

Both “Curtises” Were Winners



The Progressive Labour Party’s two “Curtises”, Curtis Dickinson and Curtis Richardson, can both claim success at the polls on Thursday, June 7, 2018. Curtis Dickinson turned Constituency 25 (Warwick North East) into a PLP stronghold and Curtis Richardson turned Constituency 22 (Paget East) to a marginal.

Curtis Dickenson garnered 375 votes compared to 300 votes for the OBA candidate, Justin Mathias. Ironically, Curtis Richardson also garnered 300 votes, but his opponent, the OBA’s Scott Pearman topped the polls with 461 votes.

As is normally expected, the voter turn-out for the two bye-elections, caused by the resignations of Jeff Baron in Constituency 25, and Grant Gibbons in Constituency 22, was much lower than it was in the

July 2017 election. The results for the July 2018 election were as follows:

CONSTITUENCY 25

Jeff Baron (OBA)	493
Kathy Simmons	428

CONSTITUENCY 22

Dr. Grant Gibbons	704
Curtis Richardson	397

When the two PLP candidates entered the Warwick Workmen’s Club auditorium at the end of the polling where PLP workers had spent the day getting the vote out, they were greeted by a jubilant crowd of PLP supporters, most wearing PLP green tee shirts.

A victorious Curtis Dickinson told those present that he was excited about the challenge that was facing

him and that he looked forward to serving the people of Constituency 25. He admitted that he was unable to visit every household in the constituency but promised to continue his canvassing in the coming weeks.

Elated at narrowing the margin in Constituency 22, Curtis Richardson admitted that it had once again been an awesome experience for him. He too promised to continue his canvassing in the coming weeks.

Premier David Burt admitted that the PLP had a long history of putting forth quality candidates and that these two bye-elections were no different from other elections.

“We had two fine candidates named Curtis,” said Premier Burt. “One was victorious this evening and the other was not, but both were winners”. ■

Premier the Hon. David Burt, JP, MP welcomes the Morton Family



Premier the Hon. David Burt, JP, MP recently welcomed to the Cabinet Office, His Excellency Mr. D. Michael Morton JP, Governor-General's Deputy of St. Kitts and Nevis with his wife, the Permanent Secretary of the Ministry of Tourism, Mrs. Carlene Henry-Morton. They were joined by their Bermuda relatives which included former Member of Parliament, Mr. Stanley Morton.

Premier Burt stated, "There are many in Bermuda who have family ties in St. Kitts and Nevis. In the early 1900s families and

individuals moved to Bermuda to work on the Royal Naval Dockyard and other large projects around the Island. It was a pleasure to welcome and spend some time with Bermudians and Kittitians and to learn how the Morton family has maintained their connection over the years. Each family has contributed to their respective communities through their dedication to public service.

Shown sitting are former Member of Parliament, Mr. Stanley Morton and his sister, Mrs. Melvina Robinson. ■

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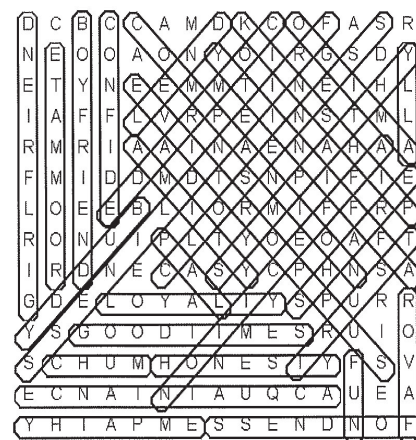
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Was Malcolm Butterfield Speaking the Truth?

In my opinion, Jonathan Reiss was speaking the truth when he told the audience at the Bermuda Captive Conference that he believed his skin colour and family connections had helped him progress in his career. However, I have to wonder if Malcolm Butterfield, the Chief Executive Officer of the Bermuda Insurance Institute, was speaking the truth when he said to Mr. Reiss "I've lived in Bermuda all my life and listened to many speeches. From my perspective, you have delivered one of the most courageous speeches on diversity and inclusion that I have ever heard. You deserve a standing ovation for what you have said today."

I do believe that Mr. Butterfield is a few years younger than I am, and I know that he, like me, grew up in the AME Church. If my memory serves me correctly, Mr. Butterfield's extended family was very active in the church, and his immediate family were members of St. Paul's AME Church. As I see it, anyone who attended St. Paul's AME Church and has never heard courageous speeches on diversity and inclusion must have been sleeping in the pews. In fact, from Rev. Charles Vinton Monk, one of the early pastors, to Rev. Nicholas Tweed, the current pastor of St. Paul's, the congregation of that church were gifted with courageous speeches on diversity and inclusion. However, few of those persons who were in attendance at the Bermuda Captive Conference were privy to those fiery sermons that spoke to the truth about racism and exclusion in Bermuda's boardrooms and offices. In fact, both Rev.

Monk and Rev. Tweed were almost lynched for their outspokenness on Bermuda's racial history and current affairs. Needless to say, Rev. Monk was driven out of Bermuda, and the power-that-be in Bermuda at the time, almost had Rev. Tweed existing stage left as well.

According to the report in the Royal Gazette, "Mr. Butterfield expressed the hope that others across the industry would follow Mr. Reiss's lead". Surely as a business leader himself, Mr. Butterfield should have should have long ago been calling for other business leaders to diversify their businesses and boardrooms. Where was Malcolm Butterfield when Dr. Brown made the same call when he was Premier? Did he encourage his business contemporaries to join the "Big Conversation"? Why wait for Jonathan Reiss to say something that he could have said himself? After all, Mr. Butterfield holds a lot a sway in the Bermuda community, especially the business community, so much so that the former One Bermuda Alliance government appointed him as Chairman of the Blue Ribbon Panel which was tasked with examining documents surrounding the proposed airport project.

Why did we not hear Mr. Butterfield praising The People's Campaign led by Rev. Tweed, Chris Furbert and Jason Hayward when they called for "Equality, Jobs and Justice" for Bermudians? In January 2017, the People's Campaign produced a document entitled "Social and Economic Empowerment" for consideration and implementation. In that



document, the People's Campaign stated "This document affirms the idea that there must be a fundamental and radical restructuring of society around the principles of "Equality, Jobs, and Justice." This transformation will require moral courage and conviction along with a willingness to think creatively about the challenges we face."

As recently as May 21, 2018, Mr. Butterfield when appointed to the role of Chief Executive Officer of the Bermuda Insurance Institute, promised to find "specific solutions to roadblocks preventing women from prospering in the re/insurance sector". Surely that would have been the opportune time for Mr. Butterfield to announce that he would find "specific solutions to roadblock preventing", not just women from prospering in the re/insurance sector, but Blacks as well as women. From what I see there are indeed more white women in the re/insurance sector than there are Black males and females.

Hopefully Mr. Reiss's exhortation to the business community and Mr. Butterfield's validation of that exhortation, Bermuda's business community, including boardrooms and offices, will become more diverse in a short order. ■

EAP CLIPS: JUNE 2018

THE VALUE OF FRIENDS

From the philosophers of ancient Greece and Rome to the comic strip buddies Calvin and Hobbes, the subject of friendship has inspired countless poets, musicians, artists and film directors. More recently, the scientific community has focused on friendship, producing clinical evidence of its powerful and healing effects. Strong social connections to family, friends, community organizations – even pets – increase or chances of leading longer, happier lives.

Here are some ways you can increase your social connections:

- Join a special interest group, a book club or a community organization that interests you. Check newspapers for ideas or start your own.
- Travel. Whether you choose a group tour or plan your own adventure, chances are you will meet someone you enjoy.
- Learn a new sport, take an exercise class or head to the bleachers and cheer on your local team.
- Adopt a pet. You will reap the rewards of their unconditional love and the chance to link up with other pet lovers.
- Take a class in something you have always been curious about. Most towns offer adult education classes that range from cooking to computers. Museums, community colleges, churches and recreation programs are also good resources for continuing learning.
- Volunteer or teach. Sharing your skills and passions can lead to wonderful connections. Schools, food banks, senior centers and hospitals are always looking for volunteers.
- Become a better neighbor. You can organize a block party or simply start saying “hello” when you meet a neighbor on the street. Invite a neighbor over for coffee.
- Find a faith community and attend worship services. Churches and synagogues offer many opportunities for social interactions, as well as spiritual growth.

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The Quest for Bermudian Independence

Once again the question of independence for Bermuda has pushed itself to the fore with Premier Burt expressing concern about a new British policy which will require its overseas territories to open its books to the British government with respect to its international business clients.

Now Bermuda already has agreements with various countries which allows for such information to be revealed upon request, but Britain wants to go further than that. Britain wants the names of preferential clients, especially when it comes to tax matters. Bermuda is a low tax jurisdiction, but that is not how Britain or the European Union (EU) or others see it. They accuse Bermuda and other low tax jurisdictions of being tax havens which allows its corporate and other business interests to pay its fair share of taxes to their home countries. Yet America and Britain have their own low tax areas right within their borders. In fact, this new law which Britain will impose on Bermuda in 2020 will allow an exemption for its own low tax areas such as the Channel Islands and the Isle of Man.

In fact, London is a major financial center in direct competition with Bermuda which is also a financial center. Britain, with its vote to leave the EU, is now looking to create new economic relationships and just like President Trump and his declaration of America first; you can bet even though Britain has not declared as such, British interests will come first.

That has always been the case. The trouble with Bermuda is that we have always been brain-washed to believe that Britain will always act in Bermuda's interest. But in fact with regard to British policy towards Bermuda it has been British interest from the beginning with the loss of its American colonies. Expelled from America, Britain quickly created a naval base at the Dockyard in Bermuda which it would later use as a launching pad to send a fleet of ships to attack and burn the American capital Washington DC.

During World War II Britain used Bermudian land as it did with Newfoundland as well as the Caribbean including British Guiana; Trinidad, Antigua, St. Lucia, Jamaica and the Bahamas, which where all British colonies except Newfoundland, in a land lease deal with the Americans for destroyers in 1940. Britain was in desperate need of destroyers at this time as German submarines were sinking in the Atlantic Ocean when they were trying to get goods and supplies to England.

This was a war debt which Britain used its colonies to pay off the Americans which the Canadian writer Steven High in his book "Base Colonies in the Western Hemisphere". Where the Americans wanted to place its base in Bermuda came as a great shock to the white Members of Parliament. No Blacks held positions of power in Bermuda, in fact the black Bermudian did not have the right to vote during that time.

THE OTHER ALTERNATIVE



By ALVIN WILLIAMS

The Americans wanted to place their base in the middle of Bermuda cutting our island in half in Southampton from sea to sea. In fact if it was not for the St. David's compromise which displaced a similar community just like it was done to the people of Tuckers Town; we would be living in an entirely different country than we have been living in today. You remember the governor vetoed the land examination bill that was passed in the House. Why? Because all that truth would have come out and we would have found out that the British have always acted in their own interests as oppose to what was in Bermuda's interests.

Now they are about to do the same respect to the law they passed in the British parliament which will impact Bermuda's international business which could very well cut the legs from under an important part of Bermuda's economy and when that happens Bermudians will finally wake up. We will finally realize that being a colony of another man's country means that country can and will act in its own interests and your interests as a country will not be a priority. ■

The Blueprint

The world of commerce has reached a moral cross roads challenge, in terms of patriotism. I don't profess to have all of the answers and whilst we look optimistically into the future, we must glimpse into our past, to collectively, at best, to get answers and at the very least, to provoke thought.

The globalization of our planet, has led to nations forming alliances, large companies merging into mega corporations and markets that exceed some countries' economy. Brick and mortar businesses are being challenged; even crypto currencies are being explored, and are now a reality. If you are trying to keep up, pick a number.

Baby boomers are approximately ten to fifteen years away from retirement, recently retired, or ten to fifteen years into their retirement. Their parents and/or grandparents had experienced the First World War, and incidentally it ended 100 years ago this year, as well as the Great Depression, the Second

World War and many other regional and global wars and recessions.

Challenges and sacrifices are defining attributes of that generation many of which paid with their lives. We gaze endearingly at their contributions to their families, communities, society and their countries which they enriched and left a legacy, often with meager means of income.

It was not unusual for them to come from a family that composed six or more siblings. Moreover that was the norm. They were faced with limited educational opportunities even having to pay for high school



education, with many leaving school to start work to help support their parents at the age of thirteen.

Despite limited education and opportunities this generation understood what it took to maintain and advance their households, workmen's clubs, churches and small businesses etc. or micro economics. Very often the husband went off to work; the wife stayed at home raising the family and managing the household. The husband provided funds for expenses/ bills whilst ensuring that his wife received some financial support for her efforts at home. Should this support, as scanty as it was, be lacking in consistency mothers innovation coupled with application, came to the fore?

Many will remember the glass candy, taffy, coconut cakes, etc. that became available. Responsibility and being responsible were the order of the day. These matriarchs made sure something was put aside for a rainy day. It was called being thrifty (a term that has transcended to extinction).

To this day I find it hard to conceive why these patriarchs and matriarchs are not eligible for, nominated for, and received a Nobel Laureate for Economics and/or Science. For they built their homes,

and their friends' and families' homes, Workmen's Clubs, Churches, etc for their communities.

Opportunity and finance was a challenge at that time. However in the black community because of apartheid/segregation, the challenge was even more chronic. The margin for error in the black community was slim and required acute discipline. The little shop on the corner had communal support, you would purchase your goods, run up a tab, then pay later, and recognizing honesty was a prerequisite.

On a personal note whilst shopping as a little one in Hamilton with my parents, I remember my parents picking up groceries at the super market and asking my father, why he had not purchased all his goods from here. His reply was simple and without hesitation, if I got all our goods from here the neighborhood store would close if not supported, and when you need it most it would not be there.

The genius of the elders was simplistic, visionary and supportive. They lacked a formal education in many cases and to pursue College or University was unthinkable. This, however because of a lack of education, did not diminish their intelligence or their ability to understand and adapt by reason of limited opportunities and finances. I think it was Mark Twain that said "I never let school get in the way of my education."

Baby boomers and millennials must make an effort to have a meeting of the minds. We are going to find that we have far more in common than we have different. We may have different methods however we share the same objectives. Mutual

The Blueprint *(continued from page 6)*

respect, agreeing to disagree, whilst gathered to reason, with good will for our families, communities and Island home for the common good, can be the renaissance of a legacy to pass on.

Globalization, technology and predatory capitalization are in my opinion, are commerce's triad beast with an insatiable appetite, whilst globalization and technology when used measurably and humanely can be user friendly. Brick and mortar companies are becoming less visible,

at the click of a mouse you can see your item and purchase it and once upon a time companies boasted of the amount of staff they employ, now it's predominantly their net worth.

We must strike a balance, be disciplined and vigilant concerning our financial GPS. It has been said that in the Jewish community money is exchanged within their community 12 times before it leaves, however in the black communities it takes mere hours.

We know of our successes our failures; we know of others successes and failures, our forefathers with their limited education and opportunities were thinkers and doers. They educated us both orally and visually.

Education without application will lead to its nullification.

P.S. As a source of inspiration look up Maya Angelou's "Still I Rise" and then share it. ■

Taking it to the Streets

The Department of Health announces the return of its popular and free health screenings initiative – Taking it to the Streets – starting on Friday, June 22, 2018

Last year, the nurses held the free health screenings across the island, screened more than 350 people and referred 126 for additional medical assessment.

Persons were referred because the screenings found significantly elevated blood pressure and blood sugar readings during their assessments.

Chronic diseases like diabetes and hypertension are called "silent killers" because many sufferers do not feel sick – they have no symptoms. Screening is an important

tool for testing and early detection before symptoms develop and before debilitating disease takes hold. Lives may have been saved because of this.

The initiative will start this year on **Friday, 22 June** when the Department of Health's Community Health nurse team will be at Woody's Drive Inn Two Bar and Restaurant on Boaz Island from 4 p.m. to 7.30 p.m.

Additional screenings will be held from 4 p.m. to 7.30 p.m. on:

20 July 2018 – Heron Bay Market Place, Southampton

24 August 2018 – E.F. Gordon Square, Dundonald Street, Hamilton

28 September 2018 – King's Square, St. Georges

The free health screenings will help to identify persons at risk of chronic non-communicable diseases.

The screenings will include:

- Monitoring blood sugar
- Assessing cardiac risk profile
- Monitoring blood pressure
- Monitoring weight
- Other health education

The community health nurses are "taking it to the streets" to make it easier for the public to attend and to be able to direct those who attend to any health resources they may need. ■

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MILESTONES

SSL Salutes Staff at Long Service Awards

Stevedoring Services Limited held its 1st Annual Long Service Awards marking career service milestones of a number of long serving employees. The Chairman of the Board, Cheryl Hayward-Chew hosted the evening and Chief Executive Officer, Warren Jones joined her in saluting the employees, alongside fellow employees, board members, family and friends at the BUEI Tradewinds Auditorium.



Milestone Makers



30 YEARS

REUBEN LORENZO BURNETT,
Holdman

ROBERT LOWE,
Deckman

GREGORY FOX,
Crane Operator
(not pictured)



20 YEARS

WILLIAM PICKERING,
Crane Operator

ERIC BERKELEY,
Operations Manager
(not pictured)



15 YEARS

WAYNE COX,
Top Loader Operator

OTIS MINORS,
Deckman

TROY SMITH,
Foreman

CARLOS SMITH,
Crane Operator

CANDACE CANNONIER,
Accounts &
Payroll Administrator (not pictured)



10 YEARS

WENTWORTH TUCKER,
Mechanic

CAVON SPENCER,
Holdman



RETIREES

Damon Simmons was lauded for nearly twenty years of service and closed the night out with a heartwarming speech to the team he is set to leave behind upon his official retirement in the Fall of 2018.

19 YEARS - DAMON SIMMONS,
Yard Planner, Gate Clerk

22 YEARS - ROBERT SMITH,
Garage Helper (not pictured)

Cheryl Hayward Chew (far left), Chairman of Polaris Holding Company Ltd. and Warren Jones (Far right), Chief Executive Officer, flank the milestone makers in pictures above.

Bermuda Health Foundation Gives Three More Scholarships



Bermuda Health Foundation 2018 Scholarship winners (left to right) Jennifer Ross, Chioma Nwasike and Amber White along with Bermuda Health Foundation Board members, Dr. Ewart Brown, Vincent Hollinsid and Philip Butterfield.

On June 14, 2003, the Bermuda Health Foundation, which was created to assist Bermudians interested in careers in the medical field by way of scholarships, held its first Salute to Service Awards Luncheon at which time the late Reginald Burrows was honoured. In June 2004, the Foundation presented its first three scholarship awards in the amount of \$7,000.00 each to Satinah Furbert, Alira Grenardo and Najah Philipott.

Since June 2004, the Bermuda Health Foundation has rose over \$450,000 and awarded over forty scholarships to Bermudian medical students, several of whom are graduated and working as doctors, nurses, dentists and various other disciplines in the medical field.

This year's successful students are as follows:

Chioma Nwasike – a student at Howard University was inspired to study medicine by her grandfather, Dr. Betram Ross and her aunt, Dr. Fiona Ross. A graduate of the Berkeley Institute, Chioma intends to qualify as an Emergency Room

physician by the time she completes her training. Chioma began her university studies at Dalhousie University transferring to Howard University in 2016 where she remains an outstanding student. In addition to excelling academically, Chioma has volunteered at various community organizations in the Washington D.C. area.

Jennifer Ross: – a student nurse at Georgia State University in Atlanta, Georgia, Jennifer is scheduled to graduate with a Bachelor of Science degree in Nursing with a minor in Psychology. Jennifer was also inspired to enter the medical field by her grandfather, Dr. Betram Ross and her aunt, Dr. Fiona Ross. Jennifer graduated from Bermuda College and then Dalhousie University where she completed at degree in Biology. While medical school hasn't been ruled out for Jennifer, she plans to first embark on a nursing career specializing in Neonatal nursing. She has performed superbly, earning A- grades and higher for the past two semesters which has earned her an invitation into

the National Society for Collegiate scholars.

Amber A. White – a second year dental student at Dalhousie University, Amber completed her first degree at Dalhousie with a Bachelor of Science Degree, majoring in Biology in 2015. Amber was inspired to study dentistry by her own dentist, Dr. Rhonda James who provided her with excellent dental care when she was primary school student. Additionally she has work-shadowed at the Hamilton Dental Clinic for the past four summers. In addition to her studies, Amber also volunteers for various charities both in Bermuda and in Halifax.

This year the Foundation will only award scholarships and later in the year make a decision regarding its future.

The principals behind Bermuda Health Foundation are brothers, Philip Butterfield, Dr. Ewart Brown, Vincent Hollinsid and cousin, Charles Brown. ■

Hotel Division Members Attend Workshop in Boston

by Sister BettyJean Gilbert



Sisters Betty Jean Gilbert, Ronaldine Burgess and Marlene Durham dining at Fenway Park in Boston.

On May 23rd and 24th 2018, Sisters: Ronnie Burgess, Marlene Durham and BettyJean Gilbert attended an IUF/Unite Here Workshop in Boston, Massachusetts, hosted by Local 26.

The participants in attendance were from Argentina, Denmark, Finland, Panama, Philippines, South Africa, the United Kingdom and the United States.

The Theme of the workshop was 'Our bodies, Our health, Uur Lives' which focused on the work of hotel Housekeepers, winning better working lives for housekeepers worldwide. Bro. Norberto Latorre IUF-HRCT Co-president gave welcoming remarks.

We discussed the IUF global housekeeping campaign, the global week of action, research on comparative health and safety legislation and housekeeping Olympics. There was a video presentation of the various regions of IUF affiliates who participated in the global week of

action last October.

We also discussed the future of work dealing with the impact of new technology, automation, robots, and green programs. There was great emphasis on the prevention of injuries through tools and safe working practices.

Local 26 hosted the attendees at Fenway Park where all 1000 workers at the Park are unionized, we were treated to a tour of the park followed by dinner. We were quite surprised to note that they have a sign at the park on their boardroom door, called the Goslings Dark N Stormy Room (you sure don't want to discuss business in there.)

We were able to observe the President, of Local 26, Bro. Brian Lang as he updated the housekeepers at the Sheraton Hotel on the progress of their negotiations. We also met at the Dudley Training Center, in Roxbury where they do soft skill training; job shadowing and they have an 85% success

rate. The training center has a fully equipped mock hotel room with bathroom included, they also train people in the culinary arts as well.

We discussed the issue of workplace violence and abuse and targeting sexual harassment through ordinances and collective bargaining.

We would like to say to our fellow Bermudians who love to travel that in order to assist our brothers and sisters that clean our hotel rooms here are some of the things we can do to help make it easier for them:

- Keep the room tidy as possible;
- Put used towels in the sink;
- Do not store anything on bed;
- Show respect towards the staff;
- Leave a thank-you note for good service or if you see the housekeeper;
- Thank them personally.
- This should also be applied when staying in our local hotels as well. ■

CURB Commends Reiss

Jonathan Reiss' recent speech to the Bermuda Captive Insurance Conference should be welcomed for the truth that it contained. Initially we were surprised that it was met with glowing support and a standing ovation, but we understand the racial dynamics at play here. Although such comments are rare, coming from a White male of power, they have been stated many times over the decades by Blacks in the community from whom a heavy social and economic price was extracted. However, Dr. Eva Hodgson, who has fought for racial justice for over 75 years, once said to a group of CURB members that it did not matter the colour of the person's skin the message came from, as long as the message got out.

As we reflect, international business in 2007 were among the first to come out publicly in support of the Workforce Equity Act which, had it been passed, might have mitigated some of the inequities we see today. However, a strong backlash from the local business community silenced the international business community and buried that draft Act. Perhaps they will show greater courage now.

Likewise, when HSBC opened up shop in Bermuda they published jobs with salary ranges, as occurs

in many jurisdictions in which they operate, however we note that this is no longer the practice.

Mr. Reiss' speech at the Bermuda Captive Insurance Conference, together with a recent ABIC presentation to their members on Diversity & Inclusion, shows that the International Business sector in Bermuda is beginning to move towards a more socially conscious business model; understanding the value proposition of such a move in

a global business economy but also the broad social implications and the risk management need of stability of jurisdictions.

International businesses can, by the training of staff, C-suite involvement, exposure to inequities through internal evaluations of policies, procedures, pay scales and benefits that may have implicit biases in place, the empowerment of Human Resource staff, and

(continue on page 17)



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Bermuda delegation at the 107th session of the International Labour Conference (ILC) in Geneva, Switzerland



The Minister of Home Affairs the Hon. Walton Brown JP MP is part of a Bermuda delegation currently attending the 107th session of the International Labour Conference (ILC) in Geneva, Switzerland.

The annual conference, taking place from May 28 to June 8 brings together the tripartite delegations from the organization's 187 member states to consider a series of topics related to the world of work, placed on its agenda by the Governing Body of the International Labor Organization (ILO).

Minister Brown is joined by President of the Bermuda Trade Union Congress Senator Jason Hayward JP, President of the Bermuda Employer's Council Keith Jensen and Manager of the Labour Relations Section for the Government of Bermuda Gabrielle Cann.

The Conference is composed of various committees.

The Bermuda attendees are members of the UK delegation and sit as advisors on the Standard Setting Committee, looking at the topic of violence and harassment in the world of work, which is a part of the ILC agenda. The ILO has embarked on a process geared towards the adoption of a possible new standard on violence and harassment in the world of work.

The task of this committee is to negotiate a guiding framework on how to effectively prevent and address violence and harassment at work. The committee is being called upon to decide whether the new instrument or instruments should take the form of a Convention, which is binding, or a Recommendation, which is non-binding but provides practical guidance, or both.

"Currently high on Bermuda's agenda is the growing number of workplace sexual harassment incidents," Minister Brown said. "As a result, I

am seeking to amend the legislation to address these issues and provide for adequate sanctions, as the current labour legislation does not provide for the same."

The public may recall that Minister Brown recently hosted international speaker Ms Minna Salami in Bermuda who conducted talks on sexual harassment within the workplace and sensitivity towards sexual orientation within the workplace.

The Minister is also seeking to consolidate and codify the labour legislation into one statutory instrument to simplify Bermuda's labour laws and to avoid conflicting provisions that currently exist with the various Acts. As such, the Minister has created a tripartite committee, which includes two of the Bermuda delegation members, to review current legislation, consult with social partners and provide recommendations on necessary reform.

'A HEALTHY YOU'

'BEFORE YOU GO to SLEEP ~ WATCH THIS' Taken from Rob Dial / Wordables

<https://www.youtube.com/watch?v=7C94a2T-IRg>

Submitted by Nurse Beverley Howell

It's a weird time we live in right now, isn't it?
it seems like we're stuck in this weird paradox where
we have taller buildings but shorter tempers
We seem to drive on wider freeways but have narrower viewpoints
We spend more money than we ever have but we spend less time with the people who we actually love
We hate our jobs but we spend more time at work
We have more dads but honestly, we seem to have less fathers
We have more degrees but less sense
We have more knowledge but less wisdom
There's more experts in every single field but we have more problems
We have more guns but we feel less safe
We have more prescriptions but less wellness
We smoke too much, we drink too much, we spend too recklessly and we laugh too little
We get angry too quickly
We watch too much TV, we don't read enough and probably don't pray enough either
We've increased all of our possessions but we've lowered our value
We've learned to talk more but forgotten how to take a step back and actually listen to a friend in need
We don't seem to love enough, we seem to hate too much
We are really quick to judge, really slow to accept somebody
We've been all the way to the moon and back, but we have trouble crossing the street to meet a new neighbour and have a chat
We've conquered outer space but we haven't conquered inner space
We've done larger and grander things but they haven't really been better things necessarily
We talked about how we're going to clean the air but continue to pollute our souls
We are quick to accept that friend request but we're really slow to accept somebody who
doesn't look like us
We have more information at our fingertips than we ever but you learn less and less from it
We built more computers that hold more information but we feel more empty
We're more connected than we ever have been but one in five people suffers from loneliness
We can swipe left we can swipe right but we're left with relationships that just don't feel right
We spend a ton of time on social media but not enough time on social justice
These are the times of fast food, slow digestion, tall men, short characters
We have more food than we've ever had before but less nutrition
These are the days of two incomes but more divorce,
Bigger, fancier houses but most of them just seem to be broken homes
These are the days of throwaway morality, one-night stands, overweight bodies and pills that
do everything from cheer, to quiet, to kill
It's a time when technology can bring this message directly to you and you can either share this insight or you can just choose to hit "delete"
So how do we stop it? How do we break this cycle that we all seem to be stuck in right now?
I think what we need to do is to remove ourselves from it and quiet our minds and ask ourselves what do we want to change?
As Gandhi said, we need to become that change because everybody seems to want change but very few people want to change
It requires the self-awareness to take a step back look at ourselves and ask what adjustments we need to make
and for us to actually make those changes,
because we can't change everybody else around us but if we change ourselves, you and I we might inspire others to do the same as well
You never know, that may actually be the ripple effect that the world needs right now

'Have a SAFE SUMMER EVERYONE'

Let's talk about sexual harassment

by Delroy Duncan

It is fair to say that a broad cross section of the community hold different views on what behaviour is considered sexual harassment. It is likely that the same cross section of the community would agree that certain behaviour is clearly not sexual harassment. At the other extreme, those same people would also readily identify behaviour that does amount to sexual harassment. The difference between those two extremes is where members of this community may not be in agreement.

The dividing line between acceptable and unacceptable social behaviour is often the difference between acceptable social interaction and sexual harassment. Sexual harassment, in most instances, is the outward expression of sexist attitudes we are all exposed to in both explicit and subliminal ways. It is beyond question that every person should feel free from sexual coercion or pressure of any kind.

In this first of a series of articles on sexual harassment I will consider sexual harassment under Bermuda law by examining the following:-

- I. The historical origins of sexual harassment in the United States and Canada and its impact upon the law in Bermuda;
- II. The definition of sexual harassment in Bermuda;
- III. Why sexual harassment is defined as unlawful conduct in



the workplace;

- IV. The broad categories of sexual harassment in Bermuda;
- V. What types of behaviour are considered sexual harassment;
- VI. Whether the law recognizes same-sex sexual harassment.

1. The historical origins of sexual harassment in the United States and Canada and its impact upon the law in Bermuda.

In the 1970s the United States began considering sexual harassment as sexual discrimination. The new approach to sexual harassment in the United States was important as the development represented the beginnings of the law which ultimately shaped and influenced the law in Bermuda. If proven, sexual harassment was unlawful, but how would such conduct also be discrim-

inatory?

In the United States, Title VII of the Civil Rights Act of 1964 and various state legislation prohibits sexual discrimination. In the 1974 case of *Barnes V Train*, The Federal Court in the District of Columbia decided that sexual harassment was not sexual discrimination and dismissed the claim. The Court decided a woman who was sexually harassed was not discriminated against because she was a woman but because she refused to engage in sexual behaviour.

The change in judicial opinion in the United States took place in 1977. In three separate cases Federal Courts of Appeal decided that sexual harassment did amount to sexual discrimination under Title VII of the Civil Rights Act 1964. In one of the cases, the Federal Court created a two-part test to establish a claim of sexual harassment under Title VII. A complaint of sexual harassment must first constitute a condition of employment, and, secondly, show that the condition was imposed by the employer on the basis of sex.

Courts in the United States later reasoned that they would consider sexual discrimination cases in the same way they approached racial discrimination cases.

In 1980 the case of *Cherie Bell* was one of the first cases to consider sexual harassment in Canada. The case was heard by the Ontario Board of Inquiry which decided sexual harassment amounted to sexual discrimination under the Human

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Let's talk about sexual harassment

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Rights Code. In subsequent cases, the Ontario Board of Inquiry developed the law in Canada establishing sexual harassment as sexual discrimination based upon cases decided by Federal Courts of Appeal in the United States.

In the 2006 case of *Harris V Thorne and Rice*, the Supreme Court of Bermuda relied upon legal cases decided in Ontario, Canada in finding that sexual harassment was sexual discrimination which is in breach of the Human Rights Act 1981 ("the Act"). The Court said it "finds it far more helpful to look at the Canadian case law definition of sexual harassment, and for an approach to the assessment of damages which have arisen from legislation similar to the 1981 Act.

II. The definition of sexual harassment in Bermuda.

In Bermuda sexual harassment is prohibited under Section 9 of the 1981 Act. This section was amended by Section 10 of the Human Rights Act 2000. Section 9 of the 1981 Act reads as follows:

Sexual harassment prohibited

"9 (1) No person shall abuse any position of authority which

he occupies in relation to any other person employed by him or by any concern which employs both of such persons, for the purpose of harassing that other person sexually.

- (2) A person who occupies accommodation has a right to freedom from sexual harassment by the landlord, or by an agent of the landlord, or by an occupant of the same building.
- (3) A person who is an employee has a right to freedom in his workplace from sexual by the landlord, or by an agent of the landlord, or by an occupant of the same building.
- (4) For the purposes of this section, a person harasses another sexually if he engages in sexual comment or sexual conduct towards that other person which is vexatious and which he knows, or ought reasonably to know, is unwelcome".

In the case of *Harris V. Rice and Throne*, the Supreme Court of Bermuda compared the definition of sexual harassment in Bermuda with the law in Ontario. The Court found that in Canada, sexual harassment that takes place in the

workplace is unwelcome conduct of a sexual nature that affects the work environment and leads to unfavourable job related consequences for the victims of harassment. The Supreme court of Bermuda adopted the Canadian definition of sexual harassment as the law in Bermuda. Sexual harassment is considered unlawful conduct under the 1981 Act, if it has taken place exclusively at the workplace. In Bermuda it is important to note the one exception to this rule found in section 9 (2) of the 1981 Act. The exception is designed to protect tenants living in rented accommodation from sexual harassment.

III. Why sexual harassment is defined as unlawful conduct in the workplace.

For many years the law has provided remedies for sexual harassment. Sexual harassment within and outside he workplace has been punishable under the civil and criminal law of Bermuda. Any inappropriate touching of another person in a sexual context could be the subject of a claim for assault, battery or trespass to the person. It is more difficult to challenge and prove sexual harassment, which does not involve physical touching. Of course there is stalking legislation; however, what happens if the sexual harassment

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Let's talk about sexual harassment (continued from page 15)

doesn't involve touching and takes place at work?

In the United States legal authority *Bundy v Jackson* 1981, the Court developed the theory of a poisoned work environment. According to this theory, employees have the right to a workplace free from harassment. The atmosphere of the workplace is a term or condition of employment equally important as more visible terms or conditions, such as hours of work or rates of pay. The poisoned work environment theory was adopted by the Courts in Canada and, subsequently, by Bermuda in 2006 in the case of *Harris v. Rice and Thorne*.

There is a link between a poisoned work environment and discriminatory sexual harassment. A person subjected to sexual harassment in a work environment is being treated differently from other employees who are not subject to sexual harassment. Therefore, they are being discriminated against in the workplace because of their sex. As a matter of public policy, the law has developed the poisoned work environment theory to protect employees from sexual harassment in the workplace.

VI. The broad categories of sexual harassment.

In the case of *Harris v. Rice and Thorne* the Courts of Bermuda accepted that sexual harassment under the 1981 Act can broadly be divided into two categories: sexual coercion and sexual annoyance.

Sexual coercion is sexual harassment that results in some direct consequences to the worker's employment status or some gain or loss of tangible job benefits such as promotions or salary.

Sexual annoyance however is sexually related conduct that is hostile, intimidating or offensive to the employee but has no direct link to any tangible job benefits. Behaviour amounting to sexual annoyance can be both persistent requests for sexual favours and any behaviour which demeans and humiliates a person thus creating a poisoned work environment.

V. What types of behaviour are considered sexual harassment?

Sexual harassment covers the full range of behaviour from non-verbal behaviour such as invading a person's personal space in a suggestive way to verbal behaviour and physical contact. Below are examples of behaviours the law has recognized as sexual harassment amounting to sexual discrimination:

Verbal Behaviour

- Offensive and persistent risqué jokes or jesting, and kidding about sex or gender specific traits;
- Comments of a sexual nature about weight, body shape, size, or figure;
- Medical Advice such as "you might be feeling bad because you didn't get enough" or "a little tender loving care will kill your ailments";
- Inquiries or comments about an individual's sex life and/or rela-

tionship with sex partner.

Unacceptable Gestures and Other Non Verbal Behaviour

- Leering and ogling with suggestive overtones;
- Persistent and unwelcome flirting;
- Lewd hand gestures suggesting sexual activity;
- Licking lips or teeth.

Visual Sexual Harassment

- Display of pornographic or other explicit sexual material;
- Display of girlie magazines;
- Showing explicit or pornographic videos or slides;
- Sexual exposure of body parts in view of employees.

Physical Behaviour

- Patting, touching, stroking or brushing up against another person;
- Invading another person's personal space;
- Physical assaults;
- Attempted kissing or fondling.

Psychological Sexual Harassment

- Repeated unwanted social invitations for dinner or drinks;
- Propositioning;
- Seeking sexual favours;
- Asking someone to wear suggestive or revealing uniforms.

Electronic/email Harassment

- Sending inappropriate email messages;
- Sexual jokes
- Graphic sexual descriptions;
- Vulgar humour or language.

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Let's talk about sexual harassment (continued from page 16)

VI. Does the law recognize same sex sexual harassment?

The Courts of Bermuda have not ruled upon whether sexual harassment by someone of the same sex is protected under the 1981 Act. Based upon the approach taken in the United States and Canada and the natural ordinary meaning of the words in section 9 of the 1981 Act, it appears same sexual harassment is protected under Bermuda law.

Section 9(1) and (2) of the 1981 Act protects any person who is subjected to sexual harassment. The sections do not define nor restrict the sexual orientation of the victim or the harasser. Importantly section 2 (1) of the 1982 Act says "he" includes "she" and vice versa, and cog-

nate expressions shall be construed accordingly. That simply means all words describing gender means both men and women.

In *Oncale v Sundowner Offshore Services Inc* 1998 the United States Supreme Court dealt with its first case of same sex sexual harassment. The Court decided same sex sexual harassment was protected by Title VII of the Civil Rights Act. In the 1984 case of *Romman v Sea-West Holdings Ltd.* the Canadian Courts held human rights legislation did protect someone subjected to same sex sexual harassment.

The Courts in Bermuda have not ruled on whether the 1981 Act applies to sexual harassment by someone of the same sex. However, in the case of *A and B, Director of*

Child and Family Services & The Attorney General (2015) Bda LR 13, a same sex coupled wished to apply to Child and Family Services to adopt a child. The Supreme Court of Bermuda decided that section 28 of the Adoption Act 2006 discriminates against unmarried same sex couples because of their marital status and sexual orientation.

The source material for this article is the 2006 Bermuda Supreme Court case *Harris v. Rice and Thorne* and the Third Edition of the work *Sexual Harassment in the Workplace* by Aggarwal and Gupta.

Editor's Note: This article is reprint from our October 30, 2015 edition of the Workers Voice. ■


CURB Commends Reiss (continued from page 11)

relationship and community building within companies, make significant progress in bringing about racial equity. But the real success will be whether the international business companies make a commitment to a timeline to work towards. We stand ready to work with the international business sector in particular to bring about racial equity in this community.

To that end CURB encourages and supports individuals like Jonathan

Reiss for taking an initial step toward equality. We encourage the Association of Bermuda International Companies in their work with their membership to bring about greater diversity and equity within their industry. We support the Dive-In Festival, a worldwide festival of diversity and inclusion in the insurance industry, and the local companies in the insurance industry who support the annual festival in Bermuda.

CURB was formed as a multi-racial organization focused on racial justice, and throughout the years we have stayed true to our mission statement. We recognize that the road to racial justice is a long one and welcome all voices that choose to begin the journey of greater understanding of the division in our community and who are willing to work towards a greater equity. ■



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Four confirmed dead in horrific Labour Day March accident in The Bahamas

By Youri Kemp, Associate Editor
CARIBBEAN NEWS NOW



NASSAU, Bahamas — Blood, bodies and debris lined the streets of downtown Nassau in The Bahamas on Friday morning (June 1, 2018) as an out of control pick-up truck ploughed into a crowd of people celebrating the annual Sir Randol Fawkes Labour Day March, killing four and injuring over 20 others. Shortly before 10:30 am, a truck was seen barrelling visibly out of control down the East Street Hill unoccupied as it picked up speed, taking out unsuspecting march-goers in its path.

Early reports from witnesses on the scene describing the events leading up to the tragic affair, said that the truck driver, whose name has not yet been released to the public, jumped out of the truck to participate in some of the street events and giveaways and neglected to place the truck in park.

The truck then got away from the driver, picking up speed down East Street Hill, and was not recovered until it was slowed down by oncoming vehicles, parked vehicles in its path and office buildings, and

someone was able to bring the truck to a full stop; but not before the damage was done and people were killed or injured.

The Nassau Guardian reported that two females died on the scene, and two other women died at hospital from their injuries. The victims have been identified as Tabatha Bethel Higgs, Kathleen Rodgers-Fernander, Tameca Gibson and Diane Gray Ferguson.

No further word on the severity of the injuries of other persons, whether life threatening or critical.

The truck is said to be a mid-2000s Ford 150 pickup truck.

Pickup trucks and other motor vehicles always accompany the Labour Day March festivities and are a part of the general procession, carrying persons who wish to participate and are unable to walk; or simple vehicles used by various union bodies to carry supplies, water, t-shirts or other union/Labour Day commemorative material.

Also, large flat-bed trucks and other large dump-trucks are commonly used on the March as well, carrying music with large speakers and DJs, transporting large numbers of March-goers to and from destinations and providing entertainment for attendees.

This recent, horrific mass traffic fatality adds to an already long list of deadly traffic accidents for the year on the island of New Providence and other Family Islands, most notably the islands of Abaco and Grand Bahama, where the roads are known to be dangerous and cause a higher percentage of traffic accidents and fatalities.

Police were on the scene to help March organisers secure the area, as well as other emergency medical and recovery teams as Police Headquarters and the Princess Margaret Hospital are both within a mile's radius from where the accident took place.

Members of the Bahamas Nurses Union were also in the vicinity, as they were marching directly behind the runaway truck before it sped off out of control, and provided immediate medical attention to persons injured.

The event carried on despite this affair, and contrary to reports, was not cancelled.

Police are currently investigating the tragic affair. ■

Workers' United: An Injury to One is an Injury to All

Theresa Mortimer, President
BAHAMAS FINANCIAL SERVICES UNION

This was the team of this year's Labor Day Parade, and how fitting a theme for the Bahamas Financial Services Union (BFSU). As a union we joined forces with other unions in the nation to celebrate the labor movement, in love unity and solidarity.

The events of this past Friday were most unfortunate and tragic. We never would have imagined such devastation would have unfolded on the parade. The BFSU stand united, recognizing that our injuries and losses are not just ours alone, but the entire country's. It was an injury and a loss to the unions within the nation, families of those impacted and the nation at large. Together we grieve, yet we recognize that it is not the end; better days lie ahead. Whilst many were injured, we give thanks to The Almighty God for sparing so many lives and for the privilege to join together for the betterment of our nation and the union.

Our fallen sisters would not want us to use this tragedy to break us down, but to build us up.

Many of you would have seen messages on social media such as WhatsApp and Facebook. The BFSU is not interested in the negative messages that are out there. We acknowledge that an accident occurred that has impacted many who have lent their support and their families to this union. We are grateful for the prayers, support, calls, texts, and other gestures of kindness, that were made to express sympathy and concern. We thank you very much for that and encourage you to please keep this union and the families of the bereaved in your prayers. Our four union sisters were family to us. We will miss them dearly. They were: Tami Gibson - Assistant Secretary General, Diane Gray-Ferguson - mother of our trustee Tiffany Moss, Tabitha Bethel-Haye - former member of the BFSU (who took part in the parade) and Kathleen Rodgers-Fernander - an avid supporter of the BFSU and a close friend to our president.

We will continue to stand together, pray and support the family members of our bereaved sisters, those who are still hospitalized, as well

as our Secretary General, Lashon Sawyer and her son, Travis as they weather this storm.

We are grateful and thankful to all the responders who sought to save lives, console us, and protect the dignity of those impacted. This includes: the Nurses and the Doctors' Unions, Fellow Unionists, PMH Administrators and Staff, staff of Doctor's Hospital, the leaders of our fellow trade unions and their members, the management and staff of CIBC First Caribbean International Bank and Senator, the Hon. Dion Foulkes, the Minister of Labor and the Minister of Health - Hon. Dr. Duane Sands.

We pause to recognize the many take home lessons from this incident; one of which is that, "together we stand". Remembering our theme, "An injury to one, is an injury to all", we encourage prayers for healing, for the families of those impacted and the impetus for us to move forward. Let us continue to stand united, as unions throughout the country, for the betterment of others. ■

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

D	C	B	C	C	A	M	D	K	C	O	F	A	S	R
N	E	O	O	A	O	N	Y	O	I	R	G	S	D	Y
E	T	Y	N	E	E	M	M	T	I	N	E	I	H	L
I	A	F	F	L	V	R	P	E	I	N	S	T	M	L
R	M	R	I	A	A	I	N	A	E	N	A	H	A	A
F	M	I	D	D	M	D	T	S	N	P	I	F	I	E
L	O	E	E	B	L	I	O	R	M	I	F	F	R	P
R	O	N	U	I	P	L	T	Y	O	E	O	A	F	T
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Y	S	G	O	O	D	T	I	M	E	S	R	U	I	O
S	C	H	U	M	H	O	N	E	S	T	Y	F	S	V
E	C	N	A	T	N	I	A	U	Q	C	A	U	E	A
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BUDDY
CHUM
CLOSENESS

COMPANION
COMRADE
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FONDNESS
FRIENDLINESS
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GIRLFRIEND
GOOD TIMES

HONESTY
KINSHIP
LEND
LOYALTY
PAL
ROOMMATE
SHARE
SUPPORTIVE
SYMPATHY
TRUST

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