



Leading By Example

By BPSU President, Brother Jason Hayward

Good Evening Brothers and Sisters, I would like to thank the President of the BIU and his team for extending an invitation to me to speak this evening. I am both elated and grateful and consider this to be an honor and a privilege.

I have great admiration for the BIU as an organization and what its members and leadership have fought for in this country over the decades. And for your contribution, we applaud you.

This year's Labour Day theme "Leading by Example" is powerful because it causes us to take a critical look at the actions of ourselves and the actions of others to determine if we are operating according to the expectations of others and the standards we as leaders set for ourselves.

It is also fitting and timely based on events that have transpired over the past year. There is a group of people that I would like to applaud for 'leading by example' and these are the workers that took part in the furlough dispute events of January 26th, 27th and 28th. These workers braved the cold and resisted threats from their employers to take a stand for what they believed in.



Brothers and Sisters, your stand was admirable and your actions will be remembered as a historic triumph for years to come. During and after the furlough dispute, I received many thanks and well wishes from public service workers as well as from other members of the public.

Bermuda: thanks for the kind words of support. Those words allow me to continue doing what I love to do and that is to fight on behalf of the people of Bermuda.

However, while there is a group of people that may love and support me, there is equally a group of individuals that detest what I represent and want to silence me. Brothers and Sisters, don't be alarmed; they can neither

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OBA Must Be Stopped

By BIU President, Brother Chris Furbert

The Bermuda Industrial Union stands in solidarity with Brother Jason Hayward the BPSU President and the first Vice President of the Bermuda Trade Union Congress in defense against the OBA Government who appear to be engaging in nothing less than a systematic plan to destroy the Trade Union movement in Bermuda. This effort on the part of the OBA began with an injunction that they filed with the courts earlier in the year

designed to undermine and strip workers of their constitutional right to assemble, and protest.

The BIU views this action by the OBA Government as nothing less than trying to suppress and silence free speech on this island. We simply cannot allow the OBA to take us back in time because there have been too many people who sacrificed blood, sweat and tears to make Bermuda the Country it is today. The

BIU still upholds the view of Bermuda as a free and democratic society where the Constitution grants and protects the rights to Freedom of Speech and Freedom of Expression; however the OBA Government is seeking through this action to undermine these rights.

The International Trade Union Movement has been steadfast in defending and representing the rights of organized

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workers, and working to ensure that universal human rights which include the Freedom of Expression and the protection of Free Speech, along with the Freedom to assemble are guaranteed as fundamental rights for all persons.

The Bermuda Industrial Union stands 100% in support of Brother Jason Hayward the BPSU President and the first Vice President of the Bermuda Trade Union Congress in this fight against the OBA Government who have set a course to not only destroy the Unions, but to erode fundamental Constitutional and Human Rights.

In my Labour Day Message in 2013 I called for ALL of our social partners to be involved in regular dialogue. In my 2014 Labour Day Message, I encouraged the OBA Government, the Opposition PLP, Employers and Trade Unions to ALL come together in the interest of Bermuda so we can get our country back on the path to success. For over two years the OBA Government has been giving a lot of lip service to the Trade Unions and to the people of Bermuda and we have simply had enough.

The One Bermuda Alliance Government (OBA) has a record of broken promises to the Bermudian People since they were elected December of 2012:

They promised 2000 jobs – so where are the jobs?

Under the OBA Government we have seen the decline of some 1,166 jobs in 2013, 790 jobs in 2014 and 150 jobs so far in 2015. This makes a total of 2,016 jobs that have been lost under the OBA Government.

Therefore the OBA Government must create a total of 4000 jobs, because of the 2000 that they promised and the 2000 they lost.

Term Limits – another broken promise

Gaming – another broken promise

PRC – The OBA Government will not admit to the real reason behind the PRC issue, but I believe that they are looking to give PRC's the right to vote to strengthen those marginal voting areas for the OBA.

New Hotel in St. Georges – giving Bermuda away through concessions while Bermudians are struggling to find employment.

They Promised Good Governance, another broken promise.

Let me just remind the OBA Government what happened in 1981 when the United Bermuda Party Government (UBP) decided that they would not listen to the PEOPLE. The General Strike of 1981 was only around one issue WAGES for the Hospital and Government Workers and look what it led too - an island-wide shut down because the Government went against the will of the PEOPLE.

The Airport Deal

The Minister of Finance recently said when he was asked a question by the Media what will the New Airport cost and he said he does not know what the final cost will be. However the Minister is signing documents and yet he does not know what the cost is? If the Minister of Finance was in any other

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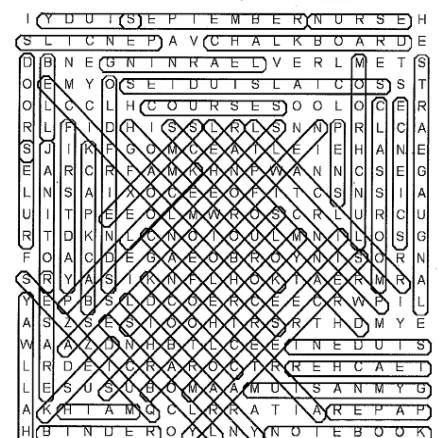
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PUZZLE • SOLUTION

BACK TO SCHOOL

This is the solution to the puzzle located [here](#).



ASSIGNMENTS	ERASER	LUNCHROOM	ROLL CALL
BACKPACK	EXAMS	MATH	RULES
BATHROOM	FIRST DAY	NEW FRIENDS	SCHOOL BUS
BELL	GYMNASTIUM	NOTEBOOK	SCHOOL OFFICE
BINDER	HALLWAY	NURSE	SCHOOLYARD
CAFETERIA	HOMEWORK	OLD FRIENDS	SCIENCE
CHALKBOARD	INTERCOM	PADLOCK	SECRETARY
CLASSROOM	JANITOR	PAPER	SEPTEMBER
CLOCK	LANGUAGE ARTS	PENCILS	SOCIAL STUDIES
COURSES	LEARNING	PENS	STUDENT
DESK	LIBRARY	PRINCIPAL	STUDY
DOORS	LOCKER	QUIZZES	TEACHER
ENROLL			

The hidden message is: I HAVE NEVER LET MY SCHOOLING INTERFERE WITH MY EDUCATION.

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Senator Ball Should Do His Own Research

In my opinion, it is most unfortunate that Senator Vic Ball chose to do his comrade Senator Michael Fahy's bidding in his latest opinion column in Bernews on Monday, September 21, 2015 where he denigrated Brother Chris Furbert and other trade union leaders. My suggestion to Senator Ball is that rather than take Senator Fahy's word that he do his own research and homework. It should be obvious that Senator Fahy, the Minister of Home Affairs is trying to prevent all of the island's unions from taking industrial action by way of the injunction. And, interestingly enough the Minister has used a member of the BPSU to issue the injunction, rather than doing it himself.

If Senator Ball were to peruse the Collective Bargaining Agreement (CBA) between the Bermuda Government and the Bermuda Industrial Union he would read in Article 1 – Purpose of that Agreement the following:

“To promote and maintain harmonious relations between the Employer and its Employees, to set forth an agreement for the regulation of conditions of employment in order to protect and advance the general welfare of the Employees; to secure prompt and fair disposition of Employees' grievances and to achieve the highest level of efficiency in work and production which is consistent with safety and good health.

The Employer and the Union recognize that this Agreement imposes serious duties and responsibilities which at all times must be faithfully observed and both parties pledge themselves to comply with its provisions and to cooperate in good faith to promote within the framework of the Agreement the estab-

lishment and continuance of harmonious relations between the Employer and its Employees.”

Article 1 of the CBA between the Bermuda Government and the Bermuda Industrial Union should tell Senator Ball that there should have been no need for the Minister, by way of his Permanent Secretary to file an injunction against the Bermuda Trade Union Congress (BTUC) as I have no doubt that all unions that comprise the BTUC will have similar articles in their agreements. Certainly all unions that comprise the BTUC agree that their particular agreements with the government “impose serious duties and responsibilities which at all times must be faithfully observed.”

Having been a member of the Bermuda Public Services Union for several years when he was employed at the Ministry of Public Works, Senator Ball certainly benefited from the CBA between the BPSU and the Bermuda Government. However, it appears that he would have the public forget that he had a life prior to being appointed to the Senate by Premier Michael Dunkley. As a former member of a trade union, Senator Ball should know that it is necessary at times for unions to call meetings “in the middle of the work day” just as it necessary for the Senate to meet “in the middle of the work day”.

If Senator Ball was in touch with the everyday working class Bermudian, he would know that there have been calls by many for people to come together and “shut the island down”. BIU President, Brother Chris Furbert was right to remind the OBA government that the current situation in Bermuda is not



unlike the situation in 1981 when all unions came together and “shut the island down”. One only has to listen to talk radio and read the blogs to know that the average Bermudian is not at all happy with their present lot in life due to many decisions made by the OBA Government generally and Senator Fahy in particular.

In his penultimate paragraph of his opinion column, Senator Ball urged “the union leadership to work with the Government and the private sector to solve the problems faced by all Bermudians...”. I would suggest that since Senator Ball obviously has no relationship with the union leadership, he should be urging his OBA colleagues to work with the unions to solve the problems faced by all Bermudians. In my opinion, the union leadership has gone over and beyond the call of duty in working with the OBA Government, only to be slapped with court orders, injunctions and law suits. At the end of the day the unions will be paying twice for these ill-conceived court orders, injunctions and law suits, first as taxpayers and secondly as union members who will be required to pay the unions' legal expenses. ■

Celebrating Our Contributions Through Labour – Part 2

By Larry Holder

Let us continue in the same vein as last month's edition, 'Celebrating our contributions to society through labour' and look at organized labour's leadership, structure and challenges. As I said last month you will only be afforded a glimpse as neither this column nor media sources could come close to chronicling all the challenges. It must be duly noted that leadership within organized labour is neither a popularity contest nor for the faint of heart. Representatives will often tell you that it is a thankless job. It reminds me of Luke Chapter 17 verses 11-17 about ten lepers who were cleansed when after being healed by Jesus only one returned to give thanks.

Collective Bargaining Agreement

Once a Collective Bargaining Agreement (CBA) has been established, all tiers of leadership's primary goal is to protect jobs. Next, is to see that the CBA is exercised, sustained and protected in the workplace and this may only be altered after negotiations and ratification by its members.

The "upside down pyramid" is the description given to Organized Labour's (OL) leadership structure. The first lines of trained defense of the workers through the CBA are the shop stewards; they are the eyes, ears and voices in the workplace/shop floor. These sentinels ensure safe working environments and the maintenance of workers' rights. They must lead by example making sure that their and their Union's codes of values are kept intact, after all trust is a key element both in house and with those



sitting across the table. It is not unusual to hear a union representative reminding a worker of his/her obligation to their place of work, remember an ounce of prevention is worth more than a pound of cure therefore minimizing the need for progressive discipline and supporting management in providing productivity. If the job is not being run efficiently and profitably by the workers there may be no job.

Conflicts are inevitable on the job, to err is to be human, whether management or staff, this is where conflict resolution can be at its best or at its worst.

Training for all types of Grievances

Conciliation, mediation and arbitration, this is where negotiating built on training integrity and trust is key, all parties must come to the table as honest brokers, grieving worker, union rep and management. If the worker is innocent the union rep will look for exoneration, if guilty he will look for progressive discipline as per CBA e.g. management not following progressive steps to possibly suspend or fire at will. Or union reps will ask for leniency. You see we know how to recycle trash better than people.

The next level are the divisional President, and vice, Secretary and assis-

tant secretary these reps should have passed through the former roles however it is not a requirement. The president chairs divisional meetings and along with his fellow executives maintains the CBA and Union constitution. When negotiations break down at the shop floor level they may be resumed here. These are the reps representing their respective divisions at general council to report to headquarters.

The next tier is the organizers they oversee their respective divisions and keep the consistency of the aforementioned. They along with divisional execs involve themselves in high level representation should breakdowns or developments arise, however they can and do meet with the rank and file membership at their request.

This final phase of leadership should one have achieved the trust, training and upheld one's own and kept the integrity of their Union from the members you would be democratically elected together General President (GP) or General Secretary (GS). This form of rule is unique as members may make requests or decisions instructing their leaders to do things on their behalf so they must believe in their integrity, confidence in their training and rely on their trust when receiving information from their GP or GS. Unions were not formed because they were good but because management was bad, so when management is bad unions must conduct themselves with the utmost of integrity throughout all levels of leadership. They are with no stretch of the imagination day to day the most

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Bermuda at the Tipping Point?

Has Bermuda reached a tipping point in terms of its political and economic development and the Bermudian state in it? In the wake of the recent Labour Day celebrations and observances where we saw labour and government relations at their lowest point since the pre-1981 labour struggles, this is a major question facing Bermuda. Faced with a government which is bound and determined to affect Bermuda's economic recovery seemingly on the backs of, and at the expense of the Bermudian people, social stress has reached a breaking point where Bermudians continue to experience unprecedented unemployment levels are the claims by the government that Bermuda's economy is turning around realistic?

The OBA government acts like it won a political mandate in the last election when in fact it won by a very slim majority, largely by default and by the failure of many PLP supporters who chose to go to the polls. This has been a very bitter political lesson that has had to be learned as many who believed the big lie have now found out to their dismay that you really have to elect and protect a government that is going to act in your interest. No matter how you feel about party politics, in the end you will still need a government that is going to act in your interest and your family's interest and the community's interest. This has decidedly not been the case with respect to this OBA government. Halfway through its term as government, it has clearly shown that it is not prepared to act in the interest of Bermudians as policy after policy has shown its anti-Bermudian bent with perhaps its greatest lightning rod in this regard in

the leading role is its "Minister of Foreign Employment Procurement", OBA Senator Michael Fahy.

I have given him that title because if you examine his OBA government policies you will see that such policies are not designed to benefit the interests of Bermuda, but do all they can to empower and enhance the interests of the non-Bermudian, from the purchase of Bermuda's scarce land to employment and the gaining of Bermuda status which ultimately will undermine the future of our children in this country.

Two recent statements by who I called the "terrible twins" in the Senate should leave Bermudians in no doubt as to whose interests they are concerned with. To claim that Bermudians have no birthright or that if they were born in Bermuda than that is an accident of birth which seems to imply that those who gain Bermuda status as a matter of choice there have more value, which in itself is a contradiction given that it is claimed that Bermudians have no birthrate or are a accident of birth.

There is no doubt that the OBA government is under siege by the people of Bermuda and as a result rather than address the concerns of Bermudians, they have resorted to a bankrupt policy of claiming that legitimate criticism of its policies is undermining the government. More disturbingly they have embarked on a practice which amounts to an attempt to sue the Bermudian people into silence by placing its political and labour leaders in the courts. Rather than examining and putting forward real economic policies which would expand Bermuda's economy, it has embarked on the destructive airport development

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

which will have the effect of placing this important Bermudian asset in the hands of Canadian investors for thirty-five years or more.

How is it in Bermuda's national interest to place our one and only national airport in the hands of foreign interests which will accrue millions of dollars which will leave the country rather than remaining under the control of the government and people of Bermuda?

There is so much secrecy surrounding this project that it is no wonder that there is growing suspicion that there is something more at play than just a way to develop a new airport for Bermuda. Are there hidden hands and interests that are pushing forward this development is not in the national's interest of Bermuda and her people?

One does not have to speculate about what would have been the reaction of certain political elements in this country had the former PLP government embarked on such a project which polls have shown that a majority of Bermudians are not in favour of and which is shrouded in so much secrecy while the Finance Minister point blank refuses to answer parliamentary questions put

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Global Young Leadership Conference – Part 1

By Hadiya Scott Riley



My trip with the Global Young Leadership Conference was a very eye-opening experience. The Conference started with all of us going into the dining hall that the hotel was letting us use to mingle and get to know each other. I could sense that there were many other young people like me who were nervous and hoping to run into someone that they might know. Soon I settled for sitting at a table with an interesting looking group of people. It was a little awkward at the table at first and only one or two people actually knew each other. To break the awkwardness around the table a girl Hallie offered that we go around the table and introduce ourselves. Hallie herself was American, next it was three girls from South Africa, and then next to me was a girl name Ewmi and she seemed just as shy and as intimidated as myself. We all left that table with a few friendships budding. After a short introduction to the conference as a whole we were sent back into the dining room for dinner. I sat a table by myself because the dining hall had filled up fast and when I looked again almost everyone from the first table was sitting

with me. Ewmi sat next to me again and we exchanged Facebook and other social media information and I had realized that we were put into this setting to do more than just make friends but we were also networking within ourselves. The friendships being formed could be life-long if nurtured right no matter where we are from and that maybe one day in the future we may cross paths again.

After dinner we were given our room assignments and able to meet our roommates. One of my roommates Lydia was from Maryland and I had no idea that throughout the course of the conference she and I would become close but we did. After taking out things to our rooms we were introduced to our leadership group meeting (LGM) leaders. I was in the group Japan and our leader was Kara-Marie. Of course we were asked to once again introduce ourselves in my group there was Gilat, Aya, Ida, Jack, Isaac, Christie, Luisa, Bernardo, Inák, Ariel, Arsham, Ashray, Barbara, Cande, Dani, Emily, Lauryn, Navita, Raul, Safeer, Tanu, and Zaina. I was elated to see Gilat, because she is

also Bermudian and we both went to Berkeley so there was at least one familiar face, but I soon learned that that didn't matter because we quickly became a very close knit group.

The first few days of the conference was preparing us for the United Nations Security Council Simulation we were going to have on our second to last day in Washington. The simulation was on an imaginary pending war do to civil unrest between the people on the island of Cyprus. The Turkish Cypriots felt that they were entitled to more of the island and were trying to push back the Greek Cypriots on the island. The main task was to come up with a resolution that benefits your countries national interest, while maintaining proper relations with allied countries and not adding to the problems and coming to a fair resolution for all Cypriots involved. The first three days were spent with us getting to know more about the people in our groups and forming friendships while also learning about the country we were representing and the type of stance we would take in the

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'A HEALTHY YOU'

By Nurse Beverley Howell

Hurricane season is June 1 – November 30. Hurricanes have the potential to cause life and property threatening hazards. Are you prepared? Plan ahead & be prepared! Preparation is the best protection against the potential dangers of a hurricane. Be sure to have a Family Plan; a Disaster supply kit; a plan to secure your home and a pet plan.

Some things to remember:

WHAT TO DO

- Listen to the Radio for critical information.
- Check your disaster supplies and replace or restock as needed.
- Bring in anything that can be picked up by the wind (bicycles, lawn furniture).
- Close windows and doors close or board up all windows and doors with plywood
- Turn the refrigerator and freezer to the coldest setting and keep them closed as much as possible so that food will last longer if the power goes out.
- Turn off or unplug all electrical appliances.
- Fill your car's gas tank.
- Sanitation and personal hygiene items
- Copies of personal documents (medication list and pertinent medical information, proof of address, deed/lease to home, passports, birth certificates, insurance policies)
- Cell phone with chargers
- Compile family and emergency contact information
- Get Extra cash

NEEDED SUPPLIES

- Food—at least a 3-day supply of non-perishable, easy-to-prepare food
- Water ~ at least a 3-day supply; one gallon per person per day
- Tarpaulin
- Flashlights
- Battery powered radio
- Extra batteries
- First aid kit
- Medications (7-day supply) and medical items (hearing aids with extra batteries, glasses, contact lenses, syringes, cane/walker)
- Emergency blanket
- Baby supplies (bottles, formula, baby food, diapers)
- Tools/supplies for securing your home
- Extra set of car keys and house keys
- Extra clothing, hat and sturdy shoes
- Rain gear
- Insect repellent and sunscreen
- Camera for photos of damage
- Pet supplies (collar, leash, ID, food, carrier, and bowl)



Remember during and after periods of 'BLACK OUT' ~ when in doubt, throw it out! Discard perishable food that has not maintained proper hot or cold temperatures for more than 2 hours. Keep hot food above 140 degrees (Fahrenheit) and cold food below 40 degrees (Fahrenheit).

*Nurse Beverley Howell, a registered nurse, is the Wellness Coordinator at the Department of Public Transportation.

PSI statement on the proposed UK trade union bill

In July 2015, the UK government published the Trade Union Bill, which contains wide-ranging measures designed to restrict the ability of unions and their members to organise collectively and take industrial action.

These include thresholds for turnouts in strike ballots, restrictions on the right to picket and the removal of the ban on the use of agency workers to replace striking workers. The government expects that the Second Reading of the Bill will take place in the House of Commons either in September or October 2015 after a short summer consultation which we consider insufficient to ensure the wide consultation and debate that are consistent with a democratic government.

PSI is extremely concerned and opposed to this Trade Union Bill which in our view will severely undermine fundamental human and trade union rights, such as freedom of association and the right to strike in the UK.

These fundamental rights have been enshrined and acknowledged in international human rights' treaties and jurisprudence since 1948 in the UN, ILO and EU human rights instruments and are cornerstones of all free democratic societies. We believe it will cripple the UK's industrial relations system, curtail the social and civil rights of UK people, dramatically erode workplace democracy and set a very dangerous precedent for the European Union and the rest of the world. We also share the view of the UK Regulatory Policy Committee that the whole Bill is 'not fit for purpose'.

We strongly oppose the proposal to increase the thresholds of ballots for industrial action, including a higher threshold for "important" public services. We believe that these measures are unnecessary and disproportionate and that the arguments and case for such reform are intrinsically flawed and biased. The UK is already among the most regulated industrial systems of the world and strikes are at historically low levels.

More working days were lost in labour disputes in 1926 than in the 37 years combined between 1974-2011. In addition, the power to limit union facility time and resources in public services threatens to undermine and destabilize the longstanding constructive dialogue and collective bargaining relations between many of our UK affiliates and the employers with whom they cooperate and negotiate on a regular basis.

PSI is appalled at the proposal to enable the use of agency workers during industrial disputes, the criminalization of picketing and other forms of protest, the heavy limitations and surveillance being put on trade union activity and the use of social media in support of labour struggles. These measures are not only undemocratic and at odds with fundamental human and trade union rights, for which the UK should be a world-class benchmark, but they will also create a climate of fear and intimidation among workers which will prevent them from speaking and standing up for their rights. This will lead to the creation of deep social tensions and unrest at the workplace; and will ultimately result in explosive social conflicts which will no longer be possible to resolve within the

constructive framework that trade unions and employers – including in the public sector – have been effectively building and using for many decades.

The UK needs strong, free trade unions as they are key partners for the democratic, economic and social development of the country and critical allies in building a more equitable society that supports the neediest. This is especially relevant to the UK, where inequality and poverty levels are among the highest of the OECD countries and at a time when the global economic crisis is hitting the weakest members of the UK society. The positive contributions delivered by the UK unions in the UK workplace and in the wider society on a daily base are broadly disregarded. These include their positive role as partners – not opponents - of managing workplace relations, transitions and organizational change, as well as facilitating the settlement of industrial disputes. Concrete examples include social partnerships in education, NHS and local government.

The right to strike is a fundamental tool in the set of instruments that trade unions can use in constructive collective bargaining. Public sector union members are committed public servants and have always agreed to provide minimum levels of services to protect the public's security and safety and health. The deliberate attempt to weaken the position of labour through the lopsided legislation of the proposed Trade Union Bill, which is evidently geared towards the interests of other UK social partners – business and government – will alter the balance and inevitably clog the UK industrial relations system, make it harder

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PSI statement on the proposed UK trade union bill continued from page 12

to engage in constructive negotiations and dispute settlement in the future.

We believe that the UK Government should show leadership in respecting and strengthening – not detracting from – the human and social rights of British people. Fundamental human and labour rights should not enter the battlefield of electoral campaigns and political cycles. We have urged the UK Government to withdraw this draft Bill that breaches fundamental human and labour rights and would place the UK among the ranks of human rights offender countries. In-

stead we encourage positive, constructive measures to facilitate and support social dialogue among all UK social partners, as well as sustainable economic growth and decent employment opportunities for the UK people, both in the public and private sector.

In many countries legislation has been passed or is being discussed to limit or prohibit strikes in “essential services” or even for all public sector workers. In addition, the criminalization of social conflicts and increasing violence against protesters is a reality all over the world at a time when employers and govern-

ments are implementing austerity measures. PSI and its members have a strong commitment to support you in this continued struggle for the defence of workers’ rights and the right to strike. Public Services International is a global trade union federation representing 20 million working women and men who deliver vital public services in 150 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organisations. ■

International Right to Know Day Events/Programming

International Right to Know Day was established on 28 September 2002 by campaigners from around the world to mark the creation of the Freedom of Information Advocates Network. Since then, on 28 September each year, Information Commissioners, advocates, human rights organizations, the media, public bodies, and the public celebrate the right to access information and the principles of openness, accountability, and transparency.

The purpose of International Right to Know Day is to increase individuals’ awareness of their right to access records held by the Government and other public authorities, and the importance of this right in an open and robust democracy. The right to know supports the public’s ability to increase the accountability of public authorities, to understand how and why decisions are made, and to increase the transparency of public spending.

This year, we join with over 100 countries with public access to information laws. Throughout the globe, International Right to Know Day is celebrated with programs, conferences, speakers, film screenings, awards ceremonies, radio programmes, and more. In some countries, right to know events are held for one day on the 28 September and other countries have an entire ‘Right to

Know Week’.

This year, International Right to Know Day falls during the same week that Bermuda will mark six months of the PATI Act in action. The Information Commissioner’s Office will be holding a series of public events over this week 28 September – 2 October 2015. ■



MEMBER BENEFITS

DISCOUNTS OFFERED TO BIU MEMBERS

- | | |
|--------------------------|--------------------------------|
| • Union Gas Limited | 5% off Mondays (cash only) |
| • Grotto Bay | 5% off of Famous Sunday Brunch |
| • Reefs Hotel & Spa | 10% off Food services only |
| • El Shaddai Florist | 10% off |
| • ERU AT’ILE | 10% off |
| • Island Construction | 10% off Tires |
| • Newstead Belmont Hills | 10% off Hotel stay, Spa & Golf |

Members must produce a valid membership card

BIU Golf Presentation 2015





BIU Banquet 2015



UNION CORNER

An interactive radio show
Tuesdays from
5:30 pm to 6:30 pm

Magic 102.7 FM



www.biu.bm





break me nor silence me.

Psalm 27:1

“The Lord is my light and my salvation; whom shall I fear? The Lord is the strength of my life; of whom shall I be afraid?”

So this current legal conquest by the Government doesn't bother me. This too shall pass. I am more concerned with the state of those struggling both socially and economically in this country. I appreciate the support from the community; many ask how I am doing. I am good. But what this Government is attempting to do to me and the Unions of this country is wrong.

Whether they like it or not Unions are here to stay. *‘United We Stand, Divided We Fall’* and we shall move *‘Onward and Upward Together’*.

Brothers and Sisters, this evening I will pick up where the former Premier Dr. Ewart Brown left off last year. In his BIU 2014 Labour Day Banquet speech, Dr. Brown called for functional unity; an all-out campaign by the Opposition, the Unions, the People's Campaign and other community organizations to unite and reclaim the Government.

This alliance never happened and the Government is the only group that refers to these entities as a *“combined opposition”*.

The functional unity that Dr. Brown called for maybe did not occur because the intended vision may have been too shallow. Functional unity must transcend political power as it needs to include organizations

working together to uplift the social and economic conditions of ALL in Bermuda.

While we can have a change in political power that does not necessarily translate into a change in a system that is structurally flawed and causes societal and economic inequalities in Bermuda. While a change in political power may be a crucial component, it can also provide persons with a false sense of hope and a continued dependence on the Government.

Our political system is structured in a way that creates a constant battle between the two parties. One party does all it can to remain in power while the other does all it can to regain power. This power struggle happens at the detriment of our people.

So, the current Government will have its judgment day! The People of Bermuda put Governments in Power; we allow them to become relevant. And if they don't do by the People and for the People, we the People will make them irrelevant.

Bottom-line!

VISION

Brothers and Sisters, what we need is functional unity towards a greater vision.

A Vision that surpasses party politics.

A Vision that truly seeks to improve the social and economic conditions of those on the bottom half of society.

A Vision that truly aims for a better Bermuda.

If you follow basketball, you will know that the Golden State Warriors are the NBA champs. Some people didn't even know they were a team prior to them winning the title. Some will ask how does an unheard of team like the Golden State Warriors win an NBA title? The answer may be based on how the league is structure.

The league's structure allows the teams that finish on the bottom to have an opportunity to select high up in the draft. This process permits teams to utilize those draft picks to select new stars or trade them for existing stars. You see, the NBA realizes that the league is better when you allow weaker teams to strengthen themselves. This is opposed to the English Premier League where the teams with the most money always finish on top and the weaker teams always get relegated.

The other distinction between the two sporting leagues is that the NBA prides itself on home-grown superstars while the EPL imports its best players.

This example symbolizes the two realities of society: one where the persons at the bottom have an opportunity to achieve greater and one where there is no hope for those at the bottom.

Brothers and Sisters, I ask: Which Bermuda do you want?

Surely, it is the Bermuda where the bottom tier of society will be afforded the opportunity to progress. While easier said than done, this should be the Vision. Bermudians should never

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feel as though they are in a constant state of hopelessness. For those members in the society who are in a comfortable position, they should never feel like the plight of others in the community is not their problem.

The Vision we set for ourselves should include the expectations of the People.

On May 1st, 2014, over 3,000 people marched under the umbrella of the People's Campaign and presented the Government with a manifesto based on the principles of Equality, Jobs and Justice.

Some persons in the community say the People's Campaign does not represent them. And that is perfectly alright.

Who we DO represent is the People who have attended the People's Campaign events and poured out their pain, frustrations and anguish.

The People who stood in front of hundreds, weeping as they shared the reality of their situations.

The People who expressed hopelessness in a country filled with so much promise.

The Young People who expressed feelings of displacement and abandonment due to living in a country where access to opportunity is limited.

The People whose hopes have become shattered because they cannot find employment which pays a livable wage for them to provide for their family.

The People who feel disconnected from their birth place.

That's who the People's Campaign represents.

Those 12 points in the manifesto were as relevant then as they are now.

We must embrace that:

All people are equal and are entitled to equal treatment

Every Bermudian should have the opportunity for post-secondary education and should not be prevented from attaining education due to lack of funding.

The Government must implement an equitable taxation system that would structure taxation based upon levels of total income and the value to assets and holdings.

Quality healthcare must be accessible and affordable to all.

All Bermudians must have equal treatment under the law

Brothers and Sisters,

All people are entitled to a job with a livable wage.

Every person should be entitled to a livable wage in proportion to the cost of living.

Full employment for Bermudians must be a national priority.

The Government must hold all employers accountable so that all workers will be respected and afforded the same standards and working conditions.

All workers must have the right to join Unions or associations to defend

their rights.

Brothers and Sisters, the Government is the servant of the people and the people of Bermuda entrust the Government to ensure that all of its people are treated equally, have equal opportunities, and must have equal protection under the law

The Government must implement a program specifically designed to provide true economic opportunities for persons who historically have been prevented access.

The Government must establish regulatory constraints over the market to ensure that the business community share the sacrifices and participate in practices that serve the common good recognizing that the economy must serve the people and not the other way around.

Equal rights must be the same for ALL citizens in Bermuda, as such, age cannot be a barrier for access to services, capital and employment.

The Government does not own public property but holds it in trust on behalf of the people and therefore should exercise proper stewardship that protects the assets of the people against privatization.

The people of Bermuda are entitled to expect that those who are entrusted to lead them will be guided by the will of the people, and make decisions based upon priorities that are consistent with the expectations, hopes and aspirations of ALL of the people.

Additionally, Brothers and Sisters, the

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Vision must include getting Bermudians back to work. How is it possible that there are more jobs than there are Bermudians in the workforce and Bermudians still can't find employment? Something is wrong with that picture!

We are either producing Bermudians that don't have the skill sets needed to enter the job market or employers are discriminating against our people. OR both. Either way, these are problems we actively need to fix.

Brothers and Sisters, we need to educate our way out of this job crisis. Bermuda is plagued with structural unemployment. Structural unemployment is joblessness that results from the mismatch between skills and qualifications that employers demand with the skills and qualifications that workers possess.

This form of unemployment cannot be easily overcome. However, I believe that through education, training and creating access to jobs, we can help solve our unemployment issue.

We, as a country, must commit to investing in the education and job training of our citizens. This investment will undoubtedly benefit both individuals and Bermuda at large as it will realign the skill sets and qualifications demanded by employers with those possessed by the unemployed.

I am calling on the Government to commit to providing adequate funding for post-secondary education and to correct the current problems with our education system at pre-college levels; namely problems associated with administration, finance, curriculum and quality of delivery.

On-the-job training must also become a national priority. While formal education may provide background skills and enhanced learning, much of the specific skills related to actual productivity are acquired on the shop floor.

Businesses must commit to apprenticeship programmes, professional development and workplace shadowing. This would enable Bermudians to acquire skillsets that are not gained through formal education but on-the-job training. These on-the-job training programs have become a standard in many developed countries throughout the world.

Initially, I was pleased to see the development of a National Training Plan which sought to remedy some of our structural unemployment problems. However, that joy has become disappointment as there has been no implementation strategy developed. Brothers and Sisters, ***'a vision without action is merely a dream.'***

OBA, you promised the jobs. Now it is time for you to deliver.

You tell us the economy is improving. Kudos to you!

Now get our people back to work.

We are tired of broken promises!

Government must also commit to reducing barriers that exist for individuals accessing jobs.

I am calling on the Government to address the reported discriminatory practices by employers against Bermudians. The Government must tackle this issue head-on. For far too

long, employers have been allowed to get away with setting rigorous qualifications and tests for new job openings primarily to discourage Bermudians. Some employers show a complete bias towards guest workers over Bermudians. This biasness needs to stop.

What type of message are we sending to our students when we continue to allow this? Our people go abroad, work hard to attain a qualification and return home to shut doors. It is disturbing to hear that many students have no desire to return home after graduating because they don't believe there is opportunity on this Island for them. Brothers and Sister, this is wrong and must be addressed.

I realize the critical need for guest workers in Bermuda and I appreciate their contribution to society but our expatriate Brothers and Sisters should not be displacing qualified and able Bermudians. Their service should only be utilized when there is a job demand that cannot be filled by a qualified Bermudian.

Brothers and Sisters, we need a Vision that forces structural changes which seeks to reduce income inequality in Bermuda. We should not settle for the notion that the rich will continue to get rich while the poor will continue to get poor. We can have an efficient economy where the rich remain rich while helping to uplift the poor.

It is evident that there are two Bermuda. We are divided racially. There is a Black Bermuda and a White Bermuda. It would be nice if all worked together for the betterment of ALL in society, however, his-

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tory shows us that, that dream is farfetched.

We should all be concerned that:

Black unemployment is substantially higher than White unemployment

The medium income for Whites in Bermuda is substantially higher than medium income of Blacks.

Blacks comprise the vast majority of persons on financial assistance

Blacks are the vast majority of persons in our jails

Blacks are losing our homes to banks

Blacks are losing our men to the streets

Black are struggling to survive upon retirement

Blacks are the poor and working poor in this country

Brothers and Sisters, it is a flawed way of thinking to believe that the social ill and economic deterioration of the Black community are not the problems of all. It is equally flawed for the Black community to continue to rely on others to elevate us from our current position; these are our problems and we must take the bull-by-the-horns and collectively address them as a community. The days of dependency must stop. No longer can we continue down our current trajectory.

We must take active steps to better ourselves.

First, we need to take accountability for our own actions. Realizing the factors that have contributed to our cur-

rent state, Brothers and Sister, we simply either want better for ourselves or we don't. If we do want better, we need to take active steps to achieve our desired outcomes.

Brothers and Sister, we need take active steps to:

Support our unions;

Support and revitalize our community clubs;

Develop our own financial institutions;

Develop and support Black businesses;

Invest in Cooperatives;

Invest in the Education of our children and our people;

Strengthen our families;

Revitalize our spirituality; and

STOP BEING OUR OWN WORST ENEMY

Brothers and Sisters, this needs to be done sooner rather than later. You see the White community in Bermuda have exhibited functional unity for centuries and, as a result, they have:

the country's Economic Power;

the country's Political Power;

their own Businesses;

their kids in first-class institutions;

they seem to handle their affairs in a more discrete manner

We need to take note of what has been done in the White community and we need to empower ourselves. We have the capacity to do better and we shouldn't settle for anything less. While I realize that we are entering the race at different locations, this race is not for us to finish; it is for the generations that come behind us to finish. Our aim should simply be to close the gap.

LEADERSHIP

Brothers and Sisters, we have outlined the Vision that includes equality, jobs, justice and a better Bermuda for all but many are looking for strong leaders in the community to step forward to get us there.

Brothers and Sisters, today's leaders must be **Grounded Spiritually** as spirituality enables leaders to operate with a sense of purpose and based on the values of love whereby leaders have genuine care, concern, and appreciation for both self and others.

Today's leaders must be Courageous as they need to be willing to take risks to achieve goals, be prepared to fight the battles on behalf of the people, be the voice for the voiceless, and, be an advocate for justice regardless of whatever challenges lie ahead.

Today's leaders must have Foresight and have the ability to create and understand the Vision, and, chart a course, identifying where we need to go and how we intend to get there.

Today's Leaders must have Integrity and possess a deep commitment to do the right thing for the right reason, regardless of the circumstances.

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Today's Leaders must be committed to Strive for Excellence. Our leaders not only need to maintain high standards but also must be proactive in raising the bar in order to achieve excellence in all areas.

If persons possess the ability and the willingness to lead, they should make it their priority to do so. This Country needs strong and vibrant new leaders:

In our government;

In our religious institutions;

In our community clubs;

In our business community; and

In our families;

We should not just sit back and be satisfied with mediocre leadership; we **MUST** demand that our leaders operate at a standard of excellence.

I came across an article in Forbes Magazine titled: *'15 Ways to Identify Bad Leaders'*. The first line of the article read: *"It's important to realize that just because someone holds a position of leadership, doesn't necessarily mean they should."*

Three identifiers that resonated with me when I read the article included:

When Leaders Fail to Lead Themselves: A leader who lacks character or integrity will not endure the test of time.

Put-up or Shut-up: Nobody is perfect but leaders who consistently fail are not leaders no matter how much you wish they were.

Beware of the Know-It-All: The best leaders are acutely aware of how much they don't know. They have no need to be the smartest person in the room but have the unyielding desire to learn from others.

Brothers and Sister, we must not be fooled or deceived by those who pose as leaders but clearly do not have the People's best interest at heart. Many share a view that because people are successful in business that makes them qualified to run a country. I will follow a person that exhibits love for the people of Bermuda over any capitalist.

Many in the Country are dissatisfied with the Country's current leadership. It seems as though they are not empathic to the needs and concerns of the People.

I am personally dissatisfied with the leadership of this country. The OBA rules with an iron fist with no regard for the people of this Country. Their business-driven agenda is distracting them from their principle purpose which is to serve the People.

I have heard cries from public sector workers, cries from private sector businesses and employees, cries from the opposition, cries from the unemployed and cries from our seniors.

It seems as though the whole country is crying out. OBA are you listening?

The leadership of this country has been no friend to labour; their attacks on the trade unions and the trade union leadership are unprecedented.

THE PEOPLE

Brothers and Sisters, we have identified the required Vision, we know we

need strong leadership to get us to where we need to be. But a shepherd cannot lead sheep if they are not awake. It seems like many in Bermuda are walking Zombies; they have their eyes open but their minds are closed.

What is wrong with us as a People that we preoccupy ourselves with so many things that don't matter, however, we have marginal or limited concern with things that will affect us and the generations to come.

Brothers and Sisters, I penned an article after Emancipation Day to provoke thought in the community titled: 'What If'. I sent it to a media outlet, however, for some reason it was never published.

I decided I'll share the article with you tonight.

Brothers and Sisters,

WHAT IF integration in Bermuda is a myth and segregation is intentionally subliminal and designed so that the White community continues to thrive at the expense of the Black community who is stricken with social ills and economic deterioration?

WHAT IF the Black community empowered themselves both socially and economically by working together as a community to achieve true liberation?

WHAT IF the public education system is designed specifically to channel our kids towards becoming employees rather than entrepreneurs, business owners and leaders in our community?

WHAT IF the removal of technical education was deliberately done to marginalize our males, ultimately leading them to unemployment and the participation in gang activity?

WHAT IF the entire community, young and old, Black and White, began to exercise their civic responsibility, raising their level of consciousness, becoming less tolerant of political decisions and conduct that seem undemocratic and have negative impacts on our individual and collective well-being?

WHAT IF we as a country suddenly woke up and realized party politics is not in the best interest and does nothing but further polarize the people, leading to bad policy decisions and bully governments?

WHAT IF the people of Bermuda began to vote not for the party but for the candidate, whether independent or not, with the best qualities, abilities and characteristics to lead this country?

WHAT IF prominent members of society are receiving economic benefit from gang activity and the distribution of drugs using our young men as casualties in their quest for increased wealth?

WHAT IF the erosion of moral values within our youth is a direct result of the deterioration of family structure in Bermuda and we realized that generations that have come before are actually failing today's youth and not today's youth failing us?

WHAT IF the Bermudian people collectively tapped into their innovative qualities and developed a second pillar in our economy which will allow us to be less reliant on international business?

Brothers and Sisters, WHAT IF these considerations are not real or realized, however, what if they are?

Brothers and Sisters, I now ask you: What are you prepared to do?

We must continue to fight for what we believe in.

We must continue to advocate for equality, jobs and justice.

We must continue to be a voice for persons who are not prepared to speak for themselves.

We must continue to protest when needed.

We must support freedom of speech.

We must support freedom of assembly.

We must continue to work to gather to achieve a better Bermuda.

And we must do it unapologetically.

Brothers and Sisters, the call will come and when it does I need you to:

Wake up,
Rise up, and,
'Lead by example'. ■

CPSA Supports Brother Jason Hayward

"The Caribbean Public Services Association [CPSA] extends to the Bermuda Public Services Union, one of our seventeen affiliates, categorical support regarding its position against the legal action imposed on it and its President Bro Jayson Hayward by the Government of Bermuda.

"In today's world any progressive Government with the interest of the masses at heart should be committed

to forging alliances with workers' representative bodies.

"Such a government, even where major differences exist, would explore means that have the effect of reducing contention and confrontation between employees and the political directorate. They would choose an approach that would improve dialogue and reduce rancor.

"The CPSA is confident that any existing misunderstanding between the Government of Bermuda and the BPSU can be amicably resolved without having to resort to the courts.

"We appeal to the Government of Bermuda to re think its position and consider an approach that would preserve the best interest of all parties, since the entire public service can be compromised by its current action." ■

Country he would have been fired.

The Minister of Finance has said that we have chosen CCC because this is what they do and they also do not know what the final cost will be.

Here again the OBA Government and in particular the Minister of Finance the Hon. E.T. Bob Richards is not listening to the PEOPLE OF BERMUDA because there was a poll conducted on the Airport project and 75% of those polled, were not in favor of the project.

So the OBA Government has decided to completely ignore the wishes of the people although they stated in their Election Platform "The importance of people-based planning is key. As I said in our 2011 Reply to the throne Speech: Our job is to serve the public, to solve problems, to run the country on their behalf, efficiently and well... to do so with integrity and selflessness... to put Bermuda first"

When did OBA Government decide that they would not live up to what they promised the PEOPLE?

The 2000 emails released by the People's Campaign in May 2015 clearly showed the lack of TRANSPARENCY and ACCOUNTABILITY in this project by the Minister of Finance and the OBA Government. The Minister of Finance invited CCC and Aecon to Bermuda where they held a press conference in an attempt to clarify and justify their position on this project to the People of Bermuda.

The Minister of Finance has said that he first met AECON in June of 2014. THERE APPEARS TO SOME "fuzziness" in the Minister's statement here why. Mr. Donald Olsen, the Director of Business Development and Sales

Middle East and Africa for CCC has said in one of the e-mails "Yes AECON brought this project to CCC that was last winter and we first saw the Minister of Finance from Bermuda at the office of AECON. (either in November or Dec 2013 or in January or February 2014). Someone is not telling the truth according to Mr. Olsen email. The Minister of Finance has said that he was dealing with CCC on this project and not AECON, so if CCC and AECON were working out some kind of deal that was between them.

Let's just say for the moment that we agree with the Ministers position that he did not know he was being played by CCC and AECON, However once The Minister of Finance found out the truth that did not change him opinion about CCC and AECON because he still willing to go ahead with this deal something smells fishy.

What I find very interesting is that the Minister of Finance is suing Bro. Jason Hayward for defamation. Bro. Jason was saying he believes that based on the documents that we have seen it would appear that this might amount to Corruption. The Minister of Finance the Hon. E. G "Bob" Richards is involving the Bermuda Government and the people of Bermuda with two companies, namely CCC and AECON when it would appear that there have been some inappropriate business dealings that are taking place with these two companies. (Here are a few examples: Planting questions, AECON pretending to be CCC and creating a paper trail), according to Mr. Steve Nackan who is the President of AECON Concessions who said in a press conference while he was in Bermuda "This the way we do business".

In 1968 Dr. Martin Luther King was

addressing a group of workers about two weeks before his death, some of the words that Dr. King said I think are very fitting for today in Bermuda:

"What I'm simply saying is that in this movement in Washington, WE ARE GOING TO DEMAND WHAT IS OURS and, my friends, the resources are here in America. The question is whether the will is here. There's something wrong with the politics, the priorities, and the purpose of our nation now, and we've got to say it in no uncertain terms".

Dr. King goes on to say *"The fact is that freedom is never voluntarily given by the oppressor. It must be demanded by the oppressed,-that's the long sometimes tragic and turbulent story of history. And if people who are enslaved sit around and feel that freedom is some kind of lavish dish that will be passed out on a silver platter by the federal government or by the white man while the Negro merely furnishes the appetite, he will never get his freedom."*

"The Sheppard cannot lead his folk of sheep that are asleep". The people must be awake and ready to do what is necessary to stop the OBA Government. Therefore Ladies, Gentleman, Brothers and Sisters I say to you today that the time has come for us to come up with a plan of action to STOP THE OBA GOVERNMENT from inflicting any more pain of the Bermudian People, because enough is enough!

We may have to sacrifice, to secure our future. We must put aside our fears to do what is right for the people of Bermuda; we are going to demand what is ours, because;

THE POWER OF THE PEOPLE,
IS GREATER
THAN THE PEOPLE IN
POWER !!!!! ■

Basic Rights: the Foundation of Democracy

Edward G. Ball Jr, JP, LLB, FCMI, General Secretary

Bermudian working men and women have lost blood, produced sweat and shed tears for the right to be unionized. Workers have looked to Bermuda's Unions to be their voice because, during the early 1960s through to the late 1980s, workers who expressed their concerns regarding workers struggles were targeted with reprisals from employers and some government officials. However, despite the denial, there are Bermudian workers who still bear the scars for their belief in the Freedom of Expression and Freedom of Speech.

The issue, and therefore the discussion for everyone, is to be mindful of the past struggles endured to achieve these basic human rights and the continued effort required to maintain and protect them.

The current legal action against the President of the BPSU, Jason Hayward, challenges the very ethos of Freedom of Speech and Expression. In addition to the Plaintiff's (Minister E.T. Richards) claim for "aggravated damages for libel", the writ also requests:

"an injunction restraining the Defendant, whether by himself, his servants, agents or otherwise however from further publishing or causing to be published the same or any similar words defamatory of the Plaintiff."

The International Fraternal Trade Union movement has championed the universal human right for Freedom of Expression and Free Speech throughout the world. There are Trade Unionists in

Third World countries who been killed for attempting to exercise this right on behalf of the oppressed and destitute. Much of the world has learned of these atrocities and other worker causes through the Free Press. However, sadly, Bermuda's media houses appear to be ignoring the attacks on democratic freedoms that are occurring in our own country.

The above referenced universal conventions guarantees basic human rights, an essential component of any democracy. It is this freedom that enables citizens to exchange views and information, to protest against injustice, to influence the public discourse and to hold the Government to account. Citizens are entitled to disagree with Government and the Government must respect the right to do so.

As a member of the Bermuda Trade Union Congress (BTUC), the BPSU partnered with both former Governments and the current Government to ensure unemployed Bermudians had an opportunity to be re-employed and to aid in the resurgence of Bermuda's economy. There have been several other examples where the BPSU has led the discussion on key issues facing Bermuda. These include:

an actuarial review of the superannuation plan with recommendations to ensure that it was fully funded;

ideas on succession planning and train-

ing for all civil servants;

viable proposals for both revenue generation and reduction in expenditure;

the re-introduction of the Economic Tripartite Committee as a method of collaboratively finding solutions to the Island's economic challenges;

endorsing the America's Cup.

Open public dialogue is important especially regarding the usage of taxpayer funds that affect the public purse for any proposed government venture.

This does not appear to be the case with the dispute between the Plaintiff, Mr. E.T. Richards and Mr. Jason Hayward of the BPSU. This situation represents a David and Goliath scenario where the Government, by its position of strength, appears to be seeking to strangle the Union by both making an example of Brother Hayward, denying free speech as it pertains to the Union and, by extension, the public at large.

The BPSU Executive and General Council stand in solidarity with our President Jason Hayward and he has our unwavering support.

Edward G. Ball Jr, JP, LLB, FCMI

General Secretary ■

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Prison Officers Association

Press Statement

Friday August 28th, 2015

There has been much sacrifice in the island of Bermuda to establish and practice trade unionism. It will be a great disservice, allowing the hard work of the trailblazers and pioneers of trade unionism to lie dormant, stagnant, or die. We must work feverishly to retain and exercise our right to practice trade unionism. Ultimately exercising our: Inherent, Natural, Human Rights.

The occurrence in question May 11th 2015. "The Peoples Campaign for Equality, Jobs, and Justice" were interviewed by Mr. Gary Moreno. Minister E.T. Richards has made a claim for "aggravated damages for libel" using the public purse to pursue this erroneous claim. The purpose of government is to protect the individual rights of its citizens. It is a violation of oath taken by anyone appointed to carry out Ministerial duties. It is a public wrong to pursue such action against BPSU president, Jason Hayward. Jason Hayward exercised The "Freedom of Thought", "Freedom of Speech" and "Freedom of Expression".

An individual has the right to hold their own opinions and to express them freely without government interference. Human beings must be free to criticize the state without fear of prosecution. This is a most important right in a democratic society.

It will not be left to the imagination, and there must be no doubt. The Prison Officers Association is in support of BPSU President, Jason Hayward.

"Conformity is the jailer of freedom and the enemy of growth." - JFK

Celebrating Our Contributions Through Labour – Part 2 continued from page 4

scrutinized organizations.

When embroiled in conflict, very often media sources will report management requests and union demands never vice versa subliminally implying union bullying. Trade unionists in such places but not limited to as Honduras and Columbia have been kidnapped, tortured and murdered and cannot sleep in the same house in fear for their safety and life. Imprisonment, unfair dismissal, being blacklisted for employment or promotions are not uncommon both internationally and domestically in this so called twenty first century civilized world. We live in a world which cele-

brates saving the beasts of the jungle, the fish of the sea, and the fowl of the air even the forests themselves, which is very commendable. However when the union leaders attempt to enhance the human component and his working environment that which his existence has become dependent in this contemporized domain he/she is very often ostracized for their conviction to their commitment by friend and foe alike.

In order to survive and as unions and their leaders have shown the world through collective collaboration to thrive, we must preserve and at all cost protect these institutions our benefits,

gains and their leaders, extinction and being incapacitated must not be an option. We must all play our part, unions are not perfect, bring your change from within one by one. I am reminded of an African proverb “if you think you are too small to matter, you have not spent a night with a mosquito.”

We cannot blame complacency or inaction on anyone but ourselves and certainly not our leaders.

P.S. “The shepherd cannot lead if the sheep are asleep” - Bro. Jason Hayward, President, Bermuda Public Service Union (BPSU). ■

Bermuda at the Tipping Point? continued from page 5

forward by the political opposition. Instead we have had silence from the previously vocal OBA political supporters under the PLP government, silence from the Auditor General who

was quite vocal during the term of the PLP government and silence from the British representative on the hill.

It is almost as if this whole affair is a grand conspiracy – the grand conspir-

acy against Bermuda and its people and in that respect we have no choice but to resist and fight for the future of our country and the national interests of its people. ■

Global Young Leadership Conference – Part 1 continued from page 6

simulation, and also looking deeper into the problem the citizens of Cyprus were facing. By the time the day of the simulation had arrived I was personally nervous about making sure that our group was ready to represent our resolution and try our best to get it passed. Though once we had started the simulations it was easy to see that every country group had the very similar if not almost the exact same resolutions and that made voting for a resolution almost that much harder because each country wanted their own resolution to be voted in. It was easy to see where, even with good intentions there were misunderstanding on who the problem really involved. Many people saw it as a pending war

between Greece and Turkey when really it was a looming civil war on the island of Cyprus between two groups that just happened to be of Turkish and Greek nationalities. Yet, at the end of the day we had to be reminded that there were all Cypriots at heart and regardless of culture, religion, or background should be able to live harmoniously together. In the end it came down to the United States and Russia's resolutions and finally Russia's resolution was ultimately picked.

In-between all the hustle and bustle we got time to learn more about the people in our groups and the countries they came from and it gave me a taste and hunger to want to travel the world

and explore. I got to hear about all this amazing places from people who live there. There was, of course, such wonderful and beautiful things shared, but I was refreshed to also hear the kind of dark side to things. Not only did this make me want to travel for my own personal gain and pleasure but also to be able to help others in any way I can, which has become an instilled moral of mine. I believe that everyone should work on making lasting relationships and connections when possible, while also making lasting impressions even if on one person. Hopefully in the end that impression can be passed on in a positive way and help make a change. ■

Back To School

Find and circle all of the School related words that are hidden in the grid.

The remaining letters spell a Mark Twain quotation.

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

ASSIGNMENTS
BACKPACK
BATHROOM
BELL
BINDER
CAFETERIA
CHALKBOARD
CLASSROOM
CLOCK
COURSES
DESK
DOORS
ENROLL

ERASER
EXAMS
FIRST DAY
GYMNASIUM
HALLWAY
HOMEWORK
INTERCOM
JANITOR
LANGUAGE ARTS
LEARNING
LIBRARY
LOCKER

LUNCHROOM
MATH
NEW FRIENDS
NOTEBOOK
NURSE
OLD FRIENDS
PADLOCK
PAPER
PENCILS
PENS
PRINCIPAL
QUIZZES

ROLL CALL
RULES
SCHOOL BUS
SCHOOL OFFICE
SCHOOLYARD
SCIENCE
SECRETARY
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SOCIAL STUDIES
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STUDY
TEACHER

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