



Bermuda Trade Union Congress Responds to SAGE Report

By LaVerne Furbert

The SAGE report mentions a glide pathway that balances hardships and headaches with healing and stability.

Our initial review of the report submitted by the SAGE Commission is that it is a minute step in the right direction. However, collectively, the Bermuda Trade Union Congress (BTUC) cannot and will not stand helplessly by whilst systematic work-related injustices and bare-faced anti-labour policies are subtly injected back into our society under the guise of making collective sacrifices.

This report purports to provide economic and social remedies for the fiscal challenges in which Bermuda has found itself. If this SAGE Report bears good fruit then Bermuda will become a better place for all Bermudians. Yet it appears that preferential option is given to debt reduction without holistically addressing the poverty/wealth gap of entrenched structural inequality for workers.

INITIAL CONCERNS:

The SAGE report calls for collective sacrifices. However, if we are not careful we will produce a nimble government and a down-trodden population. The recommendations require job losses, wage freezes,



Bermuda Trade Union Congress Leaders: (left to right) Brother Carl Neblett (BPS), Brother Kevin Grant (BPSU), Brother Alan Wilkinson (BFS) Brother Chris Furbert (BIU) and Brother Ed Ball (BPSU).

pension contribution increases, and cost of living increases.

The net effect of all this could have a boost of savings whilst giving a lethal injection to social services that benefit the most disadvantaged amongst us.

We are unclear about the degree to which these governmental job losses, resources, privatization and outsourcing will compromise, roll back, or undercut the benefits of higher wages/better working conditions and improved quality of life for all Bermudians that the Unions have had to fight so gallantly to obtain and to protect.

The SAGE Report raises a crucial question about our collective wisdom and core values. This is not just symbolic but it is fundamental to our market economy and the integrity of our collective lives. How do we go about achieving sustained prosperity in the broadest social interest of ALL BERMUDIANS? How does Bermuda enact equitable laws and regulations so that individual interest and corporate interests tied to imperfect market mechanisms do not stifle our innovative spirit, sense of cultural commonality to protect ALL BERMUDIANS' quality of life.

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 Bermuda industrial union
 40 Union Square
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 Bermuda

T (441) 292-0044
F (441) 295-7992
E lfurbert@biu.bm

EDITOR
 Calvin Smith
 csmith@biu.bm

ASSISTANT EDITOR
 LaVerne Furbert
 lfurbert@biu.bm

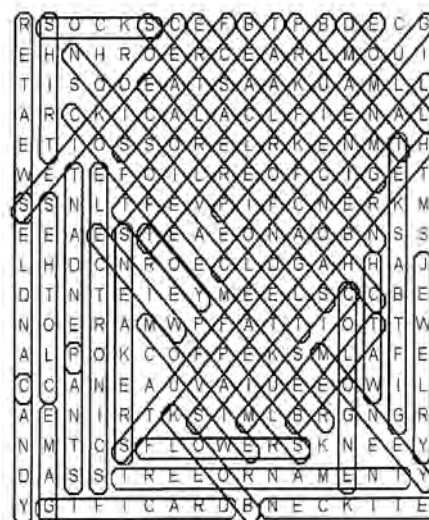
LAYOUT AND DESIGN
 Phaedra Howes

GENERAL COUNCIL REPRESENTATIVES
 Shirlene Simons
 David Bean

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SAGE Commissioners Not Wise At All!!

In my opinion, the introductory paragraphs contained in the Executive Summary of the Final Report of the SAGE Commission is a clear indication that there are indeed two Bermudas, one experienced by those who crafted the SAGE Report, and the other experienced by the majority of Bermudians, in particular black Bermudians.

Granted, I have no beef with the first paragraph of the Executive Summary, and I do believe that all Bermudians will agree with its content which reads as follows "During more than 400 years of settlement, Bermuda has weathered a battery of challenges. The Island has been buffeted by literal and figurative winds of change that have tested the country's mettle. Bermudians proved to be resilient, responding to adversity with confidence and vigour". However, that is where I believe that our common experiences end - that is with the battering of figurative winds.

The penultimate paragraph on Page 3 of the Report reads "We are staring at a degree of adversity for which we have no past experience. For the first time in the island's history, we have difficult, painful decisions to make that will affect thousands of our country's citizens".

Before I go any further, let me make one correction to the Executive Summary. I would expect that the Executive Summary was written by the Chairman, Mr. Brian Dupperault. I am therefore surprised that Mr. Dupperault doesn't know by now that we are not citizens of Bermuda. In fact,

Bermudians are Overseas Territories Citizens.

Another untruth stated in the Executive Summary is that Bermudians are "staring at a degree of adversity for which we have no past experience". I think what should have been written is that a certain segment of Bermudians have no past experience when it comes to adversity. But, in my opinion, Black people living in Bermuda have faced adversity since they were first transported here on slave ships.

And during the trans-Atlantic crossing our fore-parents were really buffeted by winds, and yes, some of us survived, but many of us were sent to a watery grave. Throughout Bermuda's history Black people have faced adversity and few of us have been able to use adjectives like "premier" and "blue chip" when it comes to our personal lives or our business lives. Those adjectives have been reserved for a certain sector of our population and even the "trickle-down economics" does not reach down far enough.

The 140 page SAGE Report is a clear indication that nothing really has changed in Bermuda since those African men and women landed on the island to do the work that the English settlers believed was beneath them. The SAGE Commissioners are now recommending that several government departments which were created and built up by the hard work and tax-paying dollars of the ordinary working class Bermudians be now transferred into the hands of the private sector. Bermudians should know that



IN MY OPINION
BY LAVERNE FURBERT

by privatizing certain government departments, the beneficiaries of these schemes will not be those of us who have given our blood, sweat and tears to build Bermuda, instead the oligarchs who have always benefitted from the working class will be smiling all the way to the bank.

I am disappointed, but not surprised, that the SAGE Commissioners have put a plan forward that will cause further unemployment in Bermuda. I guess it was too much for me to expect that those wise men and women would come up with a scheme that would fill jobs and increase revenue for Bermuda. After all, the Chairman of the SAGE Commission, Mr. Dupperault is touted as being one of the wealthiest men in Bermuda. Certainly he could have shared with us as to how he obtained such wealth and what we as Bermudians could do going forward to alleviate the debt. Certainly there has to be a better way than cutting jobs and privatizing some government services.

I am hoping that once this report is debated in Parliament, those wise heads on Parliament will come up with a better solution to our problem than the SAGE Commissioners.

BIU Members Credit Union 37th Annual General Meeting Highlights



The 37th Annual General Meeting of the Credit Union was held November 6 and was a historic one with its Constitution, part of its landscape for the past 40 years, since its inception was amended to reflect the Credit Union of the modern times. Kudos were extended by President, Bro. Graham Nesbitt to the shapers of the old constitution which included pioneers such as Bros. Leon Woods and Clarence Lightbourne. This was echoed by the refrain from the Cedarbridge Academy quartet, with their well-received rendition of the poem 'I Call Your Name'. The new Constitution has incorporated the widening of its common bond to preclude the other sister labour unions and has given recognition to the new regulatory regime.

The international Co-operative spirit was evident with the partnering Credit Union, Mountain America Credit Union in Utah, USA culminating

its maiden voyage since being partnered with this Credit Union under the aegis of the World Council of Credit Unions (WOCCU) by being in attendance at the meeting. Three senior officials from that Credit Union attended the meeting namely, Mr. Sterling Nielsen, the CEO and his two assistants Ms. Suzanne Oliver and Mr. Marshall Paepke. That US\$4B asset size Credit Union though dwarfing this Credit Union, indicated a strong willingness to be a true partner to this Credit Union.

New members of the Board, Supervisory and Credit Committee members were elected at the meeting to add to the existing cadre. The new members were: Board of Directors-Brother Michael Charles, from the Bermuda Union of Teachers (BUT) and Sister Leora Grant; Supervisory Committee: Bro. Clarene H. Dill and Sisters Carla Burgess and Corlita Spalding-Davis; Credit Committee:

Sisters DeeAnn Martin-Iris and Doraleen Smith.

For her fifteen years of service to the Credit Union, Sister Sheila Smith was also duly recognized. Brother Micah Davis announced that the Annual General Meeting of the Caribbean Confederation of Credit Unions (CCCU) would be held at the renowned Atlantis Hotel in the Bahamas between June 21 and 24, 2014. A special incentive was being put in place to allow a member of the Credit Union to attend compliments of the Credit Union. To be eligible members would be required to save a minimum of \$333.33 per month in the Gift to Myself Gift Club account between January and June 2014.

The sentiments expressed after the meeting by those in attendance was that it was a very good one.

Recessions and Depressions

For the first time as far back as I can remember, the Bermuda economy is in the grip of a serious recession or perhaps it should more correctly be called a depression. The two words have similar meanings but are not synonymous; a recession is a much milder version of a depression. For example, since the end of World War II, North America has seen many recessions but none as severe as the current downturn. In fact, it is my belief that when this recession has finally run its course and an economic recovery is in full swing, this recession will be regarded as being on a par with the great depression which lasted throughout most of the thirties and was halted only by the onset of World War II.

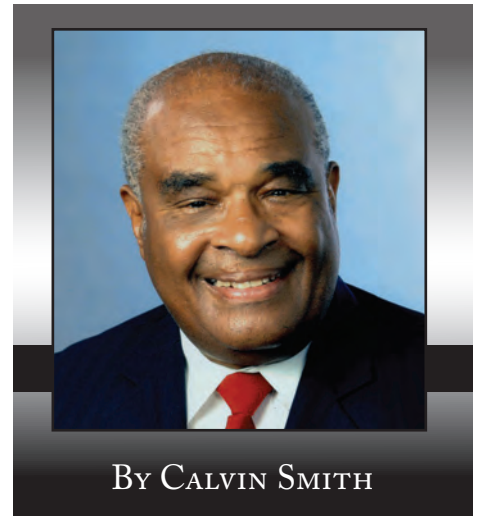
Among the professionals called upon to explain the behavior of the national economy, economists usually head the list. This is not because economists are any brighter than the other professionals but because their profession deals specifically with the reasons for changes in the size and direction of economic activity with respect to individuals, businesses and governments. Further, economists describe the bases of the choices by which these groups react to marked change in economic activity.

What do we understand by the term economy? According to a revised Collins dictionary dated 1966, Economy is defined as "The science which deals with the rules governing the production, distribution and consumption of the world's resources and the management of State income and expenditure in terms of money". Thus, the common usage of the term in Bermuda clearly refers to the rules governing the production, distribution and consumption of Bermuda's resources and the management of government income and expenditure.

Clearly, when we are discussing the word economy, whether applied to a family, business or government we are talking about the utilization of a vast set of powers. Take for example a family of four adults for which the distribution of total income is shared and total expenditure is determined by mutual agreement. In this arrangement, the family agrees that income will be divided proportionally to cover household expenditure for food, rent and other household goods; it is also agreed that amounts would be set aside for savings and personal use. If a family member loses his job, then the family must make a decision with respect to which items of expenditure shall be reduced in order to offset the loss of income resulting from one family member losing his/her job. How these decisions are made will vary with each family or household. However, the family is fully conscious that the remaining three members of the family will have to change their expenditure patterns drastically in order to survive in the face of the lost income.

Let us look for a moment at some of the choices the family faces in adjusting to the reduction in income. Let us say that the family consists of a husband and wife in their early fifties and two adult children in their early twenties. Let us assume further that total income earned is \$ 6,000 a month and is earned as follows: The father earns \$2,000 a month. The wife earns \$1,500 a month. The elder boy earns \$1,500 a month. And the younger boy earns \$1,000 a month for a total of \$6,000 a month. Total expenditure and savings is divided as follows: Rent is \$1,500 a month; food is \$2,000 a month; other household expenditure is \$1,500 a month and savings is \$1,000 a month for a total of \$6,000 per month.

In this situation, clearly the impact



of the job loss depends significantly upon which family member loses his/her job. The worst situation is the case whereby the father is dismissed. In this situation, total monthly income falls from \$6,000 to \$4,000. Clearly expenditure must be cut drastically in order to offset the loss of \$2,000 in monthly income. The only options are to cut savings perhaps completely and to reduce other household expenditure by at least \$1,000 per month. Suppose, the younger son loses his employment. In this case, household income falls by \$1,000 to \$5,000 a month. The cut in expenditure required is now \$1,000. In this case, the household maintains its current level of expenditure but cannot amass any savings unless it modifies its expenditure on other household items.

This simplistic example illustrates what happens when an economy is impacted by a loss of income. This loss may occur because of a fall in tourism or internationally business or it may reflect cutbacks in construction due to the completion of several major projects. The loss in income that results from any one of these eventualities will cause a reduction in household income as workers are laid off; a decline in business profits through lower spending by workers who have been laid off; a fall

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The OBA Government Plans to Create a Bermuda without the Bermudian



The above title may seem to be a bit extreme to describe this government, but look at the amount of anti-Bermudian legislation this government has attempted to put forward and that which they still have in the pipeline:

(1) The attempt to put forward a policy which would have allowed the children of foreign international business managers to work in Bermuda without a work permit in competition with our own Bermudian students, in particular our university and college students who return to the country in the summer and are in a perpetual struggle to find employment during this time.

(2) The proposed so-called commercial immigration bill which will extend Bermuda status to another group of non-Bermudians which by all accounts will create another situation of so-called long term resident problem which the PLP solved in its first term of government.

(3) There are many suspicions that move in this area that are designed to expand Bermuda's voter roll so that it will favour the political interests of the OBA Government.

(4) The SAGE Commission report which was recently made public while possibly having some reforms that could be supported, is for the most part, aimed directly at Bermudian workers and their families with

clear indications that if they were to be put in place, would put Bermudian families in severe economic jeopardy. The report calls for heavy cut-backs in the employment of Bermudians in government jobs. In some areas it calls for the wholesale privatization of such areas as the Public Works Department, the Marine & Ports Department and Public Transportation which involves bus operators and the loss of over one hundred jobs in the Post Office alone.

If such policies are put in place, it would severely affect Union representation and presence in the government which will affect both the Bermuda Industrial Union and Bermuda Public Services Union. In many respects, this is a threat not only to the livelihoods of hundreds of Bermudian workers and their families, but to organized labour in this country which will weaken the trade union movement generally.

Now the OBA Government will claim that it had nothing to do with the findings of the SAGE Commission. But I have maintained that the SAGE Commission is nothing more than a "Trojan horse" for the policies which the OBA Government wishes to put in place.

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

It is the same argument put up in the face of the large-scale protest over the closing of the Lamb-Foggo Urgent Care Centre in the East End. They said that they had nothing to do with the closure, but the Bermuda Hospitals Board, which supposedly made the decision, is filled with OBA Government supporters which include the Chairman of the party and at least one former OBA Member of Parliament.

The question now is what are we going to do about this set of circumstances which are aimed directly at the heart of the Bermudian existence in this country? These circumstances, which we are facing, is in many ways a greater threat to Bermudian workers than was the labour struggles of 1981. And in that respect, we have no other choice but to defend our rights as workers and Bermudians in this country. We must do this for our sake and for the wellbeing of our families.

There is nothing left to be said. This is the hour when we must man the barricade to defend and protect our existence in this country.

The 1977 Riots: 'When the Rock Burned.'

Former PLP Senator Jonathan Smith is researching a new book about the 1977 riots to be titled, 'When the Rock Burned.' With access to now declassified material from the UK National Archives, the research into the political decisions of the day, Secret Intelligence reports, briefings to the Prime Minister as well as the call for UK troops, the book promises to be the first detailed account of the riots using publicly available information of the day, interviews and access to the once Secret and Confidential material.

The determination of Opposition Leader Lois Browne Evans in leading the legal and political fight against

capital punishment will be well documented as well as some politicians and diplomats who said one thing in public and another in private. There is no doubt that the 1977 riots was far more than just a demonstration against capital punishment, it was an expression of anger against the white establishment. It is ironic, in a way, that the hangings of Burrows and Tacklyn and the riots, forced the authorities to hold a Royal Commission which became a catalyst for more rapid change. In an effort to ensure the book records authentic events of the day, Mr. Smith's research includes, as far as he's able to, first-hand accounts from those who witnessed the riots or were directly



affected by them.

If you have something important to recollect about the riots and would like to be interviewed, please contact Jonathan Smith at either 599-3332 or by email at jdsmith@northrock.bm to be a part of this important new book. Mr. Smith is aiming to publish in 2014.

Bermuda Trade Union Congress Responds to SAGE Report

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Although leadership accountability is critical for sustainable social good, governments are not businesses and cannot be governed strictly by economic cost-benefit analyses that drive corporations. A sustainable and successful Bermuda must be founded on humane and prosperous ideas including caring for "the least of these" in our society and delivering services of quality health, competitive education, and life-affirming critical social services that demands not merely fiscal tightness.

The Bermuda Trade Union Congress cannot take for granted that the Government is committed to these principles that will drastically roll back Union gains, especially in light of our history and fiscal trajectory, than we will be left with no other alternative but to explore all options to fight retroactive measures of harm to ALL WORKERS.

Member Unions and Associations of the Bermuda Trade Union Congress:

• Bermuda Federation of Musicians & Variety Artists

- Bermuda Fire Services Association
- Bermuda Public Services Union
- Bermuda Industrial Union
- Bermuda Union of Teachers
- Bermuda Police Service (Associate Member)
- Electrical Supply Trade Union
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Congratulations for What?

EUGENE STOVELL

To think that Premier Craig Cannonier was being congratulated for keeping the Lamb-Foggo Urgent Care Centre open came as a surprise to me as I thought, congratulations for what?

Throughout the whole Lamb-Foggo Urgent Care Centre closing scenario, if my memory serves me well, the Premier was amongst the missing and did not show his face until the day before the march was to take place against the closing of the clinic.

Despite all of the flip-flopping about the place over the OBA's closure of the clinic, let's face it, it took the Premier three weeks to say anything until the eleventh hour and only said something when it became clear to the OBA that the foot of the public was coming down heavily on their necks.

The facts of the matter are that all before, the Premier was behind the closure of the clinic and only came forth and showed his face because of the pressure that was being applied, and trust me, there should be no congratulations given to him. It's definitely not warranted.

Now let's all stand back and have a good laugh at one of the OBA's great pre-election promises that has turned out to be one big joke. They said that they would be open and transparent. Why then, did the three OBA M.P's in the east end go into hiding and did not face their constituents on an issue that should concern them the most – the closing of the Lamb-Foggo clinic?

Why would I call the OBA a bunch of cowards? They must have known from the beginning that the closing of the Lamb-Foggo clinic was going to draw some flack, so they hid behind the Bermuda Hospitals Board in order to push their agenda. They then fled into the political hills to hide, leaving the BHB holding the bag and making it look as if it was a BHB decision.

What brought it all together for me was when I was made to understand that Mrs. Louise Jackson was a sitting member of the Bermuda Hospitals Board. It then bit me that it was Mrs. Louise Jackson who was running for Parliament at the time, and Dr. Dowling, who were the ones fighting against the construction of the Lamb-Foggo Clinic in the lead up to the 2007 election. Mrs. Jackson was both a UBP and an OBA Member of Parliament, and to now think that she sits on the Bermuda Hospital Board one could only come to the conclusion that she may have had some influence on the decision to close the Lamb-Foggo Clinic.

It is very difficult to understand how a government minister did not know or have a hand in a major decision such as the closing of a very important facility to the people who live in the east end, then hide behind the BHB and not confront the constituents of the area. If that isn't a blatant show of shame, then I don't know what is.

It is my understanding that the OBA went about stripping the clinic of the services that helped make the clinic viable. Once that was done they then began to concoct the lie that was backed up by faulty data, which they, the OBA, tried to sell to the public.

Yes, they were caught out when it all came to a head and the Premier is now finding himself between a rock and a hard place and having to save face.

Trust me, there are no "hi-fives" to be given here after the Premier emerged from hiding behind a rock and acting as if he did not know what was going on. My answer to that is – "poppy cock"!

MEDIA



International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations

Rampe du Pont-Rouge, 8, CH-1213 Petit-Lancy (Switzerland)

tel: + 41 22 793 22 33, fax + 41 22 793 22 38, e-mail: iuf@iuf.org - www.iuf.org

president: Hans-Olof Nilsson, general secretary: Ron Oswald, press officer: Peter Rossman

Geneva, September 24, 2013

Make up my workplace! – worldwide campaign for dignity and safe work for hotel housekeepers

The hospitality business rests on the labour of hundreds of thousands of housekeepers around the world, most of them women, many of them vulnerable migrants. They are the unseen victims of working conditions which stealthily and silently destroy their health. Many are forced to prematurely exit the labour market with broken bodies, condemned to poverty.

Concealed within magnificent luxury establishments as well as more modest hotels lie exhausting and debilitating daily tasks including strenuous repetitive movements, lifting and moving heavy loads, high pressure work patterns, contact with toxic products and a long list of other personal risk situations including sexual harassment.

While the hospitality industry is growing, employers spare no effort to continuously downgrade their conditions of work, either directly or through outsourcing. Housekeepers experience downward pressure on their already low wages and further intensification of the work.

The IUF is launching a global campaign for dignity and decent work for housekeepers. The relevant international labour and tourism organizations (ILO and UNWTO) must respond to the degradation of housekeeping with appropriate policies which can bring real change to the industry. And housekeepers must have the rights they require for their unions to negotiate effectively with employers and governments.

For more information contact Massimo Frattini massimo.frattini@iuf.org



* * * * *

Brother Sentwali on His Way to Greatness!!



Sentwali Woolridge hand raised in victory in quarterfinals as 12th World Wushu Championships against Mamataliev Nurlanbek of Kyrgyzstan.

Parks Department employee, Brother Sentwali Woolridge, is on his way to greatness in the sport of Sanshou. According to Wikipedia, Sanshou is a martial art which was originally developed by the Chinese military based upon the study and practices of traditional Kung fu and modern combat fighting techniques; it combines full-contact kickboxing, which includes close range and rapid successive punches and kicks, with wrestling, takedowns, throws, sweeps, kick catches, and in some competitions, even elbow and knee strikes.

Brother Sentwali recently placed fifth out of thirty competitors in the World Championships in Kuala Lumpur, Malaysia and he is extremely proud of his accomplishment. He is looking forward to his next international competition which will take place in Monterrey, Mexico from December 4th until December 8th. The first NORCECA Wushu Tournament will feature

athletes from North America, Central America and the Caribbean.

Training under Coach Garon Wilkinson, Brother Sentwali has been involved in martial arts for the past fourteen years, seven of them in the art of Sanshou. He has represented Bermuda internationally for thirteen years. He noted that there are two other Bermudians in his club who have made it to the World Championships, one winning a bronze medal and the other winning a silver medal.

"I am trying to take my sport as far as I can go," stated Brother Sentwali. "It's a real tough sport and just a handful of Bermudians are involved. I'm now trying to get younger people to train with us."

Brother Sentwali said that he believes that his involvement in the sport has kept him focused with a positive outlook on life. He said

that he grew up "back of town" and knows what it's like to feel angry and frustrated, but he is able to release his anger and frustration in the gym.

"I like to encourage other young people to get involved in the martial arts, especially young Black men," offered Brother Sentwali. "Sanshou is a good way for young people to unleash their stress."

Brother Sentwali said that he and others involved in Sanshou train at the old Berkeley, but they are looking for a permanent facility where they can set up the necessary equipment for their training.

"Right now we're just borrowing space, but we need our space," concluded Brother Sentwali. Brother Sentwali Woolridge has worked at the Parks Department since he completed high school.

Commercial Immigration - Pandering to International Business

By John H. Holdipp III

It strikes me how short-sighted we are, it was not that long ago when the PLP Government had to spend considerable time, money and effort to demonstrate that we are not an offshore discount relay station for International Business institutions. Even Mr. Brown in the UK had dubbed Bermuda as an Off-shore Discount Resort for Businesses.

Now why would we put ourselves back in a position where we could once again be a target for BIG COUNTRY - RETRIBUTION. It seems the leadership has forgotten or ignored the lessons learned? Besides this is an opportune time to reshape the topography of Bermuda's Economic Foundation.

We must engage our time in revolutionary rebuilding with real consideration relevant to our small land mass and the hazardous exposure that could come with this so-called - COMMERCIAL IMMIGRATION IDEAL. Initially

for certain persons in Bermuda this looks perhaps logical and worth the risk of increasing human disgust of the Born Bermudians.

A transformation of inclusion of these active new participants of Bermudians would, without question bury any social or cultural aspects of who we have become over some 400 years. In fact even now, there are many Born Bermudians who can see the increasing discrimination, disrespect and denial of our own ethics, principals and morals.

Decent and clean habits which we deem of great value are being dumped into the ocean by a handful of our own people who subscribe to imitations of wholesome living. The evidence is clear that we must renovate these weak methods of unsustainable regrowth and shift our efforts to ways that are suitable, attractive and within our capacity to implement

and maintain for the betterment of Born Bermudians.

This new approach will fulfill two key objectives for Bermuda, it will create sustainable work opportunities for all Bermudians regardless of education, skill-set ability or lack there-of, reinvent our scope to full year-round bustling working capacity for everyone. The other key objective that will come quickly and without trading off so-called commercial immigration status will be investment dollars to revamp and reconstruct Bermuda from Sandy's Parish to St. George's Parish.....The investors will gleefully approach Bermuda and the ratings fraternities will up-grade our status in fast fashion.

You can ignore me and waste time effort and money and continue to see Bermuda in a slump, or contact me and have that conversation.

Recessions and Depressions

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in government tax revenue due to a fall in employment tax in the companies which initiated layoffs.

The impact does not stop here. The persons laid off and the businesses that have reduced sales will pay less payroll tax to government because of the layoffs; further because sales are reduced they will need to reduce their level of inventories and hence reduced imports and customs duties. This process introduces a second round of income cuts and

layoffs and is repeated until businesses realize that they must restock thereby replacing their depleted inventories. In the process of rebuilding depleted inventories, businesses will hire additional staff. The increase in staff will result in an increase in the expenditures on goods and services, some rehiring by wholesalers and retailers, and the recovery is underway.

This very simplistic example of how a households, businesses and government behave during an economic downturn

attempts to illustrate the principles involved in a recession or depression. The importance of government in these undertakings is that government can act contrarily to what the business cycle is dictating. But it is wise to remember that government is the only sector of the economy that can move counter to the dictates of the business cycle for a significant period of time. What is relevant for the government is that it has access to financial resources that will enable it to act contrarily to the business cycle. Does the Bermuda government have access to substantial financial resources?

The People Marched and the Lamb-Foggo Urgent Care Centre Remains Open

Photos by Clarence Smith



Domestic Workers of the World, Unite!



Domestic workers are organizing globally to challenge their public invisibility and slave-like working conditions, and have now transformed their international network IDWN into a worldwide federation. The transformation was decided by representatives of 48 domestic workers' organizations from 42 countries at the founding congress of the International Domestic Workers' Federation (IDWF) held in Montevideo, Uruguay October 26-28

During the many workshops participants exchanged experiences with organizing and organization building at national, regional and international levels, the campaign to ratify ILO Convention 189 and enforcement of rights, social protection schemes and collective bargaining. The ideas developed in the workshops were fed into the five- year Action Plan which was adopted unanimously on October 28.

Delegates also adopted the constitution of the new federation and elected an Executive Committee in which each region has a representative. The leadership of the IDWN steering committee received the confidence of the congress to continue as leaders of the IDWF for the next five years: Myrtle Witbooi, SADSAWU, South Africa, President; Ernestina Ochoa, IPROFOTH, Peru, Vice-president; and Elizabeth Tang, Hong Kong, General Secretary.

The IDWF will maintain its close links to the IUF, which provided the organizational basis for the IDWN, and to WIEGO (Women in the Informal Economy Organizing and Globalizing), which has given continuous support. The IDWF will seek the authorization of the IUF governing bodies to establish a special group within the IUF.

With the support of the organizing committee, which included the IUF

regional office, the national center PIT-CNT and the domestic workers' union SUTD, the government of Uruguay declared the Congress an event of national interest. The Congress, which took place in the City Hall, was opened by the mayor of Montevideo and representatives of the government and the trade unions, and was closed by the president of the republic. Uruguay was the first country to ratify Convention 189 and has a well-established domestic workers union, one of the first to negotiate a national collective agreement.

Among the many guests and facilitators were representatives of the ILO, WIEGO, ITUC/ITUC-TUCA, the Latin American regional domestic workers' network CONLACTRAHO, the Global Labour Institute, Peru's Flora Tristan Center, the International Federation of Workers Educational Associations and Human Rights Watch.

Grenada Technical and Allied Workers' Union held protests outside the CIBC FirstCaribbean

On Wednesday and Thursday November 20th & 21st respectively, the Grenada Technical and Allied Workers' Union held protests outside the CIBC First Caribbean head office in St. George, Grenada. This is a step-up in the ongoing struggle to ensure that Cde Shirlene Herbert receives justice.



Both the Labour Commissioner and Minister for Labour found that Shirlene was unfairly dismissed by the bank and has ruled/recommended that she be re-instated. The findings from the Minister of Labour was delivered since around June 2013. On Friday November 22, 2013 a meeting was held at the Ministry of Labour but there is no settlement. The bank's team was led by Ms. Stephanie Fingal.

We shall be very grateful for you to join us in solidarity by emailing the bank to settle this vexing matter. Shirlene gave over 26 years of service to the bank and is on the "bread-lines" since March 2013!

Faternally,
M. Andre' Lewis,
1st Vice President - GTAWU. ST.

CCL challenges Caribbean Governments

Resolutions passed at Caribbean Congress of Labour's triennial conference draw focused attention on key trade and economic issues

JOHN'S, Antigua –2nd November, 2013 - The Caribbean Congress of Labour (CCL) has resolved to make its voice heard on a number of crucial matters that are affecting the overall economic development of the Caribbean. The umbrella organization of trade unions across the Caribbean vowed at its 18th Triennial Delegates Conference hosted in the Bahamas to increase its influence at the level of government policy, trade and on the issue of China's role in the Caribbean. The October 23 and 24 Bahamas conference was held against the backdrop of the ongoing struggle of some countries in the Caribbean to navigate turbulent economic times.

"We have deepened our commitment to protect the rights and secure the best possible benefits for our 500, 000 members and this was why we passed these resolutions," noted the re-elected President of the CCL David Massiah.

Noting the adverse implications that the current global economic crisis holds for the vulnerable territories of the region, the CCL leadership has embraced a mandate to work at the regional and international level with government and employers to develop a regional approach to an action plan to deal with the crisis. The meeting expressed grave concern about the illusive promise of the EU driven Economic Partnership Agreement that assured the region of increased exports to Europe, eradication of poverty, promotion of regional integration among other ideals. The CCL, in one of its resolutions, is demanding that Caribbean governments convene tripartite discussions on the EPA that would engage the views of unions and their members in suggesting changes

to the EPA. The CCL also wants to operate at the level of helping to monitor the effectiveness of the trade arrangement. Still on the matter of trade, the CCL by way of yet another resolution, sought to discourage Caribbean leaders attending the end of year meeting of the WTO Ministerial Conference in Bali from accepting any Trade Facilitation Agreements. The CCL feels strongly that the agreements are weighted in favour of the EU as they have not proven to increase exports from the Caribbean but only put strain on Caribbean economies to secure the resources to ensure compliance with the rules of the initiatives. The CCL also raised concern about the conditions attached to loan agreements that Caribbean countries have entered into with the People's Republic of China noting the low levels of employment throughout the region.

Where Chinese labour is employed, the CCL wants 80 percent of the labour to be local while 50 percent of the remainder should be in areas where skill and technology transfer can be fully applied. "These are important issues that we intend to aggressively pursue in a bid to ensuring that the CCL positively impacts the economic development of the region and the interests of workers across our membership," Massiah stated. Massiah of Antigua and Barbuda was re-elected to a second consecutive three year term as president of the CCL. He takes into the new term an executive that includes Jennifer Isaacs-Dotson of the Bahamas as 1st Vice President, Glenn Simmons of Bermuda as 2nd Vice President, Seepaul Narine of Guyana - 3rd Vice President and General Secretary Chester Humphrey of Grenada.



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**PSI SUB-REGIONAL OFFICE
FOR THE CARIBBEAN**

President: Dave PRENTIS
General Secretary: Rosa PAVANELLI
Regional Secretary: Joselio DRUMMOND

C/o Reece Road #3, Britton's Hill
St Michael BB14013
BARBADOS

Tel/fax: +1 246 429 6133
psicaribbean@caribcable.com

October 15, 2013

A barbaric act!

PSI Caribbean affiliates have been quick to sharply condemn the decision of the Dominican Republic Constitutional Court to take citizenship away from thousands of people of Haïtian descent who were born in the Dominican Republic. This “racist and xenophobic act” will likely affect over 200,000 people of Haïtian descent and tens of thousands of others born to parents of another nationality. There is a long history of racism against Dominican-Haïtians and Haïtians.

Prior to the ruling, the Dominican Republic followed the principle of automatically bestowing citizenship on those born on its soil up until 2010. The recent court ruling now means that all Haïtian migrants who went to work in Dominican cane fields after 1929 were in transit, so their children, although born there, were not automatically entitled to citizenship. The decision cannot be appealed and it gives the Central Electoral Board one year to put together a list of people to be excluded from citizenship. In effect, they are going back to almost 100 years ago to determine citizenship!

“When I heard the news, I was in shock and then I was angry. What on earth have these people done to deserve such treatment”, asked Jillian Bartlett, PSI Caribbean women’s titular. “There is a paranoia about migrants and immigration. And racism is at the heart of it”, she added.

Haïti and the Dominican Republic are CARICOM neighbours. Haïti is a member of the Caribbean Community of nations (CARICOM), while the Dominican Republic has observer status.

Without the necessary documents, those affected will not have access to basic and vital public services and will suffer even greater discrimination.

The sub-region is calling on all affiliates from full and associate members of CARICOM countries, to demand the strongest possible condemnation from their governments and the CARICOM secretariat. Caribbean affiliates are also calling on CARICOM to take the necessary action to help work out a solution that ensures respect for human rights and to ensure that children are not disadvantaged.

In solidarity

Jillian Bartlett and Wayne Jones
PSI Caribbean Titulars



Congratulations to Sis. Sandra Williams, Vice President of the ABPSA, who is now the assistant general secretary of the Antigua & Barbuda TUC. The new general secretary is George Phillips (Leeward Island Aeronautical Engineers' Association). The election was held on Thursday November 21, 2013 as a result of the resignation of the previous general secretary.



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EAP CLIPS: DECEMBER 2013

THE SCOOP ON WORKPLACE GOSSIP

THE HOLIDAYS ARE HERE!

More things to do, people to see and places to go. These things might be fun, but they also can be stressful. To make this holiday season a happy and peaceful one, look for healthy ways to manage stress.

REASONABLE EXPECTATIONS

The media often portray the holiday season as trouble free, twinkly, and festive. But family problems may escalate when the season arrives. The reality of the holidays, much like life, is that real people and families are not perfect. If you can change your expectations just a bit so you don't expect holidays to be like the movies, you may have a more enjoyable experience.

TIPS FOR THE HOLIDAYS

Set reasonable expectations: Do your best to stick to your regular family routine. Changing your schedule to fit in holiday activities and traveling can be tough on you and your kids, so try to keep things as normal as possible. Try to keep bedtimes and mealtimes the same even when you're away from home. Talk with your family about schedules. Take time to explain each day's activities to your children and let them know what you expect from them.

DO WHAT YOU REALLY WANT TO DO

Together, choose activities that you really want to do. You can't do everything, so you might let your children pick their favorite things for your family to do. Do the things that you all will enjoy the most, and then say "no" to extra activities. Talk with your family about finances. Even young children can learn how to budget for gifts. Urge them to get creative and make presents for family members instead of buying them. Receiving a thoughtful gift from a child can be a memorable holiday moment that lasts a lifetime. Many families concentrate on special things they can make or do for each other. Try it!

TAKE TIME TO RELAX

It is important to take time to relax this holiday season. Here are a few ways to cope with holiday stress:

Plan a quiet time or at least downtime from activities. Take a few moments to read a book, take a bubble bath, or sit down and listen to your favorite songs.

You may also want to:

- Play a board game with your family.
- Go for a walk with your family to see holiday displays in your neighborhood.
- Join your kids for fun family exercise. If you choose something outdoors, the fresh air and exercise can lift your spirits.
- Settle down for story time with your family. Pull out holiday stories that you loved as a child and read them aloud together.
- Use time spent standing in lines or sitting in traffic to take a stretch break and loosen those tense muscles.

GET GIVING – VOLUNTEER AT A LOCAL CHARITY

Carving out a few hours to volunteer at a charity might seem impossible, but giving your time and energy may help you find the spirit of the season.

JUST DO YOUR BEST

As you enjoy the holiday season, do your best to limit stress. Don't expect everything to go as planned. Your child may get sick during the holiday or the oven might break as you are cooking a special dinner. When these things happen, let the family help decide on a new plan.

Don't let unexpected events ruin the holidays for you. Be adaptable and flexible. You can help yourself and your children relax and enjoy the holidays for what they truly are: a time of joy, celebration and peace with friends and family.

WHAT EAP OF BERMUDA CAN DO

You can have all the sugar plums and toy drums lined up and still discover that you are affected by the blues during the holiday season. Your EAP of Bermuda is here to help. Perhaps you only need to talk and "process" personal concerns or work issues. We are here to help now and any time during the year.

**BEST WISHES FOR THE HOLIDAY SEASON
FROM THE STAFF OF THE
EMPLOYEE ASSISTANCE PROGRAMME OF BERMUDA**



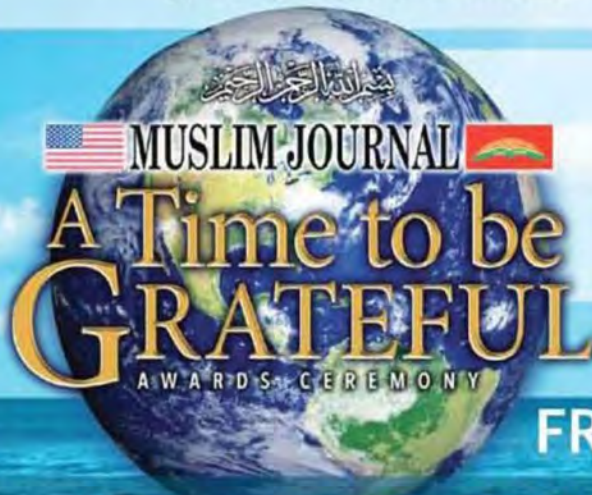
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DEC. 13 – 15, 2013

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Judith Hall-Bean

"Civil Servant" Award



Ra'ees Jibri Tankard

"Progressive Young Adult" Award



Imam/Dr. Abdel J. Nuriddin, N.D., Ph.D.

"Monte I. Fateen Sr." Award



R. Rasool Malik

"Business Man of the Year" Award



Sister Clara Muhammad School of Bermuda

FRIDAY
 DEC. **13**

SATURDAY
 DEC. **14**

SUNDAY
 DEC. **15**

CHRISTMAS GIFT IDEAS

Find and circle all of the words that are hidden in the grid.
The remaining 13 letters spell an additional Christmas gift idea

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

BAKING

BELT

BOOK

BRACELET

CANDLES

CANDY

CHOCOLATES

CLOTHES

COFFEE MAKER

COFFEE MUG

COLOGNE

COOKIES

DOLL

EARRINGS

ELECTRONICS

FLOWERS

GAME

GIFT BASKET

GIFT CARD

HERBAL TEAS

JEWELRY

MONEY

MOVIE

MUSIC

NECKLACE

NECKTIE

PANTS

PENDANT

PERFUME

PLANT

SCARF

SHIRT

SLIPPERS

SNEAKERS

SOCKS

STUFFED ANIMAL

SWEATER

TELEVISION

TOOL SET

TOY

TREE ORNAMENT

WATCH

WINE