



DPT and BIU Announce New Bus Schedule

After several attempts to reach an agreement on a new bus schedule, the Minister of Tourism and Transport, the Hon. Zane DeSilva, and BIU President, Brother Chris Furbert rolled out the new bus schedule. Also present at the press event was Mr. Roger Todd, Director of the Department of Public Transportation and other department and BIU officials.

“We are here today to announce the Department of Public Transportation’s new bus schedule and recognize the collaborative efforts of the DPT and the Bermuda Industrial Union which have resulted in this long awaited achievement in Bermuda public transportation,” said Minister DeSilva. “Before proceeding any further, I must first recognize the efforts of my colleague and previous Minister responsible for transport, Minister Roban”.

Minister DeSilva also thanked Department of Public Transportation Director, Mr. Roger Todd, and the President of the Bermuda Industrial Union, Brother Chris Furbert, for their efforts in forging a useful working relationship as DPT management and staff crafted a new bus schedule.

“I am encouraged by all the work done and thank everyone for their



Brother Calvin Burgess (Bermuda Industrial Union Bus Operators/ Allied Workers, President), Mr. Roger Todd (Department of Public Transportation, Director), The Hon. Zane DeSilva (Minister of Tourism and Transport), Brother Chris Furbert (Bermuda Industrial Union, President), Brother George Scott (Bermuda Industrial Union, Chief Union Organizer), Mrs. Jonelle Christopher (Department of Public Transportation, Assistant Director of Operations)

diligence in maintaining a collaborative approach that valued continued and open communication to devise a solution that benefits bus operators, the Bermuda public and, most importantly, can be sustained with our current fleet of buses. I am confident this is the best way to ensure an efficient and reliable bus service,” continued the Minister. “I know that this achievement was no easy task as change is always difficult. And so again, I extend my most sincere thanks to all of DPT and the BIU, and look forward to the new bus schedule which will be implemented on January, 7 2019”.

“It is with great pleasure that I am here today to speak on the implementation of the new winter bus schedule, to take effect on Monday, January 7th, 2019”, stated Mr. Todd. “Firstly I would like to echo Minis-

ter DeSilva’s comments and extend my appreciation to DPT management, staff and the Bermuda Industrial Union for their collaboration in arriving at a balanced schedule that works for all parties”.

Mr. Todd said that the new schedule is designed to temporarily reduce the number of buses required on a daily basis to a level that is sustainable, and in doing so deliver a reliable public bus service. The new schedule has been developed with due consideration for public demand and fleet capacity.

According to Mr. Todd, the new schedule will:

- For the traveling public, the new schedule will eliminate daily cancellations related to a shortage of buses,

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DPT Staff Present Family of Former Colleague with Cheque to Offset Medical Costs



On Tuesday, December 11, 2018, staff members from the Department of Public Transportation (DPT) presented the family of former DPT Dispatcher and Inspector, Anthony Lodge with a cheque in the amount of \$2,260 to help offset Mr. Lodge's medical costs.

On 6 June, 2018 Mr. Anthony Lodge was transported to Boston via Air Ambulance and then to Newark, New Jersey, for a heart transplant procedure. Should Mr. Lodge become successful in

receiving a heart, he will remain overseas for postoperative care.

Funds gifted to the family of Mr. Lodge were collected through various fund-raising events organized by DPT staff. Fund-raising efforts included bake sales and lunches.

DPT Operations Manager, Tori Burchall said "We are happy to be able to do our part in helping Mr. Lodge. He has always been a great colleague and friend." ■

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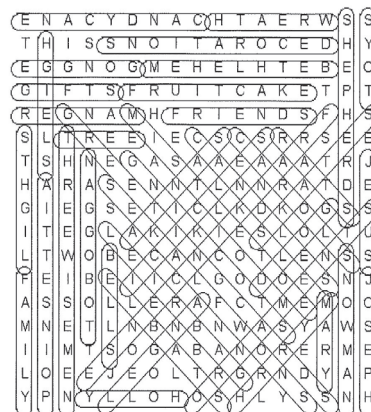
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Belongers are as good as Bermudians

In my opinion the most recent judgment handed down by Chief Justice Narinder Hargun should set off alarm bells for all right-thinking Bermudians. In his judgment, the Chief Justice has determined that “for the purposes of a sporting competition (the rules of which specify or otherwise require that for a person to be eligible to compete in or win such competition he/she must be a “citizen” and/or “national” of Bermuda), any person “deemed to belong to Bermuda” for the purposes of section 11(5) of the Bermuda Constitution Order is considered equivalent to a citizen and/or national under Bermuda law for such purposes”.

Apparently an organization calling itself “Equal Opportunities in Sport” on behalf of two minors who are members of the Bermuda Amateur Swimming Association, appealed to the Supreme Court because the two minors were not allowed to participate in international swim meets on behalf of Bermuda as they did not have Bermuda status (by birth or by grant). According to the Chief Justice, “The Plaintiffs are two children who belong to Bermuda pursuant to section 11(5)(d) of the Bermuda Constitution by virtue of being the children of naturalized Bermuda Overseas Territories Citizens”. It is important to point out here that the parents of these children are probably not Bermudian, because if they were, the Chief Justice would have noted that the parents possess Bermuda status. More than likely the parents are U.K. citizens in Bermuda on work

permits and obviously they believe that their children should not only participate in international swim meets, but they should participate as “Bermudians”, and unfortunately the Chief Justice agrees with them.

According to Judge Hargun, “Given that Bermuda is a British Overseas Territory, strictly speaking there is no such thing as Bermudian nationality as such or Bermudian citizenship as such”. However, Mr. Hargun was described as “Bermudian” by Bermuda’s only daily newspaper when he was sworn in as Chief Justice. “He has lived in Bermuda for more than 30 years and is now Bermudian”, wrote reporter Paul Johnson. Additionally, former Opposition Leader, Jeanne Atherden also argued that Mr. Hargun was “Bermudian” shortly after his appointment as Chief Justice. “Narinder Hargun is Bermudian and the fact that he was born elsewhere does not make him less Bermudian, he has status and is therefore considered to be a Bermudian,” Mrs. Atherden told the Royal Gazette on June 15, 2018.

In my opinion, this ruling will set a precedent for other sporting bodies that have requirements for athletes to compete internationally. In particular I think of track and field and football, two popular sports in Bermuda that frequently participate in international competitions.

According to CARIFTA regulations, registered athletes must be citizens of the country they represent and possess current pass-



ports and/or proof of citizenship. According to a representative from the Bermuda Football Association (BFA), the Federation of International Football (FIFA) has similar requirements. The question is will we now see Bermudian “Belongers” requesting that the regulations for international competition for the sports be changed as well?

The same holds true for scholarships. Currently, most, if not all scholarships offered in Bermuda requires that applicants show proof of Bermuda status, in particular those scholarships offered by the Bermuda Government. Will we now see the eligibility requirements change from showing proof of Bermuda status, to showing proof of “Belonger” status?

I for one opposed the appointment of Narinder Hargun as Bermuda’s Chief Justice and I let my voice be heard using various media. My opposition to his appointment was because I was aware that two “real” Bermudians had applied for the position, including the current Puisne Judge, Charles-Etta Simmons and Mr. Larry Mussenden, the current Director of Public Prosecutions. But apparently, the selection committee believe that a “Belonger” was as good as a “Bermudian”. ■

Australian Tax Office Outsources Government Services to Corporations Linked to Tax Havens

New CICTAR (Centre for International Corporate Tax Accountability and Research) report reveals that the Australian Tax Office (ATO) is outsourcing contracts worth hundreds of millions of dollars to multinational corporations with aggressive tax minimisation strategies.

The report by CICTAR examines the dubious practices of Serco, Stellar and Outsourcing Inc, who together hold contracts worth more than \$250 million with the ATO.

Serco, known for its immigrant detention and private prison business, is the largest provider of outsourced labour to the ATO, with contracts worth over \$120 million. The report discusses how Serco's reputation is so questionable that even Appleby, the law firm at the centre of the Paradise Papers tax-scandal, considered them a "high-risk" client with a "history of problems, failures, fatal errors and overcharging."

Stellar Global, awarded over \$50 million in ATO call-centre contracts, recently garnered controversy after declaring their European branch bankrupt, owing over \$200,000 USD to the UK tax authority and avoiding redundancy payments for its workers. Less than a month beforehand, Stellar Europe made a payment of over \$100,000 USD to its parent company - a shell entity in the British Virgin Islands.

Rosa Pavanelli, General Secretary of Public Services International, which co-authored the report, said: "To have a Government tax authority privatising its services to tax dodging corporations is neoliberal policy brought to its logical conclusion. Frank and fearless public servants are being replaced, under the guise of austerity, by hired guns, beholden to many of the same interests who deprive governments of the funding needed for quality

public services in the first place. The increasing use of outsourced labour by in both the public and private sector is eroding workers' rights, fueling the growth of precarious work and reducing the institutional capacity of the public sector to deliver quality public services."

The CICTAR report makes a number of recommendations for policy makers including for full public disclosure of the ultimate parent company and/or all beneficial owners of any government contractor and full transparency for all public contracts.

Jason Ward, Report author and CICTAR Principal Analyst said: "These companies -- with disturbing track records -- are driven to maximise profit, not provide public services. The experiment in public sector outsourcing has gone too far and failed everyone except the corporations taking the money. All government contractors should be made to pay their fair share of tax and be fully transparent and publicly accountable. We have made some sensible and relatively easy to implement recommendations to make that happen."

Nadine Flood National Secretary of the Community and Public Sector Union said: "There's a sad irony here, that the Tax Office seems to have the clearest examples of tax avoidance among Government contractors. This is a huge problem for our entire tax system, as it shows there's one rule for ordinary people who pay their tax and another for these companies being handed that same money through Government contracts." ■



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The struggle of the OBA political opposition to attain political relevance

When the OBA Leader appeared on ZBM's program 'Let's Talk', he must have thought it was a chance to bring his party under his leadership into the light, but the scandal of "Jetgate" which had undone his first term as the leader of the OBA, still hung around his neck like a unwelcome millstone and no matter how he twists and turns the scandal would not go away. Try as he might to pin a failure on the PLP government his comments did not stick.

For all the criticism the PLP government has been subject to since it won the government at the last election, it has not presented much that the OBA political opposition can sink its teeth into. This, in spite of the change in leadership that the OBA hoped to distance itself from the political sins of its predecessor, the former UBP government.

Even the Chamber of Commerce, not known to have much love for the PLP, let alone a PLP government, had favorable comments for the PLP government's last budget. The OBA has had to fall on the policies it put in place when it was the government, such as the America' Cup and the current building of the new airport which will be under the control of the

Canadians for thirty years.

Now the OBA has boasted that its hosting of the America's Cup brought money and employment into Bermuda. Yes some made money, that is the ones for the most part who had been in place to make money, and we know who they are. As for employment - well that was short term for some Bermudians. But what is not spoken of was the draining of government funds to put on the event and now we are paying for it. The PLP government now finds itself struggling to pay for other areas that are in need for government funding such as the new buses; garbage trucks and new teachers for our schools. The government is doing its best to provide for the needs of the people but funds are needed to do that.

The building of a new airport is another project where we are not at all sure if Bermuda will benefit in the long term. Yes, in the short term it has provided employment, but when the airport is built and it is said that will be in two years' time all that employment will no longer be there and who will get the lion's share of the profit that will be controlled by the Canadians for thirty years. And every time Bermudians

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

fly out of the new airport we are going to pay. They will raise the prices and they expect Bermuda to continue to pay for the airlines that fly in here as we pay for the empty seats that are on airlines that fly in here now. A lot of us didn't know that is the deal and that there is nothing free.

Recently the government approached the Canadians about paying for some of those airline fees which they turned down. Their thing is to make as much profit out of this sweet deal as they can and in the future they may very well sell the contract as they tried to sell to the Chinese before the Canadian government vetoed it.

Bermudian land been sold to the highest foreign bidder. The OBA has nothing to boast about during their one term government; it is left to the PLP government to develop Bermuda in the best interests of its people. ■

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Sustainable and Affordable Energy

On Monday, December 10, 2018, Eugene Dean of Greenrock and Stuart Kriendler of Be Solar, made a presentation to the BIU's Executive Board on "Sustainable and affordable energy" for Bermuda. Below is a synopsis of the information that they presented, entitled "The Bermuda Better Energy Plan" which they have submitted to the Regulatory Authority of Bermuda as an alternative to Belco's "Integrated Resource Plan" which can be found at www.betterenergyplan.bm/the-belco-proposal.

The Bermuda Better Energy Plan

Bermuda is about to make a critical decision on how electricity will be generated in the future. BELCO have proposed a plan which continues to rely mainly imported fossil fuels. We have a better energy plan: it is more sustainable and is a great opportunity for Bermuda. We want to spend less on energy imports, create more local jobs in renewable energy and keep more money in our economy. We need your support.

The Bermuda Better Energy Plan is based on increased energy efficiency, more energy storage and a larger contribution from renewable energy. We are proposing a combination of solar panels and offshore wind turbines. Our plan is preparing Bermuda for the future and will help to produce less expensive, cleaner electricity. The images below illustrate the two plans showing how electricity will be generated between now and 2038.



Why is this Plan better?

It uses the resources we have. It makes full use of the fantastic solar and wind resources already available in Bermuda, and minimizes the amount of imported fuel. This would reduce Bermuda's reliance on volatile foreign resources.

Renewable energy is cheaper. The solar array being built at Bermuda's airport will sell electricity for half the cost of producing electricity from oil. Roof top solar electricity is already cheaper than buying from the grid.

Renewable energy costs are falling. The cost of renewable energy has been falling for many years. The costs of oil and LNG are more volatile and generally increase over time.

No need for a new gas terminal. Industrial LNG regasification terminals of the size proposed for Bermuda are uncommon. A new gas terminal would be expensive, have operational risks and represent a significant commitment for Bermuda.

It is better for the environment. It would reduce carbon emissions by 62%. This could not only help Bermuda to remain an attractive destination to international business and tourism but demonstrate global leadership to mitigate the causes of Climate Change.

The Bermuda Better Energy Plan More solar generation

The island currently generates 2% of electricity from solar. By using

Sustainable and Affordable Energy (continued from page 6)

just a small proportion of roof tops and some large solar farms this can increase to over 20%.

Offshore wind farm

Experts say an offshore wind farm in Bermuda is possible. Just ten large turbines located 5 miles to the West of Dockyard could generate 45% of the island's electricity.

Investment in energy storage

Renewable energy can be stored and used when it is needed. Hawaii already have almost twice as much battery storage under construction as the Better Energy Plan proposes for Bermuda.

A more energy efficient future

Bermuda wastes huge amounts of energy every day. As old equipment is replaced by new technology, standards of living can improve while reducing energy use. Modest support from Government could rapidly speed this up.

New opportunities for BELCO

BELCO will play an important role in managing renewable energy generation, operating the grid to distribute energy, and ensuring that reliable and less expensive electricity is available. The plan promotes working with BELCO

and other stakeholders.

Compliance with the Electricity Act 2016

Electricity Act 2016 purposes:

1. Ensure the adequacy, safety, sustainability and reliability of electricity supply in Bermuda.
2. Encourage electricity conservation and the efficient use of electricity.
3. Promote the use of cleaner energy sources and technologies
4. Provided non-discriminatory interconnection to transmission and distribution systems;
5. Protect the Interests of end-users with respect to price and affordability, and the adequacy, reliability and quality of electricity;
6. Promote economic efficiency and sustainability in the general, transmission, distribution and sale of electricity.

The Bermuda Better Energy Plan

1. Solar and wind energy combined with energy storage and LPG offer a safe, sustainable and reliable solution for Bermuda.
2. Includes robust estimates of the potential for energy conservation and efficiency.

3. Electricity use reduces by almost 30%.
4. Results in 64% of Bermuda's electricity being provided by the sun and wind by 2038
5. Proposes ending discriminatory monthly charges for solar systems connected to the grid.
6. Uses the least-cost sources of energy; solar and wind.
7. Determines that small solar systems offer end-users cheaper electricity than buying from the grid.
8. Recognises that the cost of electricity from solar and wind technology is stable and can be set by Bermuda.
9. Acknowledges that the cost of solar and wind technology is forecast to reduce.
10. Recognises that Bermuda has excellent solar and wind resources. Using them could keep millions of dollars a year in the local economy.

For more detail on the Bermuda Better Energy Plan and how it compares to the current BELCO plan, see the full Integrated Resource Plan Alternative Proposal report at: www.betterenergyplan.bm ■

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Debt Collection Act 2018 Passed in House

On Friday November 30 the Minister of Home Affairs the Hon. Walter Roban JP MP passed a Bill in the House of Assembly which will prohibit unfair debt collection practices and provide a level playing field for both creditors and debtors.

The Bill, entitled the “Debt Collection Act 2018” represents the first tranche of proposals to address the Government’s Throne Speech 2017 commitment to “introduce regulations for debt collection agencies; regulate payday lenders who lend money at extraordinary interest rates; and bring banking, insurance and other financial service conduct under the umbrella of an updated Consumer Protection Act.” Further legislation will be proposed to address consumer services provided by the banking, insurance and other financial service industries after consultation with the public and private sector stakeholder groups as indicated in the 2018 Throne Speech.

The Debt Collection Act 2018 provides five important components:

- Establishing a Government regulatory licensing Authority for the debt collection industry,
- Prohibiting unfair debt collection practices,
- Requiring financial transparency of contractual penalty fees and limits interest rates, administration fees and commission fees,
- Establishing complaint procedures, investigation and inspection powers,
- Creating offences and right of appeal to the Debt Collection Tribunal.

“Oft-times we are our own worst

enemy when accumulating debt that we find difficult to repay,” said Minister Roban. “However, there are times when we incur debt through no fault of our own. One example is when a person gets sick, is not insured and has exorbitant medical costs. If he or she cannot work because of his or her illness, he or she does not have the money to pay the costs. Inevitably this person’s debt may end up in collection and winds up incurring even greater costs.

“There have also been cases where persons have been charged for costs that they did not incur. All too often, a creditor may not have a contract or proper accounting to support the claim of debt. The purported debtor may spend an inordinate amount of time and, sometimes, money to obtain an accounting of the debt and prove that he or she did not owe the money. In addition, debtors may also be subject to harassment and embarrassment until it is proven that they do not owe any or only a portion of the alleged debt.”

Government oversight will be accomplished through a comprehensive licensing regulatory framework for those entities engaging in Debt Collection under the newly-created Debt Collection Licensing Authority. The Licensing Authority will be constituted from Officers within Consumer Affairs. The regulatory functions of the Authority include but are not limited to oversight, licensing, education, investigations and enforcement.

Going forward, no debt collector can operate without a license issued by the Licensing Authority. The Authority, upon receipt of an appli-

cation, supporting documents and payment of fee, can grant, renew and refuse a license. Licensing will be for a period of up to two years. An application for the renewal of a license is to be submitted before or on 31st March in the year in which the license is to be renewed. There is a provision of a 90 day grace period from commencement of the Act to obtain a license for those who are currently engaging in the debt collection business.

All creditors, including those creditors who conduct their own debt collection and are exempted from the licensing requirements under Part 3 of the Act, will be subject to Part 4 of the Act on “Unfair Debt Collection Practices”. This is an area that addresses many problems including: requiring that proper documentation on the amount of the debt is provided to debtors, requiring that debtors are notified of contract obligations in terms of commission fees and administration fees, and preventing creditors from providing false or misleading statements to debtors in order to collect debt. The Bill provides debtors with the right to see and validate the debt paperwork sent by the creditor to the collector. Debtors have 30 days to dispute the debt or any portion of it.

The Act includes oversight and accountability of Credit Reporting Agencies through regulations. This will address the harm that debtors have experienced when seeking jobs, credit and business opportunities. The regulations will speak to the removal of debtors from an agency’s

(continue on page 9)

Debt Collection Act

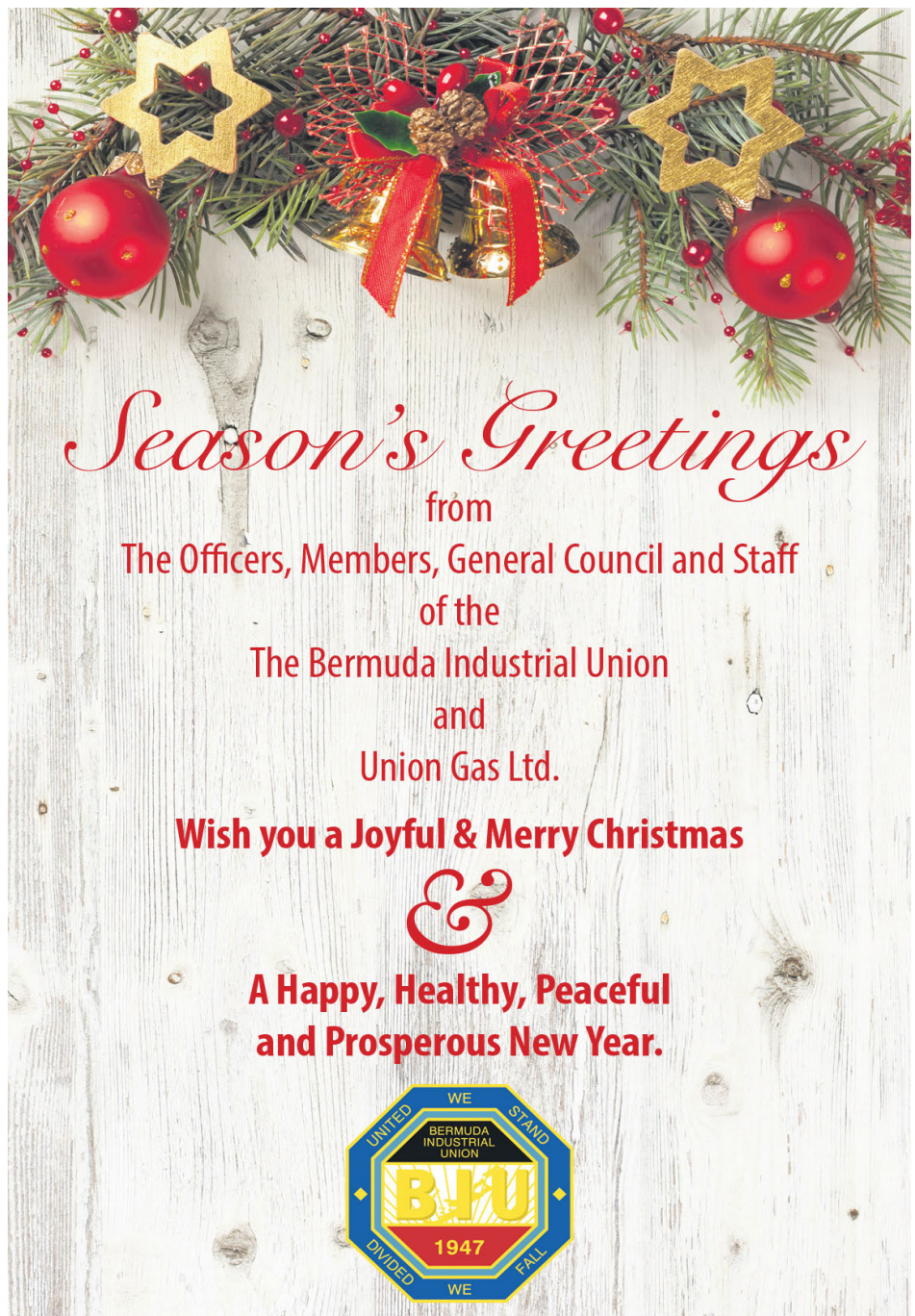
(continued from page 8)

database once the debt has been satisfied.

Financial transparency and proper accounting procedures are also addressed within the Act. For example, debt collectors will be required to have trust accounts and proper accounting practices. Debtors will now have receipts that contain a complete accounting of all credits and debits to that debtor's trust account for ease of repayment tracking.

Fees and commissions charged to the debtor will now be legislated. For example, the Act allows debt collection agencies to charge a commission fee to the maximum of 20% of the original amount of the debt payable only once.

"By empowering the debtor with legislative rights to challenge the debt's accuracy and their right to be treated fairly during the debt recovery process, one must also provide enforcement powers to ensure compliance," said Minister Roban. "The Act provides the Authority the powers to receive and investigate complaints; provides for offences relating to not cooperating with investigations of complaints; the right of redress; and the right of the debt collector to appeal to the Debt Collection Tribunal. To be clear, this Act does not absolve the debtor from his obligation to repay his debt."



The Debt Collection Act 2018 encompasses the Government's firm commitment to protect the rights of consumers by enacting legislation

which contains basic obligations owed by those who provide credit and debt collection services. ■



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Bellmen Promoted at Hamilton Princess



Brothers Eddie Benjamin, Corey Smith, Mr. Tim Morrison, Hamilton Princess General Manager, and Brother Carvel VanPutten, Chief Shop Steward.

After fifty-two years as a bellman at Hamilton Princess Hotel, Brother Stan Young has retired and Brother Eddie Benjamin has replaced him as Head Bellman at the Pitt's Bay Road property. Brother Eddie started at the hotel thirty-nine years ago as a houseman and worked his way up to the Bell Desk.

"I've been here for twenty years under the tutelage of Brother Stan," explained Brother Eddie. "I was also trained by the late Brother Eston Rawlins and Brother Carvel

VanPutten".

Although his job at the Hamilton Princess is full-time, Brother Eddie finds time to volunteer at Agape House, more-so during the slow season. He said that he cared for both his father and father-in-law when they were ill and acquired a passion for care-giving at that time. He said he finds personal satisfaction by giving back to the community in that way.

Also recently promoted was Brother Corey Smith, who will fill

the role as Brother Eddie's assistant. Brother Corey said that he too also started out as a houseman and moved to the Bell Desk ten years ago. In addition to working on the Bell Desk, he is also a driver for the shuttle that takes guests from the hotel to the beach.

Both bellmen said that they enjoy meeting and greeting the guests that choose to stay at Hamilton Princess when they come to Bermuda. ■

DPT and BIU Announce New Bus Schedule

(continued from page 1)

- For the DPT Operations team it will provide a more predictable and workable schedule, and
- For the Maintenance team it will provide better access to vehicles for repairs and preventative maintenance.

The new schedule will be implemented for an initial period of one year, while advancing several key initiatives designed to improve the condition of the fleet. Performance of the new schedule will be assessed and adjustments made as required. Some of these initiatives include:

- Enhanced fleet management program and resources
- Out of service bus repairs
- 2009 series bus refurbishment project
- 2019 new bus deliveries and multi-year fleet replenishment program

Mr. Todd said that the implementation process has begun, which includes Bus Operators picking their new work assignments, revised dispatch instructions and communicating the scheduling changes to the public. The new schedule will be published in the coming weeks, highlighting changes to the bus service frequency and departure times.

Brother Brent Harvey, a member of the Bus Operators and Allied Workers Division, has headed the Perusal Committee since 2002 said that he is satisfied with the new rosters, especially in light of the fact that they are temporary.

The new rosters will be in place for one year to eighteen months, and will serve as a trial run,” said Brother Harvey. “The challenges that we experienced in the past were the turn-around times which did not give the operators time for proper hygiene breaks. The new rosters do not have that problem”.

BIU President, Brother Chris Furbert said that it took seventeen (17) years for all parties to agree on a new schedule. He said the schedule agreed to is a temporary one using fifty buses and that the Perusal Committee and DPT management will continue to work on a permanent schedule in the meantime that will accommodate up to seventy-five to eighty buses.

“Initially our members rejected the proposed scheduled and the Minister asked that we meet again to reconsider which we did. That meeting was held on December 10, 2018”, said Brother Chris. “The Union has asked for a Memorandum of Understanding (MOU) to be put in place as the members were concerned because they did not want to see the same thing happen that happened with Furlough Days”. ■

Seasonal Crime Prevention Message

According to Acting Superintendent Nicholas Pedro (Crime Division), “Unfortunately for the Bermuda Police Service, criminals will not be taking a break over the festive season”.

Between now and the New Year, we will deal with many complaints of burglary, theft, fraud, and other crimes.

Added pressure to provide over the holidays will drive criminals to take higher risks, and exploit opportunities to deprive you of your hard earned money or property.

Not all crime will be committed by people that you don’t know either.

Some of the biggest losses can be incurred by local businesses or financial institutions, where employees or known customers are the perpetrators.

Commercial customers need to make end of year payments, or end the year with good financial results, which could put people who are otherwise good people into the criminal bracket.

With the use of smartphones & computers, these transactions can be done quickly, and out of sight. Traditional fraud can take longer to detect.

Householders and vehicle owners should take steps to secure and lock their property when away. Criminals will look for insecure houses, unlocked vehicles, or vulnerable people to take their belongings.

Based on past experience this is our peak season for thieves and fraudsters.

Be vigilant, and make sure it is happy for you & your loved ones.



Kenneth Noel Paul

June 5, 1934 – October 26, 2018

Obituary



Kenneth Noel Paul was born on June 5, 1934, the third and youngest son of the Late Reginald and Mary Paul, brother of Leonard Paul, and the Late Herman (Sonny Boy) Paul, on July 19, 1956 he was joined in marriage to Marion E. James, and from that union were four children, Rhonda, the Late Kenneth Andre Jr (fondly known as Andy), Derik, and the Late Rokeya Paul, five grandchildren and nine great-grandchildren.

As a youngster Kenny had a passion for music and at the age of ten, he began music lessons with the Late Mrs. Marie Carmichael, studying with her until the age of 17, during that time he attended St. Monica's Sunday School and Church and sang with the junior choir, as time went on he joined the Senior choir and also became a Sunday School teacher for boys.

As a young father he could be seen taking his two older children Andy and Rhonda to Sunday school.

Kenny attended Central School (now known as Victor Scott School) Sandys Secondary School, and The Boston School of Music.

Kenny was an electrician by trade, just to name a few places where he was employed:

Kindley Airfield Base: Apprentice Electrician

BELCO : Grade 1, 2, and 3 – Linesman

Bermuda Government: Department of Planning – Electrical Inspector

February 2, 1965 marks a day in Bermuda's history. The workers at BELCO were marching for Union recognition. Kenny joined the cause out of sympathy, which resulted in him being injured and then arrested. As a result, he was sentenced to nine months in prison, he was released on September 27th 1965 after being imprisoned for four months thanks to the newly formed Court of Appeal Case No. 4 1965, judgement found Kenny guilty on the count of taking part in a riot, but acquitted on all other counts due to a lack of evidence. He was the first person in Bermuda to be acquitted in a Court of Appeal.

He was honored on May 2nd 2015 at the 50th Anniversary celebration of the Electrical Trade Supply Union.

Kenny loved to sing which led him to join several musical groups, Hi Y Glee Club, under the direction of the Late Morris Caines, Coral Isle Vocal Ensemble under the direction of the

Late Mr. Bonnie Phillips, The Bermuda Philharmonic Society, and recently with the Ensemble Singers under the direction of Mr. Lloyd Matthews, and the Christ Anglican Church Senior and Male choirs.

He had a strong passion for ballroom dancing and taught at both the Warwick and St. Georges Community Centers, for twenty-five years, he was also a member of the Pembroke Community Club, he taught piano lessons to several children and adults in his home, another passion of his was weight lifting and participating in body building shows in which he won numerous trophies.

As a man dedicated to the progress of his people, in 1972 he proudly ran as a candidate for the Progressive Labour Party in St. George's South.

Kenny and Marion were globe trotters having travelled to Africa, the Caribbean, Europe, USA, Canada, down under, and Cuba. One of his favorite places to visit was the Holy Land. Kenny was an avid cricketer, playing for the Pond Hill Stars Cricket Club, and the St. George's Cup Match Cricket team. He also represented Bermuda overseas in England and the West Indies.

He leaves to cherish his memory wife Marion E. Paul, son Derik Paul, daughter Rhonda Paul, brothers Leonard Paul (Sylvia) and Colin Harvey and sister April Harvey, Grandchildren: Andre Paul, Derika Furbert, Michael Showers (Carmen Fox), Rahki Paul (Ashley) and Kidane Callender; Great grandchildren: Rajae, Tajae and Tajiri Paul (all of the UK), Unzae Swan, Zane Furbert-Tankard, Laila and Kodi Paul, Jai Furbert and Noelani Lamm; Aunt Marjorie Simons (Vincent), sister-in-law Eunice Richardson (the late Brownlow 'Buddy' Richardson). He was predeceased by his parents: Reginald and Mary Paul, brother, Herman 'Sonny Boy' Paul, son, Kenneth Andre Paul (Andy) and daughter Rokeya Paul.

He also leaves to cherish his memory, the Department of Planning, BIU and PLP families, BELCO, under the direction of the late Bonnie Phillips – Coral Isle Vocal Ensemble, under the direction of Mr. Lloyd Matthews – The Ensemble Singers, Dept of Culture and Community Affairs, Pond Hill Stars Cricket Club, St Georges Cricket Club, Pembroke Community Club and Christ Anglican Church, Border Dell/Hermitage Road families, nieces and nephews, god children, relatives and friends too numerous to mention.

Family Acknowledgement

The family wishes to express their sincere thanks and appreciation for your presence here today, for your prayers, and phone calls and all other expressions of sympathy during our time of bereavement.

Special thanks to Bishop Nicholas Dill, Rev Jermaine Tucker, Rev Nicholas Tweed, Canon Thomas Nisbett, O.B.E., Dr. Mahesh Reddy, Dr. David Wakely K.E.M.H. Emergency Department, EMTS David and Antonio, Lefroy House and Staff, Rosemary Matthews, Jan Swan, and Alan Lugo, Pure Memories and D. H. Augustus Funeral Home.

Lovingly Submitted by the Family. ■

WE SAY

NO



TO VIOLENCE

AGAINST WOMEN



Happier Holidays with Uncle Harry

Managing Holiday Stress when Visitors Come to Town



The holidays are about family get-togethers—and sometimes with family members we would rather, well, go another year before seeing them again.

Reducing Conflict Is Possible

Are your family holiday gatherings sometimes a bit stressful, with personalities that rub each other the wrong way? If so, try the following ideas to help you enjoy the season a bit more and possibly look forward to getting everyone together again next year.

Begin with a Positive Mind-set

Expect your best year ever. Such an attitude can create momentum for a positive experience, enabling you to detach from negativity, mishaps, and little slights and snubs in conversations with family members.

This year, refuse to allow your “buttons to be pushed.” Rehearse new responses to predictable interactions you might experience from loved ones who get under your skin—and do it six or seven times, as an actor would so it sticks.

If Aunt Flo criticizes your choice of pumpkin pie filling, saying that Trader Joe’s brand is much better, instead of allowing yourself to respond on autopilot, thank her for the tip.

Use “Perfection” as a Guide for Success, Not a Measure

If you are planning the picture-perfect holiday family experience, go for it! However, remember, every family experiences interpersonal annoyances and conflicts.

Accept your family members as they are and keep the big picture in mind. More positive memories are likely to follow with your broader focus. Use your vision as a

with degrees of perfection measuring whether your get-together was successful.

Set a Time for Group Cleanup

Although family members are guests in your home, that doesn’t mean they can’t pitch in to help put your house back in order at the end of the visit.

Try a colossal pickup party, and have fun doing it with all hands on deck.

Ask everyone to spend 20 minutes participating in one big, rousing, music-supported, cleaning extravaganza. Divvy up all the chores—vacuuming, laundry, dusting, dishes, the works. Humans are “hard wired” for this sort of teamwork, and you will marvel at the positivity.

Leave Politics at the Door

We aren’t far away from the next national election, so politics may be at the top of everyone’s mind.

If you like conflict, dive in, but to avoid stress and hard feelings, and to prevent dessert from being ruined, recognize that strong opinions of family members probably differ and can cause severe conflict.

Sports and the food served are safe go-to discussion topics. Rope in a few trusted family members and assign them to steer conversation away from unpleasant topics when they arise.

Don’t Leave Great Memories to Chance

Plan interactive and enjoyable group activities before your family guests arrive that hold promise for becoming fond memories in the future. Will everyone head out to see holiday lights and grab a pizza, take a hike, visit the city, or play family games?

Be deliberate. Don’t let fun be an accident or a hoped-for outcome of your get-together.

Plan something fun for the family. It could be a session of karaoke, an indoor game, or a family quiz.

A family walk or an outdoor game will help everyone feel energized. Try a new hiking location no has been to yet. Make a family photo album of the event.

Stay in the Giving Mode

Will someone remember to give you that special perfume from New York’s finest perfume store, Aedes de Venustas? After all, you have dropped hints about it all year. How will you feel if you don’t get it?

Instead of worrying about what you’re getting, stay in the giving mode during the holiday season, and make it about others to reduce disappointments and ensure fond memories.

Include a Non-family Member as a Buffer

It works. If you’re worried about bickering and personality clashes, try bringing a neighbor or friend to dinner.

When strangers are present, relatives often avoid conflicts and exercise more self-restraint.



Holiday gatherings often bring loads of stress, but with these “survival strategies,” the time can be more enjoyable.

Stay focused on the true meaning of the holidays, and be grateful for the family you have.

Happy Holidays!

ZEALOUSLY RELIGIOUS BUT WITHOUT GOD

Many people today are erroneously satisfied with their faith and religion and feel so sure they are on the right path. They are against anyone who tells them otherwise. Some of them are so irrational that even when they are told the **truth**, they will not accept it.

The saddest part of it all is that they claim to believe the Bible as God's word; but, ironically, rather than **obeying God's commandments**, they succumb to **human doctrines and creeds**.

Open-minded Study of God's Word

One must have an open-mind, **ready** to hear God's word, **obey** it and prove it. The Bereans "were more noble than those of Thessalonica, in that they received the word with all readiness of mind and **searched the Scriptures daily, whether those things** (they heard) **were so** (Acts 17:11).

Jesus once said, "Not **everyone that saith unto me, Lord, Lord, shall enter** into the kingdom of heaven, but he that doeth **the will of my Father who is in heaven**. Many will say unto me in that day, Lord, Lord, have we not prophesied in Thy name? And in Thy name cast out devils? And in Thy name done many wonderful works? And then will I profess unto them, I never knew you: depart from me, ye that work iniquity" (Matthew 7:21-23). Our Lord Jesus Christ here described people who would be satisfied that they are serving the Heavenly Father, but because their religious beliefs and activities are not a part of the Father's will, He will tell them, I never knew you." So, you can be religiously zealous, and lost!

The Commandments of Men

Jesus said, "This people draweth nigh unto me with their mouth, and honoureth me with their lips; but their heart is far from me. But **in vain the do worship me, teaching for Doctrines the commandments of men**" (Matthew 15:8, 9). Here Jesus stresses plainly the cause of vain worship - when we practice that which men authorize, our worship is vain. Later down in the same chapter, His disciples told Him that one of the Jewish religious sects, the Pharisees, were offended at His sayings. Jesus replied, "**Every plant, which my Heavenly Father hath not planted, shall be rooted up**. Let them alone: they be blind leaders of the blind. And if the blind lead the blind, both shall fall into the ditch" (Matthew 23:13, 14). Jesus was talking about an ordinary plant, but about **religious sects**. He was not talking about literally blind people, but **religious leaders** who are **blind** to the **truth**. It is sad to note today that *religiously blind leaders quote these passages also to drive home their false teachers*. But be warned that if you do not diligently prove your faith with God's word, the false leader and those who are led by THEM will both fall into the ditch!!

II John 9: "**Whosoever transgresseth, and abideth not in the doctrine of Christ, hath not God. He that abideth in the doctrine of Christ, hath both the Father the son.**" Abiding in the doctrine of Christ means "abiding within the laws, rules, regulations and practices of the New Covenant, the last will of God for all mankind." **Please read** these references in Hebrews 1:1, 2; Galatians 3:21 - 25; Hebrews 8:13 and 9:16, 17).

To have fellowship with God and His Son, we must abide in the doctrine of Christ (II John 9). Can you prove your belief and practice of the Word of God? Let us, in the light of this passage, consider some very simple and basic beliefs and practices:

1. Is observing and celebrating Christmas, the first day of the year, Easter, Good Friday, Holy Michael Day, Ash Wednesday, Lent, Palm Sunday, Harvest, Feast of the Tabernacles, Pilgrimage, Men's/Women's Day, Prayer Breakfasts etc., part of

the doctrine of Christ? No! If the answer to this question is yes, please state from your Bible where Jesus, the Apostles or the early disciples observed such feasts.

2. Is sprinkling for baptism a part of the doctrine of Christ? If you say it is of Christ, please state where sprinkling was practiced during Christ's earthly ministry, or by the Apostles and the early disciples.
3. Is it a part of the doctrine of Christ that His followers wear titles like: Reverend Father, Reverend Mother, Archbishop, Cardinal, Pope, General, Senior Apostle, General Overseer, Founder, and such like? If this is a part of His doctrine, please state where Christ, or His apostles and the early believers wore such titles in your Bible!
4. Is it a part of the doctrine of Christ that we have women evangelists, women pastors, women elders, etc.? Please state where you find such doctrine in the New Testament!
5. Is beating drums, playing in a band, picking the guitar, clapping hands and dancing in worship services a part of the doctrine of Christ? We are not talking about Judaism (Old Testament), but about **New Testament**. Please state where Christ, His Apostles and the early Disciples used **mechanical instruments** of music in New Testament worship. Ignorance of the fact that we live under the **New Testament** makes some people quote passages from the Psalms in the Old Testament in an effort to justify their practice.
6. Is kneeling down before an altar and paying homage to a graven image, and making the sign of the cross, a part of the doctrine of Christ? If you say yes, state where Christ, his Apostles or disciples did so in the New Testament! Remember, believers are to keep away from idols (1 John 5:21).
7. Is worshiping in **temples/churches** (buildings) a part of the teaching of Christ. If you say yes, please state where Christ commanded the early disciples did so in the New Testament! Remember that God does not dwell in temples made with hands — Acts 17:24. Temple worship was a part of the law of Moses which was abolished!
8. What about the wearing of special robes, and a literal cross about one's neck — are these also a part of the doctrine of Christ? Please prove what you believe about this from your Bible!
9. Are funerals a part of the doctrine of Christ? No! If your answer to this question is yes, please state from your Bible where Jesus, the Apostles or the early disciples attended any funerals. Did Jesus have a funeral? Please read Matthew 27:57 - 60.
10. Is saluting to a flag a part of the doctrine of Christ? No!! If you answer yes to this question, please state from your Bible where Jesus, the apostles, the early disciples and King David saluted to the flag!
11. Is having pictures/drawings of "Jesus" a part of the Doctrine of Christ? Please prove and what you believe about this from your Bible.
12. Is paying tithes a part of the Doctrine of Christ? Just give book, chapter and verse (New Testament) where the Apostles and the early disciples, and not the Children of Israel paid tithes! Reminder, God never required anyone to **tithe money**. Tithe was **always edible products**!
13. Did Jesus command anyone to observe his birth and decorate trees? No!! If you answer yes to this question, please prove what you believe about this from your Bible!

Your questions are welcome!

Search the Scriptures
7 Stadium Heights
Devonshire HM 15
Tel. 735-1964

CHRISTMAS

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

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| ANGEL | FRUITCAKE | MANGER | SNOWFLAKES |
| BELLS | GABRIEL | MARY | SNOWMAN |
| BETHLEHEM | GIFTS | MISTLETOE | STABLE |
| CANDLES | GOLD | MYRRH | STAR |
| CANDY CANE | GREETING CARDS | ORNAMENTS | STOCKING |
| CAROLS | HOLLY | POINSETTIA | THREE WISE MEN |
| DECORATIONS | ICICLES | SANTA | TOBOGGAN |
| EGGNOG | JESUS | SHEPHERDS | TOYS |
| FAMILY | JOSEPH | SKATES | TREE |
| FRANKINCENSE | LIGHTS | SLEIGH | WREATH |
| FRIENDS | | | |

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