



Chief Justice Mulls Supreme Court Injunction Case

On Tuesday, November 24, 2015 the Government's case against the Bermuda Trade Union Congress (with the exception of the Bermuda Police Service) commenced in the Supreme Court before the Chief Justice, Dr. Ian Kawaley.

The Government was asking the Court to grant a permanent and indefinite injunction against all five unions (Bermuda Industrial Union, Bermuda Public Services Union, Bermuda Union of Teachers, Bermuda Fire Services Association and Bermuda Prison Officers Association) arising out of the dispute in January this year over

furlough days. The Government were also seeking declarations that the Unions and the workers acted unlawfully by going on strike.

On Thursday, November 19, 2015 the five unions, represented by lawyer, Delroy Duncan, appeared in court to clarify whether their membership could attend the hearing because the Government had said that they could not attend the hearing because the Government was seeking orders against the unions, not the members of the unions. The Chief Justice ruled that



since the Government was claiming that all workers were members of the union had broken their contracts of employment by attending union meetings in January 2015, they were all permitted to attend the hearing. The five unions decided that executive members of each union and members who had permission to attend the hearing should be at the court hearing.

The five unions argued four main points at the hearing:

1. That the injunction granted on January 28, 2015 was unlawful because there was no power under the Labour Disputes Act to grant an injunction;
2. The letter from the Minister of Finance dated January 23, 2015 was unlawful because it threatened government employees would have their pay cut or lose their jobs if they did not agree to the

continuation of furlough days after March 31, 2015.

3. That it was unconstitutional to have a permanent and indefinite injunction hanging over the heads of the unions. The unions argued that such an injunction would be a breach of Section 10 of the Constitution which guarantees the right of the union to freely assemble and strike.
4. The notice issued by the Minister of Home Affairs under Section 4 of the Labour Disputes Act informing workers to cease strike action was both defective and unlawful. The notice failed to name the five unions or identify the dispute. Further, the notice was signed by the Minister and served on members of the unions after working hours on January 27, 2015 but was published in the Royal Gazette on January 28, 2015, the same day the dispute was settled.

The Chief Justice heard legal arguments from both the Crown and the five unions and has reserved his judgment which will be delivered in a few weeks time.



N O T I C E

BIU Gas Station to Close for Renovations

Effective **Wednesday, January 6, 2016**, the BIU Gas Station will be closing for renovations and re-opening on **Monday, April 4, 2016** if all goes according to plan.

The BIU looks forward to upgrading the station in conjunction with SOL Petroleum so that we can provide a better service to our valued customers.

The BIU apologises for any inconvenience the closure may cause our faithful and loyal customers.

THE WORKERS VOICE

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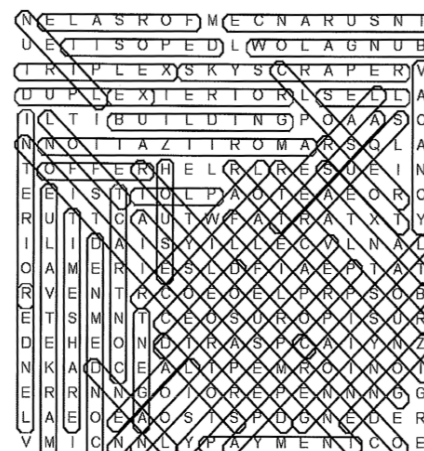
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The hidden message is: MULTIPLE LISTING SERVICE

Sylvan Richards Once Again Gets it Wrong

In my opinion, it is most unfortunate that MP Sylvan Richards has once again gotten it wrong, this time with regards to the most recent Auditor General's Report. As the Junior Minister for Home Affairs, I would expect Mr. Richards to get his facts right before he puts his fingers to the keyboard. In his introductory paragraph Mr. Richard writes with regard to the 2010, 2011 and 2012 Auditor's Report "The report goes behind the curtain, revealing the mindset and conduct of the Progressive Labour Party when it was the steward of the public purse during those years".

As I see it, every Report of Bermuda's Auditor General, has complained about late financial reporting. In fact, in the Report of the Auditor for the Financial Year April 1, 1998 to March 31, 1999, Auditor General Larry Dennis writes "Like many of its predecessors, this report is incomplete because (as explained more fully in section 2.1) many Government entities have not yet made their financial records and statements available for audit for 1999, and in some cases for previous years. Apparently, Mr. Richards would like for the public to believe that the problems identified in the last report of the Auditor General are unique to Bermuda because the Progressive Labour Party was in power during the three reporting years (2010, 2011 and 2012). But, that is far from the truth.

Mr. Richards went on to write "The public need to be constantly reminded of just how badly the PLP performed in its duty to manage the public's money wisely and well when it was in government. The public need to understand just how careless

control of the public purse was under the PLP government, and how vast sums of money belonging to the people of this country were wasted and lost." However, in his report for the Financial Year April 1, 1998 to March 31, 1999, the Auditor General stated "Failure to table financial statements in the House of Assembly leaves the House unable to hold the elected Government accountable for the stewardship of public resources. This is a serious lack of accountability, I must acknowledge, however, that Ministers cannot discharge their accountability responsibilities if their Public Service administrators fail to prepare the necessary accountability reports for tabling in the House".

In other words, in 1999 the Auditor General was saying that there is no way that Government ministers could be held accountable if civil servant had not completed and submitted the necessary financial reports, and in my opinion the same holds true today. Hence, it was folly for Mr. Richards to lay the blame for the state of the government's purse on the PLP Government.

Mr. Richards then foolishly writes "If anyone has forgotten, Mr. Dennis, for his continuing audit work, was jailed, placed under house arrest, accused of theft and given 24 hours' notice to move his department, lock stock and barrel, out of its office...". What Mr. Richards did not share in his opinion piece was that the PLP Government had nothing to do with the arrest of the then Auditor General, but instead his arrest was at the behest of the Bermuda Police Service. In fact, the Police Commissioner at the time, George Jackson informed



the public of why the Auditor General was arrested. In a statement to the media, Mr. Jackson said "It is with deep regret that I find myself compelled to respond to the ongoing unanswered assertions and challenges made publicly by the Auditor General Mr. Larry Dennis, against myself the Commissioner of Police and the Bermuda Police Service generally. When it became known that the Auditor General claimed to have possession of the documents every effort was made by the Commissioner of Police to obtain consensual cooperation from the Auditor General to that investigation. Mr. Dennis refused and as a result the normal procedures for conducting a criminal investigation were followed."

Further, Mr. Richards is being mischievous at best when he writes that the Mr. Dennis was given 24 hours' notice to move his department. The fact of the matter is the Auditor General was notified months ahead of time that the landlord of the property required the office space that he was occupying as the lease had expired. However, Mr. Dennis was not satisfied with the space offered by the government at the time, hence the 24 hours' notice.

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A Perpetual Investment

By Larry Holder

As we approach the twilight of 2015 it is time to audit our gains and losses mentally, spiritually, physically and financially. Just how do we reflect analytically? On the horizon for those who celebrate Christmas or Kwanza is the season for giving and again we reflect treasuring, those still with us and remembering loved ones and even strangers who have met their untimely demise. It is with these sentiments I would like to share a story from John Mason's book "Believe You Can – The Power of a Positive Attitude".

There is a story told by Elizabeth Ballard of an elementary teacher many years ago. Her name was Mrs. Thompson. As she stood in front of her fifth grade class on the very first day of school, she told the children a lie. She looked at her students and said that she loved them all the same. But that was impossible, because there in the front row, slumped in his seat, was a little boy named Teddy Stoddard.

Mrs. Thompson had watched Teddy the year before and noticed that he didn't play well with the other children, that his clothes were unkempt, and that he needed a bath. And Teddy could be unpleasant. It got to the point where Mrs. Thompson would actually take delight in marking his papers with a broad red pen, making bold Xs and then putting a big F at the top of his papers.

At the school where Mrs. Thompson taught, she was required to review each child's past records, and she put Teddy's off until last. However, when she reviewed his file, she received a surprise.



Teddy's first grade teacher wrote, "Teddy is a bright child with a ready laugh. He does his work neatly and has good manners. . . He is a joy to be around."

His second grade teacher wrote, "Teddy is an excellent student, well-liked by his classmates, but he is troubled because his mother has a terminal illness, and life at home must be a struggle."

His third grade teacher wrote, "His mother death has been hard on him. He tries to do his best, but his father doesn't show much interest, and his home life will soon affect him if some steps aren't taken."

Teddy's fourth grade teacher wrote, "Teddy is withdrawn and doesn't show much interest in school. He doesn't have many friends and sometimes sleeps in class."

By now Mrs. Thompson realized the problem, and she was ashamed of herself. She felt even worse when her students brought her a Christmas present wrapped in bright paper and beautiful ribbons, except for Teddy's. His present was clumsily wrapped in the heavy brown paper of grocery bag. Mrs. Thompson took pains to open it in the middle of the other presents. A few of

the children started to laugh when she found a rhinestone bracelet with some of the stones missing and a bottle of perfume that was only one-quarter full. But she stifled their laughter when she exclaimed how pretty the bracelet was, putting it on, and dabbing some of the perfume on her wrist.

Teddy Stoddard stayed after school that day just long enough to say, "Mrs. Thompson, today you smelled just like my mom used to." After the children left, she cried for at least an hour. On that day she quit teaching reading, writing, and arithmetic. Instead, she began to teach children.

Mrs. Thompson paid particular attention to Teddy. As she worked with him, his mind seemed to come alive. The more she encouraged him, the faster he responded. By the end of the year, Teddy had become one of the brightest children in the class and, despite her lie that she would love all the children the same, Teddy became one of her "teacher's pets."

A year later she found a note under her door from Teddy, telling her that she was still the best teacher he ever had in his whole life. Six years went by before she got another note from Teddy. He then wrote that had finished high school second in his class, and she was still the best teacher he ever had in his whole life.

Four years after that she got another letter, saying that while things had been tough at times, he'd stayed in school, had stuck with it, and would soon graduate from college with highest honors. He assured Mrs. Thompson that she was still the best and favorite teacher he ever had in his whole life.

Creating a Third Leg for the Bermudian Economy – Part 2

In my last opinion column I focused on the last piece of land of any size that could be economically developed for Bermuda and that is not the building of a new airport as this government would have us believe.

Every time I have driven across Government House lands, I could not help but feel a tinge of anger as I consider why all that land should be the abode of one man, his wife, and perhaps a dog and a whole host of servants paid for by the people of Bermuda.

Bermuda is probably the last country on earth, apart from those who still maintain a palace for Royalty. Now you will find such palaces in England because they have chosen to maintain their Royalty and there is something else, the whole idea of keeping the British Royalty is a tourist attraction worth millions of dollars. The Queen also plays a part in Bermuda's diplomatic relations as recent high heads of state get to dine with the queen and are part of other photo-ops.

Now, we used to hear about Bermuda's British connection as being a tourist attraction. But have you ever seen the governor or even government lands used as part of a tourist attraction for Bermuda? Not even the much-touted BTA has broached the idea.

But the idea I have is not to make the Governor as part of Bermuda's tourism development. No, my idea is to use the current Government House and its lands for the development of a new economic entity for Bermuda – a third economic leg.

That to my mind should take the form of the creation of an international university on Government House grounds. I can just hear the skepticism and howls that Bermuda can't do this, but I maintain that there are already examples of other countries that have found an economic niche in this world. One such country would be the small Caribbean country of Grenada. Who would have thought that such a small country would have a successful medical school where North American students were able to get medical degrees? Even the brief interruption when cold war politics got in the way with an American invasion, American students were still back after the conflict was over.

It is clear that Bermuda lost its American college student connection when travel expectations changed. That was when Bermuda was able to enjoy its long periods of college weeks when the Bermuda Strollers were Bermuda's leading tourist band. All you had to do was to put on the beach parties and the rum swizzles and pick a College Week Queen for the following year's Easter Parade and they were

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

happy. But then when expectations changed and drugs began to play a bigger role and many tourist properties found that once college weeks came to an end, their properties were often a wreck and college weeks as they once were, were no longer worth it and so they faded from Bermuda's tourist calendar.

But the same did not happen with Grenada's college students for they were there for a different purpose and that was to gain a medical degree and that was all year round, at least for the school period. When the debate came up as to where to put Bermuda's new hospital, I thought of Government House lands. But that problem was solved and that made me return to the idea I have always had in mind of creating a university on the site of Government House lands.

I have been to Government House on three occasions, and this may come as a surprise, but I have eaten off Government House plates twice having been invited there by at least

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Protecting the Public Interest from Predatory Privatization and Outsourcing: A Call to Action

“A joint statement by the American Federation of State, County and Municipal Employees (AFSCME) and Public Services International (PSI) for the meeting discussing the global push for privatization, linking unions' national campaigns to regional and global dynamics taking place in Washington, D.C. on 2-3 December.”

Quality public services are the foundation of democratic societies and successful economies. Citizens, communities, and productive enterprises need equal access to vital services, including education, electricity, emergency and first responses, environmental services, healthcare, clean water, and sanitation, as well as affordable and safe infrastructure to build sustainable economies for the 21st century.

Public service workers enhance the quality of life in our country – without them, our neighbourhoods are less safe and families have less access to vital services during difficult economic times. From protecting our children to paving our roads to being the first to rush to a disaster, public service workers form the government all citizens rely on.

Lee Saunders, President of AFSCME

Since the 2008 global financial crisis, local and national governments have struggled to deliver quality services in

the face of recession and falling revenues. Too often, policymakers and government procurement officers turn toward dubious privatization schemes and outsourcing that trigger a race to the bottom. Corporate executives now use political influence to obtain government contracts that lead to higher profits, degraded public services, and the replacement of middle class public sector jobs by poverty level wages for contracted workers. Predatory privatization and outsourcing undermines democracy and economic development by accelerating economic inequalities.

Local and national governments across the globe continue to implement fiscal austerity while facing mounting infrastructure deficits and deepening economic inequality. Financiers, consulting firms, and privatization advocates now seize this opportunity to persuade governments to deepen predatory privatization and embrace public-private partnerships (PPPs) as a means to attract expensive private capital. These projects relinquish operational control from democratically elected authorities to private companies. They rob democracy of its vital oversight function and steal away taxpayers' ownership of public assets. Experience demonstrates that these privatization schemes inevitably lead to the public paying more but obtaining lower quality of services.

Today, international governmental organizations and national governments need to confront a growing list

of global challenges, from economic recovery and inequality to climate change. These challenges cannot be overcome without a vibrant and well-resourced public sector to anchor sustainable economic development. Predatory privatization undermines everyone's capacity to meet the challenges of the 21st century.

“We need to return to the public alternative to privatization, in which national and local governments continue to develop infrastructure by using public finance for investment, and public-sector organisations to deliver the service. This provides greater flexibility, control, and comparative efficiency – because of reduced transaction costs and contract uncertainty, as well as economies of scale – and the efficiency gains of more democratic accountability.”

Rosa Pavanelli, General Secretary of Public Services International

We stand together to share our experiences and learn from one another to formulate collective strategies at the global and national levels that defend public sector workers from political attacks by those who gain the most from predatory privatization schemes. We stand ready to work with allies and partners in civil society to renew democracy, defend the public interest, and guarantee quality public services for all citizens.

MarketPlace and Supermart re-signed Collective Agreements



Recently, the BIU re-signed Collective Agreements with the MarketPlace Ltd. and the Supermart Ltd. Shown for the supermarkets are (left to right) Mrs. Ronnette Burgess, MarketPlace's H.R. Manager and her assistant, Mrs. Alberta Waite and Mr. Tredick Gorham, owner of the Supermart and his assistant Ms. Mimi Rankin. Not shown for the supermarkets is Mr. Vernon Hassell. Signing for the BIU was the President, Brother Chris Furbert, Brother Collin Simmons, Organiser, Sister Diana Pemberton, shop steward. Not shown is Sister Sharleta Franklin.

BUT Receives Support from International Organisations

The Bermuda Union of Teachers (BUT) received copies of letters sent to Premier Michael Dunkley in support of their recent actions along with the Bermuda Trade Union Congress (BTUC). The first letter is from Educational International headquartered in Brussels, Belgium. The second letter is from the National Education Association which is located in Washington, DC.

The letters read as follows:

Dear Premier Dunkley,

Education International [EI], the Global Union Federation representing more than 32 million teachers and education workers worldwide, expresses serious concerns about the actions of your government as concerns the Bermuda Union of Teachers [BUT], EI's affiliate in Bermuda.

It has come to our knowledge that the Minister of Home Affairs will be seeking from the court next week an injunction that will make it unlawful for the BUT and four other public service unions to engage in any type of industrial action.

Last January, the BUT showed good faith in working with the government to address budget shortfalls. Budgetary solutions were mutually agreed upon. However your government preferred to ignore them and is now initiating questionable legal action to attack union rights.

By ratifying ILO conventions 87 and 98, Bermuda committed to respecting the rights of workers and civil servants to freedom of association and to collective bargaining. We hope that your government will keep honouring this commitment. Should it not be the case, EI and the BUT will bring the case to the International Labour Organisation.

Education International is calling on the Government of Bermuda to:

Withdraw the legal action against the BUT and the other public service unions;

Maintain a meaningful dialogue with BUT, and respect collective agreements;

Respect the fundamental rights and freedoms of teachers in accordance with international labour standards.

I trust that your government will act swiftly to address this important matter. In the meantime, Education International, and the teaching community worldwide, will continue to monitor the situation of Bermudian teachers closely.

Yours sincerely,

Fred van Leeuwen
General Secretary

Dear Premier Dunkley,

On behalf of the three million members of the National Education Association, I write to you with serious concerns regarding your government and its actions with the Bermuda Union of Teachers.

Through Education International [representing more than 370 organizations in 172 countries and territories], our two organizations work together to advance quality public education.

It has come to our attention that the Bermuda Government has issued a Notice of Hearing in Court, November 24-26, to the Bermuda Union of Teachers and to the other public service unions in Bermuda. We hope that the government will respect collective bargaining agreements as it acts on this.

The Bermuda Union of Teachers showed good faith last January in working with the government to address budget shortfalls; this effort was largely ignored by you after budgetary solutions were mutually agreed upon between the government and the unions.

I hope that the government and the unions will continue to seek resolution prior to the court summons date, as well as to honor ILO conventions ratified by the Bermuda government.

continued on next page



The National Education Association of the United States, and our Education International colleagues around the globe, will be watching for positive progress in Bermuda.

Sincerely,

Lily Eskelsen García
President, National Education Association

Vice President, Education International for North America and the Caribbean

Dear Premier Dunkley,

I write to you on behalf of the NASUWT, the largest teachers' union in the UK.

The NASUWT is deeply concerned at the actions of your government against one of our sister organisations,

the Bermuda Union of Teachers and the corresponding Notice of Hearing in Court served upon them alongside four other public service unions in Bermuda.

In an attempt to work in partnership with your government to identify and secure economic savings the Bermuda Union of Teachers agreed to a number of proposals to make cost savings which included an early retirement programme, a freeze on recruitment and a furlough day, all to the detriment of hard working teachers and other public sector workers.

Despite these sacrifices, your government has sought to impose further cuts to teachers' pay with the introduction of an additional furlough day beyond the agreed terms. The NASUWT supports the Bermuda Union of Teachers' concerns at the damaging impact of further cuts to teachers' living standards. Furthermore, we believe that prolonging further

economic austerity measures are not in the interests of the children and young people of Bermuda.

The NASUWT is alarmed that despite the attempts by the Bermuda Union of Teachers and other public sector workers within the Bermuda Trade Union Congress to resolve this issue, they have been served to appear in the Supreme Court this week.

The NASUWT continues to support the Bermuda Union of Teachers in seeking a solution which works in the interests of children and young people, teachers and other workers, and which delivers investment in the future quality education of Bermuda.

Yours sincerely,

Chris Keates (Ms)
General Secretary
NASUWT
 The Teachers' Union
 Birmingham, U.K.

When 'no' means 'no' – The Essence of a complaint of Sexual Harassment

by Delroy Duncan

How a person declines a sexual invitation, or refuses to respond to interest of a sexual nature, is one of the most controversial aspects of a claim for sexual harassment. Did the victim say 'no' to the advances of the other person? Should a victim of sexual harassment be required to tell the person pursuing him/her "I'm not interested in you?" When does "No, I'm not interested in your advances", really mean 'no', and what does the law have to say about this difficult subject?

In this second of three articles on sexual-harassment, we will look at the following important issues which arise when someone tries to prove sexual harassment:

- I. Was the sexual-harassment unwelcome behavior?
- II. Has the sexual harassment behavior created a poisonous work environment?
- III. What does the law say pertaining to an individual not responding to sexual advances that results in job related consequences?

I. Was the sexual-harassment unwelcome behavior?

The most important feature in a claim for sexual harassment is that the sexual conduct was neither requested nor solicited by the complainant.

Whether the conduct was invited or uninvited is important. Sexual conduct only becomes unlawful when it is

unwelcome or uninvited. Conduct will be considered unwelcome, if the employee did not ask or incite the sexual advances.



In the United States Supreme Court case *Meritor Savings Bank v Vinson* 1986, the Court said that voluntary participation in sexual harassment should not be confused with the conduct being unwelcome. The Court said "in sexual-harassment cases, it is the question of welcomed or unwelcome sexual advances on which the determination hinges, not the question of whether sexual advances were voluntarily tolerated by the victim".

The Supreme Court went on to say that voluntary participation in acts of sexual harassment is not a defense to a claim of sexual-harassment and may not be used by the supervisor or employer to prevent a sexual harassment claim from being successful. An employee may voluntarily participate in sexual conduct, which is unwelcome, because they fear losing their job.

A controversial topic is whether provocative dress worn by a victim, resulting in sexual advances, is relevant in determining whether that victim found sexual advances unwelcome. A rational approach to this issue would suggest that provocative dress is irrelevant in deciding whether the victim found the sexual advances unwelcome. However, on the contrary, Canadian Courts and tribunals have considered that this type of evidence may prove the sexual advances were welcome.

Another controversial topic concerns active participation by the complainant in the sexual conduct. For example, by making sexual remarks and telling sexual jokes, a Court or tribunal may take this active participation to mean, the sexual advances were welcome.

A safe approach for any person subjected to unwelcome sexual advances is to give a clear indication that the advance or conduct was unwelcome before making a complaint. However, clear notice is not essential before making a complaint of sexual harassment. It is sufficient for the complainant to clearly establish disapproval of the sexual advances by their expression, conduct, behaviour, body movement or language.

II. Has the sexual harassment behavior created a poisonous work environment?

If a person works in an environment where sexual-harassment is tolerated in any of its forms, then that work

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environment may be considered poisonous. (In the third and final article on this topic, I will consider the liability of an employer who is responsible for a work environment in which sexual harassment has taken place).

The poisoned work environment theory was first adopted in the case of *Bundy v Jackson* decided in the Courts of the United States. The theory was taken from race cases in which the Court said racial discrimination often takes place in a discriminatory environment. The theory was later accepted by the Courts of Canada. In Bermuda, the poisoned work environment theory was taken from Canadian case law and approved by the Supreme Court in 2006 in the case of *Harris V Thorne and Rice*.

In the United States Supreme Court decision *Harris v Forklift Systems Inc.* the Court said "A discriminatory abusive work environment, even one that does not seriously affect employees' psychological well-being, can and often will detract from employees' Job performance, discourage employees from remaining on the job, or keep them from advancing in their careers."

So what is a poisonous work environment? The first thing to consider is that the atmosphere of the work place is a term or condition of employment, just as much as hours of work or rates of pay. The law considers terms and conditions of employment include the emotional and psychological circumstances in the work place.

If you attend work and are required to accept unwarranted and unwelcome demands of a sexual nature, this is an intrusion upon your sexual dignity. This is

a poisoned work environment.

The Courts have said the following factors will help to determine whether a work environment is poisonous or hostile:

The frequency of the discriminatory conduct;

The severity of the sexual-harassment;

Whether the sexual harassment is physically threatening or humiliating or is an offensive statement made on only one occasion;

Whether the sexual-harassment unreasonably interferes with any employees work performance.

III. What does the law say pertaining to an individual not responding to sexual advances that results in job related consequences?

It is often difficult for the victim of sexual harassment to confront their harasser, particularly when the harasser is their employer. The employee often fears losing his/her job. This is why the theory of the poisoned work environment is so important in sexual harassment cases, in which the employee claims they have been constructively dismissed. In a

previous article published in the *Workers Voice*, sexual harassment was identified as a basis for a claim for constructive dismissal.

Job related consequences often occur when sexual harassment is initiated by someone with power over a person with less power. The law describes the situation as a quid pro quo. In these situations an employee is forced to choose between participating in sexual conduct or losing an employment benefit. In Ontario, Canada the Human Rights Code specifically prohibits job-related rewards or punishments in exchange for sexual favors by persons in authority.

Section 9 (1) of the 1981 Human Rights Act protects employees in the Bermuda work place from employers adopting the practice of quid pro quo. Employers are prohibited from abusing their position of authority for the purpose of sexually harassing their employees.

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.



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BIU MEMBERS CREDIT UNION CO-OP. SOCIETY
NOTICE OF ANNUAL GENERAL MEETING

Notice is hereby given that the 38th Annual General Meeting of the Bermuda Industrial Union Credit Union Co-operative Society will be held at the Dr. E. F. Gordon Memorial Hall, Union Square, **Wednesday, December 9, 2015 commencing at 6: 00 p.m.** Registration commences at 5: 30 p.m.

The first 100 persons registered and seated will be eligible to participate in the raffle. There will be three gate prizes.

ORDER OF BUSINESS:

- Minutes of previous AGM and adoption
- Report of the Board of Directors
- Reports of the Auditor and Treasurer
- Report of the Credit Committee
- Report of the Supervisory Committee
- Resolutions
- Unfinished Business
- Distribution of Surplus
- Fixing of Maximum Liability
- New Business
- Elections
- Appointment of Auditor
- Adjournment

.....
Ronaldine Burgess
Secretary
BOARD OF DIRECTORS



BERMUDA INDUSTRIAL UNION Christmas Raffle

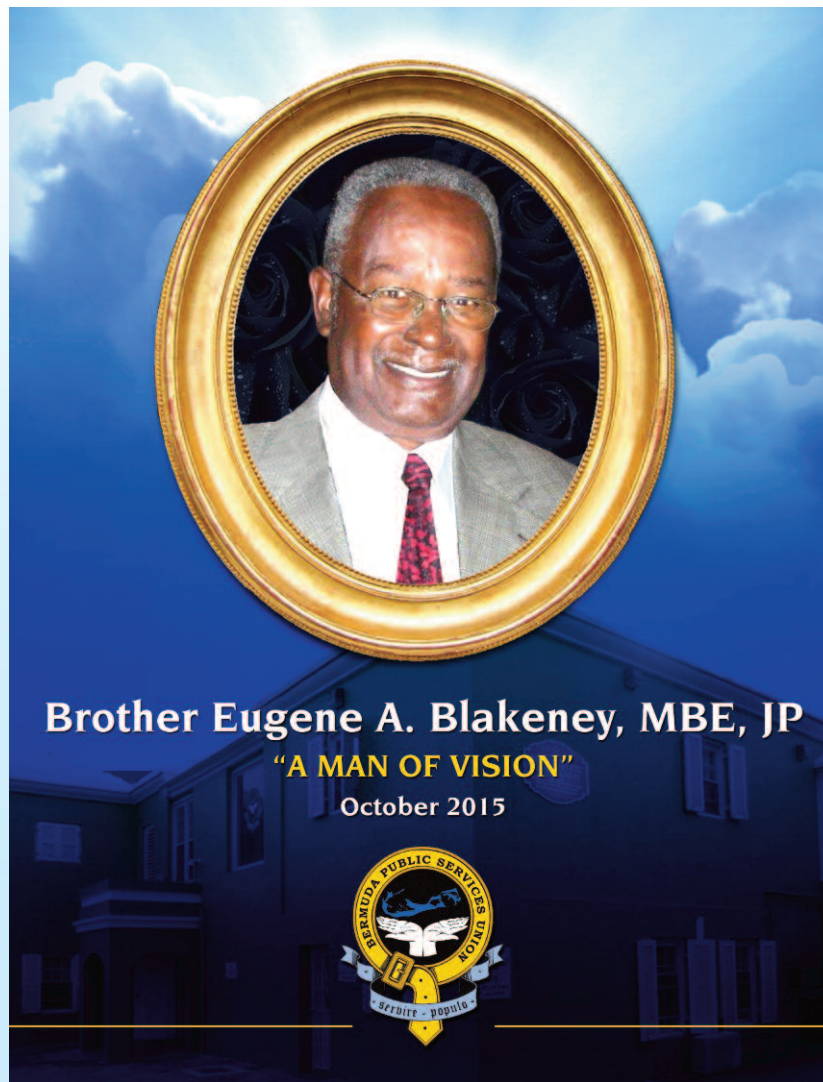
Promoters: Arnold L.C. Smith, George Scott, Graham E. Nesbitt

- 125cc Kymco Motor Cycle - BML
- 125cc Kymco Motor Cycle - BML
- iPad A.F. Smith
- Mystery Prize from BTC
- 42" Plasma TV - M&M
- Golf for four at Belmont Hills
- Brunch for 4 at Grotto Bay
- Brunch for 2 at the Reefs Hotel & Spa
- Dinner for 2 at Pompano
- Two night stay at the Fairmont Southampton
- Travel Voucher for \$1000 - World View Travel
- Travel Voucher for \$500 - World View Travel
- Travel Voucher for \$500 - World View Travel
- Travel Voucher for \$500 - World View Travel
- Grocery Vouchers from Supermart
- Grocery Vouchers from Marketplace
- Gas Vouchers - BIU Gas Station
- Movie Tickets - Liberty Theatre

***Proceeds in aid of B.I.U. Building Fund* Permit No. 35/15**

Draw: Friday, December 4th 2015 at 10:00p.m. at B.I.U. H.Q., Sweeting-Ball Memorial Hall

Tickets \$2.00 each



Brother Eugene Blakeney, MBE, JP

December 3, 1932 – October 22, 2015

With heartfelt 'thanks' to the Executive Board, members and staff of the Bermuda Industrial Union during this time of our bereavement, the family of our dear departed loved one has been overwhelmed by your kindness and sincere expressions of condolences and for the many, many tributes, from both here and abroad, including the beautiful floral tributes, the hot meal, and sympathy cards.

May god continue to bless you all!

Sister Shirley Blakeney & Family

Creating a Third Leg for the Bermudian Economy – Part 2 continued from page 5

two governors, so I have some idea of the lay of the land. If Bermuda was an independent country we could have been more than an associated member of CARICOM with a Bermuda campus set up right here. But that is not to stop us from setting up a partnership with some other international education institution where we could attract international students. It would also benefit Bermudian students by halving the cost of a university education.

How else could it benefit Bermuda? Well, we would have students here all year round instead of the old college weeks. That is bound to impact Bermuda's economy. They would need dorms as one would not expect that all living areas would be situated on Government House lands. This could bring to life the old guest houses which used to be a big feature of Bermuda's tourist economy, but this time they would be playing a different role. Transportation would

also receive a boost. I am not talking about government buses or even taxis; I am talking about mini-buses that would have their own hub in transporting students back and forth to the international university on Government House lands.

These are just a few ideas that could form the basis for a third economic leg for Bermuda. All we need is the vision.

Sylvan Richards Once Again Gets it Wrong continued from page 3

The fact of the matter is that all Auditors General have complained about late financial reporting, even when the current Auditor General

was the Accountant General, the Tax Commission and the head of Internal Audit, a position that was created by the Progressive Labour Party

Government in order to assist government in their financial reporting.



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| • Newstead Belmont Hills | 10% off Hotel stay, Spa & Golf |

Members must produce a valid membership card

EAP CLIPS: NOVEMBER 2015

COMMON OFFICE MISTAKES – BIG PROBLEMS IN SMALL PACKAGES



Everybody makes mistakes. Nobody's perfect. Everyone deserves a second chance. When we apply such clichés to our work, we usually think of big, obvious mistakes: missing a major deadline;

having a few too many at the company party; calling your boss an idiotic, smelly troglodyte (to his face).

But it's the smaller, less noticeable mistakes that can really cost us. Here are some of the more common ones, as noted by Shannon Anderson, Director of Career Development at the University of California, San Diego, Division of Extended Studies and Public Programs:

NOT ADAPTING TO THE COMPANY CULTURE. "The bottom line is that its work, and you are being paid to move business forward," says Anderson. In other words, when you get to work, check your own agenda at the door, and make sure what the leadership wants is your first priority. This applies to many things – your attitude, how you dress, your punctuality. Watch how things are done and either do what it takes to fit, or suggest a new way of doing things.

ASSUMING HARD WORK IS ENOUGH. There's little worth in working hard if no one knows it but you. Says Anderson, "Letting co-workers and bosses know what you're working on isn't bragging – it's making you visible and opening up for possible collaborative efforts."

RELYING TOO MUCH ON CONSENSUS OR PERMISSION. You may think you're being smart by checking with your boss on every decision, but you might be making yourself look insecure or inexperienced. "Ask your boss what kinds of things he or she expects you to decide yourself," says Anderson.

NOT PROJECTING A POSITIVE ATTITUDE. Gossiping to co-workers, about work or otherwise, may seem harmless, but can hurt you in the long run. Same goes for bad-mouthing your boss. "You never know where alliances run," says Anderson. "Keep personal matters to yourself."

PUTTING YOURSELF ABOVE MENIAL TASKS. Don't be too quick to bypass the empty coffee pot or the paper-jammed copier. "Today's streamlined organization value individuals who can contribute wherever they're needed and look beyond their own work functions to help move the business of the organization forward."

Although none of the above mistakes alone are likely to get you fired, the following two just might.

"One of the most 'deadly' office mistakes is using company resources for personal use," according to Linda Phillips, owner of Des Moines, Iowa's Career & Life Transition Counseling. "The most obvious scenario is the pocketed paper clips or note pad, but there are also less classic examples that hold greater ramifications: unauthorized personal use of computers, internet services, e-mail and company telephone lines. The legal terms for this are conversion of company assets for personal use and theft of services and they are serious charges. This problem is particularly sticky due to recent allegations of espionage and theft of U.S. technology secrets. Industry has brought this problem to the forefront. Companies are paying closer attention to employee's activities on the computer these days, partly out of fear of the theft of corporate secrets, and partly out of concern that the time and skills the company is paying the worker for are used for company business."

Also of concern to companies is the sharing of corporate secrets. "That casual e-mail or phone call from your desk to your best friend, talking about the frustration with the project you are working on, might provide the corporate eavesdropper with enough clues to breach your company's proprietary security and give your competition the leading edge on a hot project," says Phillips.

You don't have to be paranoid at the office, but do think twice about what you do and how you appear to those around you. Everyone may deserve a second chance in life or love, but that doesn't always apply to the office.

Written by Laura Boswell

If you need assistance, please call the **EMPLOYEE ASSISTANCE PROGRAM OF BERMUDA.**

Log-on for additional information



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Assistance
Programme
Bermuda

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We Do Take Care



'A HEALTHY YOU'

*Submitted by
Nurse Beverley Howell*



WATER

Did you know?

<i>Brain consists of</i>	<i>90% Water</i>
<i>Blood consists of</i>	<i>83% Water</i>
<i>Muscle consists of</i>	<i>75% Water</i>
<i>Bone consists of</i>	<i>22% Water</i>

WATER is vital for Health!

WATER

- *Transports nutrients & oxygen into cells*
- *Helps organs absorb nutrients*
- *Moisturizes the air in our lungs*
- *Helps with metabolism*
- *Regulates body temperature*
- *Detoxifies the body*
- *Protects & moisturizes joints*
- *Helps prevent cramp*



**DRINK WATER
for
The Health of It**

Every day DRINK WATER:

- **1/2 your body weight in ounces**
- **or minimum (6-8) 8 oz glasses**

EXERCISE

***Stimulates the Brain
Decreases depression & elevates mood***

Increases breathing capacity

Reduces:

- *Blood Pressure*
- *Blood Glucose*
- *Risk of Stroke*
- *Risk of Heart Disease*
- *Weight*

Increases:

- *Circulation of the blood through the body*
- *Muscle tone & strength*
- *Fat metabolism*
- *Energy*
- *Fitness*

Helps to manage:

- *Diabetes*
- *Obesity*



**EXERCISE
for
The Health of It**

Every day strive to EXERCISE:

- **60 minutes or a minimum of**
- **30 minutes 3 times weekly**

Real Estate 1

Find and circle all of the words that are hidden in the grid.
The remaining 22 letters spell a common Real Estate phrase.

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

AGENT
AMORTIZATION
APPRAISAL
ASSESSMENT
ASSET
BUILDING
BUNGALOW
BUYING
CLOSER
COLLATERAL
CONDEMNED
CONDO

CONTRACT
CREDITOR
DEED
DEPOSIT
DEPRECIATION
DUPLEX
EXTERIOR
FLIPPING
FOR SALE
HOUSE
INSPECTOR
INSURANCE

INTERIOR
LAND
LAWYER
LENDER
LIEN
LOAN
LOFT
MARKET VALUE
OFFER
PAYMENT
PLOT
PROPERTY

REALTOR
SELL
SKYSCRAPER
SOLD
SQUARE FOOTAGE
TAXES
TIMESHARE
TOUR
TRIPLEX
VACANCY
VALUATION
ZONE

SOLUTIONS ON PAGE 2