) at Narewa village, Fiji.

While management and the union were seeking to settle their differences together, the government declared the

strike illegal and arrested the leadership of the union - including the General Secretary of the IUF affiliated National Union of Hospitality, Catering & Tourism Industries Employees, Dan Urai, who is also President of the Fiji Trades Union Congress. Now Dan and other leaders are out of jail but harsh bail conditions prevent them from exercising their role and their rights as union leaders and from international travel.

Although it is believed Starwood played no direct role in Dan's imprisonment, the Company was responsible for

workers taking action as a result of management's unilateral withdrawal of workers' benefits.

Starwood management can also use their influence to persuade the authorities to drop the case against Dan and other union leaders.

Fiji has been run by a military dictatorship since a 2008 coup. It constantly attacks workers' rights and trade union freedoms. It wrongly believes these attacks will silence unions as the country heads for upcoming elections. ■

Credit Union – Last Man Standing

continued from page 9

Union Movement is its insurance arm, CUNA Mutual Insurance Society housed at the worldwide Credit Unions' headquarters in Madison, Wisconsin. CUNA Mutual provides life savings of up to three times a member's savings up to \$4,000.00 to the members in Bermuda at no direct cost to them. When the member dies,

his/her savings up to \$4,000.00 may triple to his/her beneficiary/ies. Loans are also insured up to \$20,000.00. Upon the death of the member, the beneficiary does not need to worry about that debt.

With such an affiliation, it seems very improbable that at any time in the future,

Bermudians will say of the Credit Union that they once owned their financial institution, thanks to our Credit Union forebears with their vision. The Credit Union in Bermuda is indeed the last man standing. ■

EAP CLIPS: JANUARY 2014

MAKING 2014 HAPPY, HEALTHY AND PRODUCTIVE

USE LIFE-ORGANIZING TECH TOOLS

Great free information and products for organizing and planning your life are all over the internet. Look for a to-do-list organizer that integrates with your mobile phone, email or browser. You'll keep track of every idea and task. For a productivity tune-up try Rescuetime.com. See what you're *really* doing while on the computer and compare your efficiency to other users.

BE A CONFLICT MANAGEMENT PRO

No one is immune from workplace conflict. It's normal! You don't have to be a mediation expert to know the basics. Resolve 50% of conflicts fast or prevent them altogether by thinking and acting "upstream" before they erupt. Check in regularly with coworkers to discuss roles, resources, stresses and needs. You'll quash most issues faster so they don't fester.

IMPROVE THE RELATIONSHIP WITH YOUR BOSS

You can't change your boss, but you can change. That's the secret to improving your relationship. Three changes can improve almost any difficult relationship, but they can take guts: 1) Plan meetings for regular discussion and feedback – and don't stop! 2) Ask your boss for advice before its given; and 3) Try, try...to see things from his or her viewpoint.

INVESTIGATE THAT NAGGING "BLAH" FEELING

Depression is not "in your head." It's in your whole body. And it's a real, treatable disease – but only if you know you have it. Depression may be the result of genetics, environment, lifestyle, or a combination of factors. EAP of Bermuda can screen you for depression, score its severity, and find the help you need.

GET PERSPECTIVE! YOUR JOB ONLY FINANCES YOUR JOURNEY.

The busier you get, the more you can forget what a job is all about – making your life meaningful. It's easy to get lost in deadlines, conflicts with the boss and coworkers, not getting that promotion, and customer complaints. The job is *not* your life. It *finances* your life. (True that's easy for a tip sheet to say). With the rush and stress comes a natural loss of perspective. Planned and purposeful activities that change your focus and create temporary healthy detachments can help you avoid getting lost in work.

EXERCISE: YES, DO KEEP TRYING TO MAKE IT REGULAR

Sure it's tough, but regular exercise is so important that you can't drop the ball. Stop kicking yourself for the setbacks, and instead focus on your future fitness habits. Best tips include: 1) Setting reasonable, short-term goals; 2) Exercising at a regular time; 3) Getting a buddy and 4) Tracking your progress.

GUARD YOUR MENTAL HEALTH LIKE A WATCHDOG

Your mental health is important, right? So be cautious about acting or thinking in ways that limit your potential. Negative self-talk when things go awry puts you at risk for undermining other goals for yourself. Defeat destructive thought patterns by banishing them as they arise. Use a mental keyword such as "enough!" and refocus into positive territory.

UNDERSTAND YOUR BODY'S RESPONSE TO ALCOHOL

Alcoholism is *NOT* an equal opportunity illness contrary to popular myth. Reactions to alcohol vary based on biochemistry and genetics. Those with a family history of alcoholism are at greater risk of developing problems. If you're a regular drinker, be aware of the many warning signs of possible addictive disease like "efficient high tolerance", periodic memory loss when you over-drink, and more. Don't shy away from getting screened for alcoholism, especially if family "stories" or "problems" exist.

TACKLE PROCRASTINATION

It's amazing how much you can accomplish when you just keep after it. Can't get started? Organize and prioritize by making a list of what you need to accomplish this week and this month. Break down your workload into daily bite-size chunks. Make copies and post them in areas where you're most likely to goof off. Give yourself permission to play as soon as your tasks are done.

ACT ON NON-NEGOTIABLE LIFE GOALS

Find the thing that you can be doing *right now* to enjoy what really matters to you down the road. Achieving long-term goals is really just a matter of accomplishing a series of small steps. Today determines tomorrow. Whether it's putting together a retirement plan or researching new educational opportunities, start with where you want to be and work backward to the present. You will get a powerful boost in work-life balance while building momentum and confidence towards what you care about the most.



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Kwanzaa Celebrated at BIU Headquarters

By Melody Micere VanPutten



Kwanzaa cake made by Tenisha Dill. The whole cake was edible, including the candles!

In celebration of *Kwanzaa* – the Pan-African holiday created by Dr. Maulana Karenga – *Ashay University* hosted its first annual Kwanzaa Celebration and Potluck Dinner at the Bermuda Industrial Union for its students and their families. In my view, the celebration of Kwanzaa is not just another holiday, it is a lifestyle. The *Nguzo Saba* or Seven Principles represent universal values utilized by all successful people, presented in our own cultural packaging for us to embrace and use to improve our community. Kwanzaa is a time for reflection, goal setting and recommitment. Certainly the BIU is a perfect example of the Kwanzaa principles: *Unity, Self-Determination, Collective Work and Responsibility, Cooperative Economics, Purpose, Creativity and Faith*.

Our celebration highlighted the *Nguzo Saba* with a lively drumming circle, candle lighting, singing, poetry and inspira-

tional readings offered by class members of *Ashay University*. Like my classes, the celebration was attended by a diverse group of people and their families – children, adults, elders; male, female, Black and white. And our potluck dinner was simply delicious and plentiful – from multiple vegetarian dishes to varied preparations of chicken, fried fish and deserts galore. In particular, one class member baked a cake that was a mirror of the *Kinara* and candles of the Kwanzaa ceremony, including a straw mat made of chocolate!

Ashay University classes are held at the Bermuda National Library and are attended by a cross-section of the Bermudian community, from 20-somethings to adults into their 60's, male, female, professionals and working folks, Black and White. I founded *Ashay University* last spring after publication of my fourth book, *Healing History: Reflections on Race*

and Forgiveness in Prose and Poetry. At the standing-room only book launch, someone suggested that I teach classes for adults and *Ashay University*, featuring African-centered, adult community classes, was born. I have been particularly encouraged by the participation of teachers in both public and private school systems, attending to increase their knowledge and enhance the curriculum they are charged with teaching to our children.

Without a doubt, the need for us to study and learn – SBA – our own history is long overdue! Registration is currently open for *The Freedom Fighters*, commencing in February 2014 and I invite you to consider participating. I can be reached at melodyevanputten@aol.com *Ashay* means it is good; indeed, it is good to know our global history and culture for our own empowerment. *Ashay!* ■

My Personal Recollections of Nelson Mandela and the Struggle for South African Freedom

continued from page 5

fact, they talked about it in so much detail I thought to myself “no wonder the white man does not want to leave this land”. I listened to it so often that I got to the point where I felt I knew this aspect of South Africa without setting a foot on South African soil.

There was another influence that I felt I had formed an intimate link with South Africa quite apart from solid support of the black liberation struggle going on there. This came in the form of a book written by the historical novelist James Michener. He was not only a novelist, but also a great travel writer and observer of the affairs of man with a keen understanding of history. He wrote many books about many places in the world. The book he wrote about South Africa was titled “The Covenant”. It is a book about the various people that lived in the land of South Africa from its earliest beginnings – the San hunter gatherers and the Khoikhoi herders, the tall African tribes that came from the north to displace them, the Zulus and Xhosa, the Dutch and British settlers with the former becoming to be known as the Afrikaners (Boers), a name I would first hear of from my dear departed grandmother who told me stories of early Bermuda and she mentioned what her mother had told her of the time during the British/Boer war when South Africa prisoners of war from that conflict were interned here in Bermuda.

James Michener had woven the interaction of all these people in one great historical sweep in his book, the Covenant, which had such power

that I still remember it years after I read it. But that was not the only link I had with South Africa. The other was a personal relationship I developed with someone who went to live in South Africa. My brother brought a friend to my apartment one night. He was a Jamaican who worked for the United Nations as an interpreter. He was surprised that a Bermudian knew so much about South Africa. We exchanged addresses and I would send him copies of the Workers Voice and he would send me South African newspapers. This was an important time in South Africa’s history as Nelson Mandela had been released from prison and so I had an eye on what was going on since freedom was overtaking a new South Africa.

In South Africa there is a wall of honour which contains the names of all those who laid down their lives for freedom in South Africa, including the names of two thousand Cuban soldiers who died in the Angolan conflict. This occurred at the end of Portuguese colonialism at which time the Cuba leader, Fidel Castro, after being asked for help, sent Cuban soldiers to assist the liberation movement in its hour of need to help repel the apartheid regime invasion which attempted to overthrow the new government. As a result of this conflict and the military defeat of the apartheid regime along with the brave resistance of South Africa’s Black majority, was what finally prompted the white government to come to terms with South Africa’s black majority and the release of Nelson Mandela who would never criticize the Cuban

leader or the Cuban people because of their role in the freedom struggle in Southern Africa. In fact, Fidel Castro stated that Cuban involvement was a repayment of a blood debt because of African slavery in Cuba and their labour which helped to build Cuba. Also the regimes grip on South West Africa, the nation of Namibia, was loosened, allowing it to gain its freedom. It is ironic as we view all of the crocodile tears shed by certain Western governments in the wake of the passing of Nelson Mandela for they did not support the liberation of South Africa, but it remains true that one man’s terrorist is another man’s Freedom Fighter.

Nelson Mandela – “A Life Well Lived”

In the aftermath of the passing of this great male leader, African warrior, Freedom Fighter, we must be careful that we don’t allow what he really stood for to be co-opted in the same way in which Martin Luther King’s life and struggle has been co-opted to mean something else other than what he fought against. It was not all about racial reconciliation, it was in fact about a bitter, bloody struggle against a racist, vicious murderous regime that had its heel upon the necks of South Africa’s black majority and that struggle is not yet over. For even after 20 years there is still the question of economic justice for black South Africans as a whole and just for a small black elite. So let the focus be on that reality and not just on the narrow confines of racial reconciliation that some would like us to focus on. ■



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33rd Annual EMT Church Service at Heritage Worship Center

by Sister Ronnie Burgess



Brother Raymond Tucker sermonizes at the EMT's Annual Service.



Sister Molly Burgess and Brother Raymond Tucker

On Sunday, January 12, 2014, the EMT's 33rd Annual Church Service was held acknowledging the work done by our Emergency Medical Technicians at the Heritage Worship Center.

This year's service which is normally presided over by Rev. Eugene Joell, a former EMT was presided over by the present EMT's.

Bro. Wesley Wilson and Bro. Glenn Woods were the co-worship leaders and the guest speaker was Bro. Raymond 'Gypsy' Tucker.

Bro. Wesley informed the congregation that the EMT's were greatly affected by the tragic death of the little girl the previous

night. He paid tribute to Dr. Lightbourne who had encouraged the then Ambulance Drivers to take courses. Bro. Wesley said if it were not for Dr. Lightbourne they would not be here today as EMT's. He also gave special thanks to Bro. Derrick Burgess, Sis. Molly Burgess, and Bro. Chris Furbert for their continued support.

The congregation was entertained by the Bethel AME Family Choir, the Five Keys and Sis. Shayla Woods. Sis. Linda Outerbridge read the poem written by her mother, Mrs. Alice Robinson especially for the EMT's.

Bro. Raymond gave a very pointed sermon topic "It's no time for God" explaining how we as humans have time for everything else,

but no time for God. Former Chief EMT, Bro. Raymond Santucci introduced Bro. Raymond Tucker.

Bishop Lloyd Duncan performed the closing prayer and the blessing of the ambulance.

The Bermuda Industrial Union is very proud of its members that operate our emergency service vehicles.

Attending the service on behalf of the Bermuda Industrial Union were Bro. Chris Furbert, Sis. Molly Burgess, Bro. Louis Somner, Sis. Yvette Saunders, and Sis. Ronnie Burgess. Former BIU President, Bro. Derrick Burgess was also in attendance. ■

Deputy Governor Thanks Department of Parks Workers

By LaVerne Furbert



Before departing Bermuda in December, former Deputy Governor, Mr. David B. Arkley sent a letter to Brother Roger Par- ris, thanking him and his team for the ex- cellent work that they had done at Montpelier which Mr. Arkley lived while in Bermuda.

"My wife Beth and I wanted to take a moment before we leave to thank you for making our time here at Montpelier such a pleasure," wrote Mr. Arkley. "This home is such a showcase. However, it's not just the gorgeous grounds we have been able to enjoy or the vegetables that miraculously appear by our front door."

The letter continued "It's the quality of your character and that of your team. What a great group you are leading. We've so enjoyed the morning greetings and goodwill from you and your team."

Mr. Arkley ended his letter praising Brother Roger and his team for "such a high standard in terms of professional- ism, performance and pleasantness." ■

BIU RAFFLE PRIZE WINNERS!

Proceeds in aid of B.I.U.
Building Fund



PRIZE	TICKET #	WINNER
125 KYMCO Motor Cycle — Bermuda Motors Ltd.	08473	V. Smith
125 KYMCO Motor Cycle — Bermuda Motors Ltd.	12389	Sandra Nathan
iPad — A.F. Smith	03595	No Name
iPad — BTC	01358	Leroy Burt
42" Plasma TV — M&M International	07232	Curtis Place
Golf for 4 at Belmont Hills	09665	Lynda
\$1000.00 Travel Voucher — World View Travel	03221	No Name (unclaimed)
\$500.00 Travel Voucher	01214	BRS
\$500.00 Travel Voucher	01068	The Office (unclaimed)
\$500.00 Travel Voucher	01763	Shelley Eve
MarketPlace Grocery Voucher	05642	Annpol
MarketPlace Grocery Voucher	09906	J.R. Clarke
MarketPlace Grocery Voucher	05327	No Luck
MarketPlace Grocery Voucher	13898	Victor Mathias (unclaimed)
Supermart Grocery Voucher	13159	M. Lee
Supermart Grocery Voucher	02898	Rashad
Supermart Grocery Voucher	12930	Goodwin Bean
Supermart Grocery Voucher	10100	Cheryl
Supermart Grocery Voucher	06326	Marilyn Dyer
\$200.00 Voucher from BelCo	08791	Justin Lindo
Voucher from Bermuda CableVision Ltd.	06988	Sam Hall
Gas Voucher from BIU Gas Station	03892	Diana
Gas Voucher from BIU Gas Station	00653	Eugene Bean
Gas Voucher from BIU Gas Station	04164	Dwayne Brangman
Gas Voucher from BIU Gas Station	04390	"D"
Gas Voucher from BIU Gas Station	05548	Delroy O'Brien
Gas Voucher from BIU Gas Station	08849	Kirk
Movie Tickets — Liberty Theatre	02496	Israel Hayward
Movie Tickets — Liberty Theatre	09177	Jada
Movie Tickets — Liberty Theatre	06084	M. Roberts
Movie Tickets — Liberty Theatre	01128	Lucky
Movie Tickets — Liberty Theatre	12517	D. Forbes
Movie Tickets — Liberty Theatre	00721	Sue Smith
2 Nights Stay at Fairmont Southampton	09695	Trott
2 Night Stay at Fairmont Hamilton	01673	705-9696
1 Night Stay at The Reefs	01231	BRS
1 Nigh Stay at Pompano	09458	Really

Draw Held: Dec. 6, 2013

All Prizes to be Collected by: Jan. 31, 2014

Happy New Year

Find and circle all of the words that are hidden in the grid.
The remaining letters spell the name of a popular location for celebrating New Years Eve.

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

APPETIZERS	DECORATIONS	HATS	PARADES
BABIES	END OF	HOLIDAY	PARTY
BALLOONS	DECEMBER	HORNS	PUNCH
BANNERS	EVENTS	KISS	RESOLUTIONS
BUFFET	FAMILY	MIDNIGHT	SINGING
CELEBRATE	FATHER TIME	MUSIC	STREAMERS
CHAMPAGNE	FEAST	NEW YEARS	THIRTY FIRST
CONFETTI	FESTIVITIES	DAY	TIARAS
DANCE	FIREWORKS	NEW YEARS	WINE
DAY ONE	FIRST OF	EVE	YEAR IN
	JANUARY	NOISEMAKERS	REVIEW
	FRIENDS	OCCASION	

SOLUTIONS ON PAGE 2