

## Premier Burt's Speech to Delegates Conference

Premier David Burt opened the PLP's 53rd Delegates Conference on Wednesday, October 24, 2018 at St. Paul's Centennial Hall to a standing room only audience made up of members and friends of the Party. Below is the Premier's speech.

The Title of this conference is "Building a Better and Fairer Bermuda: the Next Chapter". Our Delegates conference is important, not only because it decides the leadership of the PLP, but it is the supreme body of our Party. The PLP is a grass roots party, ideas like FutureCare – came from our delegates.

Family, who will write the next chapter for Bermuda? In our long history, Bermuda's story has been written by many groups: The British, The Americans, A few privileged families, hoteliers, businessmen, and a number of governments.

But in each case, the people of Bermuda have just been pulled along for the ride, always being told to stay in their place in case they upset the programme of whoever happens to be writing the story at that time. I say that it is time for the people to write the next chapter and this is the Party to deliver on that promise.

This is the Party of Freddie and Lois; the Party of Walter Robinson and Mose Allen; the Party of Eugene Cox and Ira Philip; and as we stand on their shoulders we have a duty to make the next chapter one that would make them proud.



HON. PREMIER DAVID E. BURT

The next chapter has to be one founded in the Party's commitment to social justice and equity, not just equality – but equity. Our core values speak to lifting people up and making this society one in which

every Bermudian has an opportunity to live and succeed. Make no mistake, this country was founded on inequality and so changing the system will not be easy. It means that we must be bold; we must have courage and we must support the vision that is determined to bring true equity to this country.

You heard me talk about core values, and that is a key point. It is key because solutions posed in 1989 may not fix 2018's problems. Bermuda may not have changed that much, but the world has. That means our solutions to fix Bermuda's problems must be framed in the world today, so that means we have to think not of the past, but of the future.

*(continue on page7)*

### BELCO 1965



### LEST WE FORGET

#### Bro. Kenneth Paul

June 5, 1934 – October 27, 2018

On Thursday, May 27<sup>th</sup> 1965 Bro. Kenneth was found guilty of one charge out of five charges that was laid against him for taking part in the BELCO disturbance. Bro. Kenneth was sentenced to 10 months in prison after the Jury had urged leniency. Bro. Paul appealed the sentence and won, he was released from prison on Monday, September 27<sup>th</sup> 1965.

# Department of Parks Horticulture Training Programme Graduates 25 Students



On October 25, 2018, twenty-five students from the Department of Parks Horticulture Training Programme received their national certification in horticulture.

Graduates were commended by Minister of Public Works, Lt. Col. David Burch and Minister of Education and Workforce Development, The Hon. Diallo Rabain who provided remarks at the ceremony.

Minister Burch said, "One of the more pleasant tasks of this job is being able to participate in ceremonies such as this that congratulate and honour people who have done good work."

Minister Rabain also provided comments saying, "The Department of Workforce Development is committed to ensuring that anyone who wants to pursue a career in this field has access to proper training and resources. I encourage those who have an interest in horticultural careers to visit the Department to learn more about opportunities, training and certification."

This graduating class is the first group to receive national accreditation in horticulture in Bermuda. ■

## THE WORKERS VOICE

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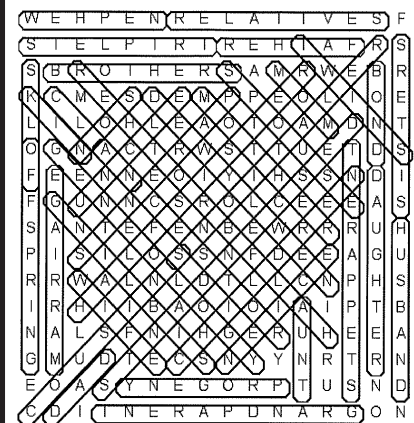
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## PUZZLE • SOLUTION

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CLAN	HALF SISTER	PARENTS	TWIN
COUSINS	HUSBAND	PROGENY	UNCLE
DAD	KIN	RELATIONS	WIFE
DAUGHTER	MARRIAGE	RELATIVES	
DESCENDANTS	MOM	SIBLING	

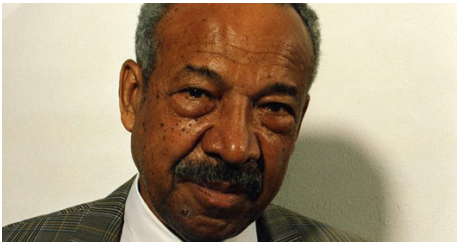


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# Gilbert O. Darrell

June 30, 1923 – October 25, 2018



The MP for Hamilton East and the sole Parliamentarian of the National Liberal Party (NLP), Gilbert Darrell is known in the House of Assembly as “the select committee man”.

That’s because ever since party politics was introduced to Bermuda in the mid-‘60’s, Mr. Darrell has been calling for more cross-party participation in the decision-making process.

The 67-year-old Bermudian has been involved in politics for almost 40 years, working at the grass-roots level for a full decade before he was first elected to the House as an MP for Smith’s South in 1963.

Born in Flatts village in 1923, Mr. Darrell grew up in a family of seven. His mother, Mrs. Inez Gilbert (sic) (should be Darrell), had great ambitions for her children and emphasized the importance of education to all of them.

Young Gilbert attended both Elliot Primary and the Berkeley Institute before leaving for the US at the age of 15 to continue his secondary education in Ohio.

“I went to Wilberforce College to finish my high school and start my college education. It was an AME school; established for the black community. There were some other Bermudians at the school but we were completely separated from home. I was away for about two-

and-a-half years but fortunately I was able to get back to Bermuda for my summers,” said Mr. Darrell.

It was during one of those summers that Mr. Darrell got his first taste of injustice, and what he calls “an indignity that demanded political action.”

Working for a wage of \$24 a week at Castle Harbour Hotel, Mr. Darrell and eight other porters went to the hotel manager to ask for a raise.

“We were fired on the spot and immediately ordered off the property. The manager even went so far as to put a policeman at the gate so we wouldn’t come back in,” recalled Mr. Darrell.

World War II interrupted Mr. Darrell’s education and he was unable to complete his Liberal Arts degree. He went to work at Meyer’s machine shop in St. George’s in the early ‘40s and repaired engines and boilers on the hundreds of convoy ships that were in and out of the Bermuda harbours.

After that stint I managed to get on the tug boats and we worked for what was at that time the Fort Bel Army Base (now the US Naval Air Station). We did dredging work to establish the landfill. I really enjoy working on the water,” said Mr. Darrell.

His chance to do so came suddenly when a request for Bermudian tug boat operators to escort American barges to Normandy for the Allied invasion of Nazi-occupied France. Although some tugs were lost on the cross, Mr. Darrell ended up in Naples, Italy where he signed up with the US merchant marine.



## IN MY OPINION

BY LAVERNE FURBERT

From 1945 until 1948 he sailed the seas as a junior engineer and although Mr. Darrell loved the lifestyle made some lasting friendships, he returned to Bermuda to marry Carlita Seaman in 1948.

“We went into the grocery business. It was a family business in Flatts and it did quite well. I was in the grocery business for about 17 years but at some point, and I don’t remember quite when, I branched out in the store equipment business.

“We started Gilbert Darrell Store Equipment in the ‘60s and I’m still in it, although the business has changed a lot. In the beginning we supplied and serviced between 40 and 45 grocery business and only a handful of restaurants. Now we work with 14 grocery stores and so many restaurants I’ve lost count,” he said.

While Mr. Darrell was operating his business he became involved with the Parish political associations.

“In the ‘40s and ‘50s the associations organized to get some representatives into the House. It was a black organization and because I was a land owner I was able to vote.

“You have to understand that the House was almost all white at

*(continue on page 6)*

# Government launches online consultation platform

The Minister for the Cabinet Office with Responsibility for Government Reform, Lovitta Foggo recently advised that it has launched the Bermuda Government's Citizens Forum. This online platform is designed to be Government's consultation hub where residents can discuss and comment on the Government's proposed policies and initiatives.

***The Bermuda Citizens Forum will be located at [www.gov.bm](http://www.gov.bm).***

Minister Foggo said, "One of the fundamental aims of this Government is to ensure that the people of Bermuda have their say on the matters that affect them. It's been said that a healthy, functioning democracy is one that provides its people with an opportunity to freely voice their opinion, and one that holds elected officials accountable for delivering on their promises.

"Prior to becoming Government, we all witnessed numerous instances where government policies and resultant Bills in some cases were not put forward for public consultation as frequently as perhaps they should have been. It was a policy development process that repeatedly did not take into account the views of the people.

"So, it was the goal of this government to create a mechanism whereby the people of Bermuda could have their say in matters of importance to them. Stakeholder consultation is an invaluable component not only in ensuring a strong democracy but in the policy development process. The launch of the Bermuda Government's Citizens Forum is a demonstration of our promise to the people of Bermuda



to provide a forum where they can stay informed on public policy development and share their ideas and feedback."

Minister Foggo continued, "Input from the wider community is critical for an accurate assessment of the feasibility of policy proposals and will help identify which aspects of a policy will be most strongly supported or opposed. Public feedback is a necessary part of the process and may lead to the refinement of policy options. This Government committed to good governance and good government. The introduction of the Citizens Forum is a tangible example of good government – one that is applying best practice to public policy development."

The Minister explained that with Citizens Forum (also known as the Bermuda version of DemocracyOS), anyone who wants to participate in the conversation or have their say on substantive public policy matters will be invited to do so. Navigating the site will be simple and easy, according to the Minister.

- When users access the site, they will view the home page which will have any proposed policies for consultation with a brief explanation listed.
- Users can scroll the list where there are multiple policies featured and "Discover more" by clicking the link.

- Before sharing their views however new users must "Create and Account" and can do so by either using an e-mail address or by simply linking it to their Facebook or Google profile.
- Once a user has completed the account creation process, they can navigate the site to see which government policies or proposals are at the consultation stage of the policy development process and require their views. The site will also indicate the date and time of related consultation events, such as Town Hall Meetings or other forums.

Minister Foggo concluded, "You will already know that our Government has had an incredibly busy first year introducing and implementing programmes, policies, legislation and initiatives aimed at supporting Bermudians. We have always maintained that our people should have their say in how these programmes, policies, legislation and initiatives affect them. And to date the public has been invited through other forums and mechanisms to have a voice. With the launch of the Bermuda Government's Citizens Forum we have delivered on our promise to produce a digital tool to engage our community so that they have a role in shaping our democracy." ■



# The Head of the UBP is Gone but the Body Remains

Opposition Leader Craig Cannonier has chopped off the head of the UBP, but the body is still there.

The conservative political support base that had back up the old UBP is the same one that back up the OBA; nothing has change and we have already seen that with the political criticism we have seen them making towards the PLP government.

They are the same ones who have attacked black leadership as a whole. They have nothing in common with the black church and they are against the trade union movement. They were on the other side against the Bermudian patriots who stood up in the defense of Bermudian national rights over the question of immigration when the former one-term OBA government tried to past an anti-Bermudian immigration law that would have impacted the future of our children.

Another issue was the question of the building of a new airport which under the control of a Canadian company will control it for thirty years. It is not that countries do not enter into international development agreements with other countries but it is the nature of such agreements that is of importance. The airport agreement was shrouded in secrecy and we the people still don't know the full extent of

it. But we do know how desperate the former OBA Finance Minister was to get it signed as they sneaked into Parliament in the dead of the night as they feared the people will block them from getting in as they did when the OBA government attempted to pass the "Pathways to Status" legislation.

Now we may have jobs in the short term while the airport has been built, and the Opposition Leader may boast about that, but the long-term impact of having our airport under the control of a foreign entity, the same entity that tried to sell the airport contract to the Chinese will not benefit Bermuda. We could do nothing about the sale as the Canadians have full control for thirty years and if Bermuda wanted to change that agreement it will cost us to break it as the former OBA government gave the Canadians full control.

Another OBA policy that their leader has taken to boast about is the hosting of the America's Cup although not all Bermudians benefited from it. The question has not been asked about the drain on government funds to put it on and we feel the impact on the need to buy new buses and garbage trucks and other government expenses.

Recently Bermuda population data has been released to


## THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

reveal our declining population and it is true we don't have as many children as we used to, but there is another factor that is not been talked about and that is the population drain of young Bermudians whom I call "economic refugees" who have moved to the U.K. Many young Bermudians and their children have fled to Britain because they cannot survive economically in Bermuda and certainly the social assistance program in Bermuda cannot match the one that can be found in England. If these Bermudians are no longer in Bermuda they are no longer counted in Bermuda's census and therefore form a part of Bermuda's population decline.

So even if the current OBA leader can attempt to convince the people of Bermuda that he is getting rid of the old UBP the policies remain the same and that is where we will make our judgement. ■




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# Gilbert O. Darrell (continued from page 3)

that time. Wealthy white people were more likely to get elected because they often owned land in all nine parishes. That meant that they have nine votes each throughout the island,” he explained.

Despite opposition from the white gentry, Mr. Darrell was elected to the House as an MP for Smith’s South in 1963. The PLP had just been formed and had six Parliamentary members. But Mr. Darrell, like the 30 other members of the House, was not affiliated with a party.

“The United Bermuda Party was organized just prior to 1966. I remember well because a delegation of Bermudians, myself included, had been to London to formulate the Bermuda Constitution,” said Mr. Darrell.

Although active in the House, Mr. Darrell lost his seat in Smith’s South to Jim Woolridge in the 1968 election, the first held under the new Constitution which introduced the Universal Franchise to Bermuda?

However, he and Bermuda Industrial Union leader Ottiwell Simmons were appointed to the Legislative Council (now the Senate) under the banner of the PLP in 1972 and by 1976 Mr. Darrell was back in the House as an MP for Hamilton East and a full-fledged PLP member.

“I served under the banner of the PLP until I was expelled from the party in the mid-‘80s. The party expelled us for reasons that, to this day, even they can’t define,” said Mr. Darrell, referring to the bitter internal dispute that centered on then-leader Lois Browne-Evans refusal to step down.

Although the expulsion of Mr. Darrell and five other members of

the PLP caused some confusion in party ranks, the group organized themselves as Supporters for Change for the PLP.

“We it became obvious that we weren’t going to get back in, we formed a new political party. There were four of us still in the House at the time. We founded the NLP.

“I retained my seat at the next election under the new banner although two of the others were defeated. However, during the following election Austin Thomas lost his seat and now I am the only NLP member in the House,” said Mr. Darrell.

Because his constituency is small – 900 people live in Hamilton East – relative quiet, Mr. Darrell is able to devote much of his time to party politics although he by no means ignores his constituents.

“The constituency isn’t too bad. We have the normal problems like maintenance of estate roads and streetlights but it’s quite quiet in Hamilton East. I don’t wait for my constituents to come to me; I go to them and I am very aware of my obligation to represent them in the House,” said Mr. Darrell.

He is also aware of his responsibility continue the battle for more cross-party communication.

“As far as I’m concerned we need the House re-structured. We follow the Westminster model to some degree but we have moved to an executive type Government. That is a bad thing. My ongoing political thrust is to have more equitable participation in the House of Assembly”, said Mr. Darrell.

He alludes to the pre-party days when many small select committees came together to deliberate on pressing issues.

“The way things are now – and what we want to change – is this ultimate power type thing. Take the 1990 Budget, for example. It is not what Dr. Saul came up with but, rather, the way he presented it.

“Right now, when the UBP comes to the House with a bill it is already passed before any sort of debate involving either of the opposition parties. We need to get away from that. We need to know that there has been input from all sides before legislation is passed,” said Mr. Darrell.”

Mr. Darrell leaves to celebrate his life, his wife Coralita, his children Gilbert C. Darrell and Miriam Smith, three grandsons and many nieces, nephews and friends.

*Editor’s Note: Out of respect for the late Gilbert O. Darrell, we have reprinted the above article in its entirety which was published in the Mid Ocean News on March 16, 1990 and written by Margaret Macpherson. Mr. Darrell was an early member of the Bermuda Industrial Union and the BIU Members Co-Op Society. ■*

## Premier Burt's Speech to Delegates Conference (continued from page 1)

## Where We Are

In 4 ½ years the OBA doubled our debt, 2000 jobs were lost. Public services from busses, to trash collection, and schools were left to suffer while over \$100 million was spent on the Americas Cup which only provided a temporary boost. Under the OBA Bermudians fell behind and were a mere afterthought. The

Over the next 4 years we will also deal with Justice. I can remember in 2014 when the 'Land Grab' motion was passed in parliament – and a commission of inquiry was never called for by the Governor. Justice is finding the truth about what happened with people who were wrongfully disposed of their property. There is no price that you

There is a lot of talk recently about immigration. The fact is that in 2018 where the world is virtual and jobs are mobile, it is important to realise that we may need to take a different approach to immigration than we did in 1956 when the



# Premier Burt's Speech to Delegates Conference *(continued from page 7)*

immigration act was written; well before colour TVs, mobile phones, or the internet.

Immigration is always an emotional topic, however there are some facts that cannot be disputed. From the last census report, it is clear the income inequality is getting worse. Black people continue to make less than their white counterparts, and Bermudians make less than their Non-Bermudian co-workers. The violence we see playing out in our streets has its genesis in the inequality & inequity that defines modern Bermuda.

Business must realise that Bermudians have legitimate expectations of advancing up the corporate ladder. Part of the disparity is that Bermudians, particularly black Bermudians, do not advance. Some companies are making efforts to change this trend, and I commend them - but the calls for diversity cannot be real without understanding that our model which all too often sees labour getting imported, getting promoted, and often times leaving Bermudians behind.

What we must do is move from a one size fits all model of immigration, to a model where good corporate citizens who hire, train and promote Bermudians, are rewarded with a more streamlined process for immigration; while those who do not are subject to additional scrutiny. We must give companies an incentive to "Act Right".

While I am talking about immigration, let me clear up something. We keep hearing from the some in our community that we need more immigration. If you drop 2000 people on Front Street, where are they going to work? What Bermuda

needs is more jobs, and that is what the PLP is focused on delivering, more jobs.

## Modernising Labour

When we talk about our roots, it is impossible to do so without talking about labour. The Progressive Labour Party was born from the labour movement and will forever be inextricably linked to labour. However just as the PLP must modernise, so must our union partners. In the same way we want better from employers we must be comfortable expecting excellence and accountability from our members.

That's why we're proud to work with the unions to strengthen and expand the services offered by the credit union, but we will also be proud to work with our union partners as we work to ensure that employers have more flexibility and their members have greater accountability in a world that is rapidly changing due to technology.

Our unions must stand up for workers, like the brothers and sisters of the ESTU did last week, but our unions must also play a part in making government, tourism, and our economy more competitive.

A more efficient economy doesn't mean less workers. It means that workers that work smarter produce more, which increases productivity and allows for there to be more economic growth, thus creating more jobs. Working slower - unsurprisingly - slows down our economy - and makes us weaker as a country. Many don't want to "work themselves out of job" but as you know, those who work the quickest end up getting the most work. The same

applies to the country of Bermuda we will grow if we become more productive.

## Creating Wealth

Part of evolution is understanding that we cannot keep saying no, when in many instances the answer may need to be yes. Family, let me give you an example of your party's approach to fixing problems.

Right now we have those in our society who have found relief from chronic illness from the medicinal use of cannabis. Though the government has allowed doctors to prescribe medicinal cannabis higher than 1% THC, there is no way to import it, as Bermuda is only allowed to legally import 1 gram of cannabis for medicinal purposes per year. That means that those who need it, cannot get it legally.

The Government can apply to the UN to raise the import limit, but our thinking is in a country that is desperate for jobs, why send money overseas to import what we can produce here. So, in 2019, in line with the pledge made in our platform, the government will begin issuing licenses for domestic medicinal cannabis production.

However, remember that photo I showed you earlier about equality, equity and justice. In this situation, justice is ensuring that those Bermudians who have been denied the opportunity to travel, been restricted in overseas education choices, and blocked from some employment, due to convictions for cannabis possession should be the first to be able to invest in any licence that the government will issue. For it will make no sense to create wealth that will

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# Premier Burt's Speech to Delegates Conference *(continued from page 8)*

only increase economic inequality for those who suffered under different policies; we must ensure equity and justice.

## **Tackling the Cost of Living**

Let me be clear family, the cost of living is the #1 issue facing Bermudians; and we are taking active steps to tackle the cost of living problem. For 4 ½ years the OBA did nothing substantive health care reform. In just 15 months your PLP government is going to final consultation on our 2012 plan to which will reduce everybody's cost of insurance. That is a promise that we made in our platform, to implement the national health plan, and we are doing just that.

Family, I must however caution you that there will be a chorus of people saying that this particular reform will not be good for the economy. I say that reducing everyone in the country's health insurance costs - from seniors, to young people, to employers and to working families will be one of the best things that we can do for this economy. Just imagine if everyone paid \$100 less per month in Health Insurance. Think of the savings for a family of 4 or the savings for employers. This change will make our economy stronger and the PLP will deliver this change.

Energy rates are too high. And we all have a role to play in reducing them. We can and we must invest in more efficient fixtures and appliances, while concurrently reducing taxes, and constraining bonuses and dividends. But we also must be honest about what the future will bring.

As renewables get lower in cost and any new power generation will require less staff to operate we must ensure that we create new jobs in energy for Bermudians.

Technological displacement is not unique to power generation, many of today's jobs will slowly become jobs of the past. It will happen across many of our sectors, and that is why we must focus our attention on building an economy that can not only survive but thrive in a future driven by technology.

## **Ensuring Bermudian Participation in the Economy of the Future**

The next chapter means that we have to prepare our people for a future world which will change even more dramatically as technology advances. Automation and artificial intelligence will have a profound impact on our society and how we are able to sustain ourselves in the future.

That is why we must educate our young people and train those persons who are not so young so that they can play a part of the economy of the future.

Our future as an international financial centre will be best served if we are also an international Fin-Tech centre. That is the reason why the government is making such a significant investment in building this part of our economy; and despite the nay-sayers we are making progress. As technology advances, countries that do not prepare their citizens for the evolution will be left behind; that means people will suffer. We must make sure that doesn't happen here in Bermuda.

## **A Culture of Excellence**

The next chapter must be about excellence. Excellence as a party, excellence as a government, and excellence as a country. We must not lower our standards, or accept less than excellence. We have to be our brother's and sister's keepers and encourage all Bermudians to strive harder and to not settle for anything that is substandard.

Excellence must apply to the Government, as a slow and inefficient Government has negative repercussions for us all. An international business looking to relocate jobs to Bermuda is hampered by delays at immigration; just like a local business in disadvantaged when we have to wait extra-long for a truck permit to be processed or delays in the Government paying its bills.

It doesn't matter what the interaction is, the country benefits from a more efficient government; and we will follow through with our platform commitment to reduce red tape, and make everything from getting a truck permit, a liquor license, a work permit, or registering a business easier to do.

Technology will drive efficiency in government, but just like with the cannabis example I gave earlier, there is an opportunity for us to be self-sufficient and build our own computer software.

We must produce experts in system design and programming at the Bermuda College. And we must follow through on our platform commitment to have our students to design IT applications for the government of Bermuda. Those students can be wealth creators and

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# A Different Perspective on Living Wage

By Larry Holder

There has been much conversation surrounding a minimum wage and/or livable wage, both locally and internationally which was primarily instigated by workers.

Historically, the first minimum wage commenced in 1894 in New Zealand and Australia followed. It wasn't until 1938 in the US that Franklin D Roosevelt through Federal Law set the minimum wage at 25 cents per hour which would equal \$4 today. Individual state laws will and have varied through time. The first state in the US was Massachusetts which covered women and children only in 1912. Federal Law has raised the minimum wage 22 times by twelve Presidents over an eighty year period. It now stands at \$7.25 per hour, however if the county, city or state's rate is higher, the employer must pay the higher amount.

I would like to share with you a column in the Saturday Evening Post written by Jeff Nilsson on Henry Ford who revolutionized auto manufacturing at Ford, not unlike today's Jeff Bezos at Amazon who is currently upending wholesale and retail through cyber globalization. The article is entitled "Why Did Henry Ford Double His Minimum Wage?"

"In 1914 Henry Ford made a big announcement that shocked the country. It caused the financial editor at The New York Times too stagger into the news room and ask his staff in a stunned whisper, 'He's crazy, isn't he? Don't you think he's crazy?'"

That morning, Ford would begin paying his employees \$5.00 a day, over twice the average for automakers in 1914.



In addition, he was reducing the work day from 9 hours to 8 hours, a significant drop from the 60 hour work week that was the standard in American manufacturing.

Ford arrived at the new wage scale during a meeting with his managers. He wrote on the board the Ford wage standards: minimum pay of \$2.34 for a 9 hour- day. He tossed down the chalk and said: "Figure out how much more we can give our men."

The Ford executives worked all day, cautiously adding 25cents an hour, and then another 25cents. Every so often Ford walked back in, said: "Not enough," and walked out. Finally they had doubled the basic pay-up to \$4.80 a day. One man snapped, "Why don't you make it \$5 a day and bust the company right?" "Fine," said Henry Ford. "We'll do that."

Young Times reporter Edward Peter Garrett travelled to Detroit to learn more about this revolutionary move.

Arriving in Detroit, Garrett found the city's manufacturers panicking and predicting various disasters. The higher wages would cause other employers to leave the city, they

said. Carmakers that remained and tried to match Ford's wages would go bankrupt. Ford employees would be "demoralized by this sudden affluence," and, of course, Ford Motor Company (FMC) would soon be bankrupt.

Garrett was afforded an audience with Ford and, over the course of two days, discuss FMC's revolutionary changes. Ford was asked why he raised wages when every other manufacturer was trying to reduce wages to the lowest acceptable figure. Ford believed he was buying higher quality labour from all his employees. "If the floor sweeper's heart is in his job he can save us \$5 a day by picking up small tools instead of sweeping them out."

Higher wages were necessary, Ford realized, to retain workers who could handle the pressure and the monotony of his assembly line. In January of 1914, his continuous-motion system reduced the time to build a car from 12 and a half hours to 93 minutes. But the pace and repetitiveness of the jobs was so demanding many workers found themselves unable to withstand it for 8 hours a day, no matter how much they were paid.

But Ford had an even bigger reason for raising his wages, which he noted in a 1926 book, *Today and Tomorrow*. It's as challenging a statement today as it was 100 years ago. "The owner, the employees, and the buying public are all one and the same, and unless an industry can so manage itself as to keep wages high and prices low it destroys itself, for otherwise it limits the number of its customers."

*(continue on page 11)*

## A Different Perspective on Living Wage *(continued from page 10)*

It might have been just another of Ford's wild ideas, except that it proved successful. In 1914, the company sold 308,000 of its Model Ts—more than all other carmakers combined. By 1915, sales had climbed to 501,000. By 1920, Ford was selling a million cars a year.

"We increased the buying power of our own people, and they increased the buying power of other people, and so on and on," Ford wrote. It is this thought of enlarging buying power by paying high wages and selling at low prices that is behind the prosperity of this country."

In 1919, Ford raised his minimum wage again, this time to \$6 a day. Again, the wage hike produced higher production numbers. Ford told Garrett, "The payment of \$5 a day for an 8-hour day was one of the finest cost-cutting moves we ever made, and the \$6 dollar-a-day wage is cheaper than a five. How far this will go we do not know."

He learned how far in 1929. In the aftermath of the stock market crash, he raised wages to \$7 a day, hoping it

would spark an economic recovery. But this time it didn't work. Orders fell, production slowed, hours were reduced. But Ford didn't blame the workers for the sluggish economy. The fault lay in business leaders who were, "continually putting the profit motive over what he called the wage motive." Ford told Garrett, "When business thought only of profit for the owners, instead of providing goods for all, then it frequently broke down."

While it worked, though, Ford's \$5-a-day policy helped the company achieve record high profits. It made its cars affordable to its workers (who could purchase a Model T with four months' wages.) It helped put 15 million Americans behind the wheel of an automobile. And it set a standard for wages that, despite all the predictions of doom and gloom for the Ford Motor Company, every other car company eventually adopted."

It is my profound opinion that in this age predatory capitalism threatens the very principles on which

commerce is required to survive and equally important thrive. Along with your thoughts, allow me to give you some of my points to ponder.

Ford chose to double the minimum wage earners' wages and lowering their hours, not his executives. Ford recognized the importance of workplace morale, addressed it, on the job through wages and reduction of hours as well as of the job giving his staff economic ability to buy his products, thereby market his autos and stimulate other markets through their spending. This was the genesis to the ascension of a vibrant middle class.

The moral of the story is that instead of fighting or folding with the coming of a living wage business must look to ways of marketing themselves to attract consumers and their wallets/cards to their corporate abodes. It is by far; better to grow the middle class to stimulate their spending power than to further advance the wealthy who continue to stockpile their wealth. ■

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## Dr. Michael Brooks Appointed as Medical Director

The Bermuda Urology Clinic is pleased to announce the appointment of Dr. Michael Earl Brooks as Medical Director.

Dr. Brooks received a Bachelor's Degree in Medicine and Surgery from the University of West Indies (UWI), Mona Campus' Faculty of Medical Sciences. He then went on to do his Basic Surgical Training and Postgraduate training in Urology at UWI and received his Doctor of Medicine in Urology in November 2007.

In addition to the above, Dr. Brooks qualified for the United

States Medical Licensing Examination (USMLE) Steps 1 and 2 and he has certificates in Basic Life Support and Advanced Cardiac Life Support. He is also a member of the Royal College of Surgeons (MRCS). He has published several articles and presented research papers on his area of expertise in the United Kingdom and the Caribbean. His academic interests include Robot-Assisted Laparoscopic Radical Prostatectomy.

Dr. Brooks was most recently employed as a Urology Consultant at the Kingston Public Hospital



and as an Associate Lecturer at the University Hospital of the West Indies. Prior to that time he served as the Chief Resident of Urology at the University Hospital of the West Indies. He has also worked in hospitals in the United Kingdom. He is a member of various Urological associations in the Caribbean and Europe. ■



**Letter to Brother Ottie**

Dear Ottie,

"It has been 16 or 17 years since I saw you last when you were here in Canada doing business for your Government. I can't believe I haven't got back to Bermuda to see you again in all these years.

It is a crime that I didn't get down there last year when the America's Cup sailing was on. I am a New Zealander born and raised for God's sake and here was the sailing in my absolute favourite place in the world.

I was scheduled for a hip - replacement right in the middle of that period and had to give that priority. I watched it on TV and answered all the questions my friends directed towards me about Bermuda.

I told my story of how you helped me so much in 1971 when I was there helping build the Southampton Princess, then how you visited Calgary in the early 2000's and I was able to show you the mountains etc.

I am now 69 years old and I am guessing you are in your early / mid 80's now.

My daughter came home for a week a couple of weeks ago from Vancouver where she lives now and said to me "Dad, have you looked up Ottie from Bermuda on the internet, you had always spoken so highly of him and I thought about him so I recently Googled him.

All I could remember was his first name so I Googled Ottie Bermuda, it was amazing, it went straight to him and there is so much about him on there, he is everything and more than what you told us about him, he came from the same mold as your Dad did, as you are and as I am". She particularly liked the Bernews article urging people that saw you walking around Hamilton to stop you and say "thank you Ottie".

She made me promise her that I would read up on you on the Internet and write you. She reminded me that she had heard me say many times that the two people that I had ever known that I respected the most were Nana and Ottie (Nana was my mother in law).

Google search results represent you very well Ottie, unfortunately the court records of your marital break up are on there and I was saddened to hear that you had gone thru that.

I am still single since my wife passed away 26 years ago, I have had numerous 4 and 5 year relationships along the way but for one reason or another they didn't become permanent, I presently am in a 5 year relationship with a woman from the Philippines, I particularly like their culture, she is only 5 years younger than me, I didn't go for the 25 year younger models like a lot of older men do.

My son is 38 now with 2 young boys, my daughter is 35 and single. She had live with boyfriends when she was younger but for the last 10 years has concentrated on education, she is presently doing her Masters Degree at McGill University in Montreal, she won a very prestigious scholarship from the Government, she plans on a Ph.D

following that. She has travelled extensively, South America, a lot of Africa, 4 months in Kenya in a massive poor area setting up a NGO sponsored peer support program. I am not crazy about getting older, just like my generation Tradesmen in Bermuda my back and hips and knees are worn out from all the demanding hard work physically we had to do when we were younger. I live very comfortably in a Villa complex where they do all the outside maintenance work year round.

I am hoping at least one of the two email address I have will still reach you.

So I want to say in my life Ottie you are right up there. My father was born in N.Z. during the depression in 1914. He was of Irish ancestry and was raised with a bitterness towards the British and especially the Monarchy for the injustices they perpetrated on his Irish ancestors. He educated himself and was a conscientious objector during the 2nd world war where he was imprisoned for 5 years, amongst other things he lost his right to vote. Among his 6 children I was the one who fell the closest to the tree. I don't regret the moral compass I was raised with. Just before I retired in 2008 I spent a year working in Egypt, certainly it padded my back account but it left me disillusioned with the sad state a lot of the world and it's people are still in.

They say it is healthier to reflect on what we have had the chance to influence and improve in our lives.

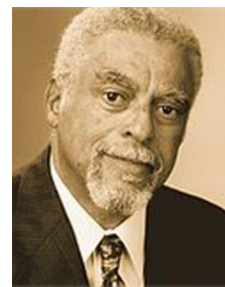
When I read the Bernews Column by Larry Burchall regarding when people saw you to stop you and say "thank you Ottie" I thought "I hope Ottie is living that and allowing himself to feel the pride and respect that he has justifiably earned". It really is a beautiful situation to be able to live and enjoy and circulate seeing so many people being better off because of some of your contributions. Of course there were many others also that contributed, it wasn't just about the money either was it.

Dignity, human dignity, I enjoyed reading about Kenyetta Young, close to my age. I am sure Ottie you have a long list of people you crossed paths with who influenced you so positively, as well as people thanking you I know you feel thanks to many others.

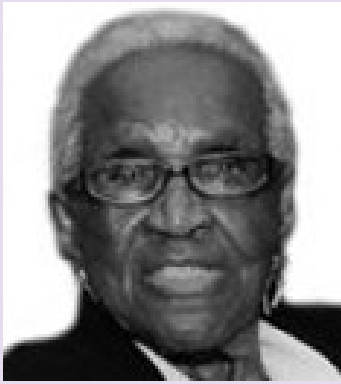
I would best describe you Ottie as a man who commanded respect, didn't demand it, quietly, persuasively and intelligently earned it and when that didn't work you would simply charm them.

My hero.

Bruce Davies  
Calgary AB  
Canada



*Editor's Note: The above letter was written to Brother Ottie earlier this year and shared with the Workers Voice. ■*



# Tribute to Sister Imogene Lawrence

March 27, 1915 – October 18, 2018

By Brother Collin Simmons

Sister Imogene Lawrence was a strong supporter of the labour movement and the trade union movement.

Sister Lawrence joined the Bermuda Industrial Union on April 25, 1966 as a Chambermaid at the Coral Beach Club where she remained employed for many years.

## Trade Union Involvement

During the early 1960's, the Bermuda Industrial Union launched and organized membership drives in a number of industries. In the hospitality industry (hotels), Sis. Lawrence was a member of the team that included Bros. Ottiwell Simmons and Eugene Blakeney and Sis. Helena (Molly) Burgess. They fought for union recognition for hotel employees and won the right to represent all non-managerial staff.

Sis. Lawrence was elected Shop Steward at Coral Beach Club and she was also a committee member of the Hotel Division and she received high praise from Bro. Ottie for her outstanding long service to the Hotel Industry.

Bro. Ottie stated that Sis. Lawrence was a key player in the Hotels Division who displayed a fearless attitude when presenting a grievance on behalf of the workers.

Sis. Lawrence was one of several Shop Stewards and Union Officers in the Hotel Division who demonstrated dedication and responsibility who are the true organisers for the growth of the Union membership at the shop floor level.

The Officers and Members of the Bermuda Industrial Union salute our Sister Imogene Muriel Lawrence and we wish her a smooth and rewarding journey.

*"United We Stand, Divided We Fall"*




We already added the scoop of Ice Cream for you. Simply Chill and Enjoy!

## OVER THE BARREL

HARD SODAS

Root Beer Float



Orange Float

TRY IT. Love it!

Made with Real Cane Sugar

*Craft Beer with a Twist*

Try It. You'll Like It.

*Just like the sodas we had years ago with 5.5% Alcohol.*

**BACKa TOWN** BM

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Free Island-Wide  
Delivery and more!  
Visit us at:  
[bka.town/biu-drinks](http://bka.town/biu-drinks)



# Hotel Housekeepers Recognised

During the week of September 9th to 15th 2018 many hotels across the island observed International Hotel Housekeepers' Week, recognizing and thanking all housekeepers for the work that they do. Hotels had special breakfasts for their staff, dinners, bowling night, cruises, one hotel brought in a masseuse and had housekeepers have a massage on the spot and some housekeepers were allowed to prepare meals on hotel properties.

Housekeepers do such an awesome job that usually goes unnoticed, until something goes awry, so to have a whole week dedicated to say thank them made them feel truly appreciated to the envy of some of their colleagues in other departments. ■



Staff from Hamilton Princess were treated to breakfast at Bouché during International Housekeepers Week.



Housekeepers at the Reefs dinner, Chief Shop Steward Sis. Wendy Dill in picture.

Sis. Melanie James receives a massage at breakfast celebration at Coco Reefs.





# Premier Burt's Speech to Delegates Conference

(continued from page 8)

export our applications to the world.

## Conclusion

Family, our beloved Progressive Labour Party has the privilege and the challenge of governing this country and leading it into the future. And I have no doubt that with this team our party will meet the challenge of governance. Together, we will ensure that our party evolves to govern the Bermuda of the future, and we will ensure that through our governance, Bermuda is ready to meet the challenges of that future.

We are rooted in our history and our core principles of not settling for equality, but ensuring equity and justice. We have a clear roadmap laid out in our platform of what the next 4 years will look like. However, we must evolve to meet the changing world without fear of losing our soul. As long as our policies are ensuring equity, righting past injustices from Monk to Mazumbo, the PLP will be fulfilling its mission.

Members, in closing - Thank you! This party is nothing without you. The PLP is more than 2000 strong. We are growing, we are vibrant, we have branches helping the less fortunate, we have committees educating our citizens, we have parliamentarians who serve tirelessly, and we have members like all of you that provide the fuel for our continued efforts.

Thank You, God bless you, and may God continue to bless the PLP and Bermuda. ■

## 'A HEALTHY YOU'

By Nurse Beverley Howell MA BScN (Hons)

Just a little something to think about'

For years I have always indicated that I am cognizant that a person's perception is their reality even though it may not be the reality!! Recently I had the opportunity to come to understand we live in time when it appears what is wrong is considered right and what is right may be considered wrong or not right. Ethics and morals relate to "right" and "wrong" conduct. While they are sometimes used interchangeably, they are different: Ethics refer to rules provided by an external source, e.g., codes of conduct in workplaces or principles in religions. Morals refer to an individual's own principles regarding right and wrong.

Then there's the law ~ admittedly I have absolutely no expertise in this area. If you are ethical you can abide the law. If you are Moral you can be ethical. If you are moral you can abide the law. However, I am concerned that perhaps you can never be all of three together. Here are the three (3) definitions as defined by Dr. Arturo Perez of Houston Community College.

**Ethics** is the moral principles that govern a person's behavior or the conducting of an activity.

**Morals** are concerned with the principles of right and wrong behavior and the goodness or badness of human character.

**Law** is the system of rules that a particular country or community recognizes as regulating the actions of its members and may enforce by the imposition of penalties.

One of the most common ways to define what's right comes from asking a set of questions before committing to a specific behavior. According to Patricia Pinnell and Shirley Eagan from West Virginia University Extension, people use four common questions for determining the ethics of an action. These are:

**The child on your shoulder.** Are you OK for doing the action, even if your children are watching?

**The front page story.** Would you feel OK if the action/behavior became the front-page story in your local newspaper?

**The golden rule.** Are you comfortable for being on the receiving end of this action or decisions?

**The rule of universality.** Would it be OK if everyone in the world would behave or act that way?

The idea of the questions is that if you can answer yes, the action or behavior is likely an ethical one.

Searching myself I recognize very definitely I am at a point in my life where I'm only interested in Honesty, Loyalty, Respect and Integrity. What about you??? Do you consider yourself to be ethical and moral regardless of the legality?? What part does honesty, loyalty, respect and integrity play in your life?? - **um just asking**

# FAMILY TIES

Find and circle all of the words that are hidden in the grid.  
The remaining letters spell a special occasion for families.

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

ANCESTOR	FATHER	MOTHER	SISTERS
AUNT	FOLKS	NEICE	SON
BOND	GENEOLOGY	NEPHEW	SPOUSE
BROTHERS	GRANDPARENT	NEWLYWED	STEPPARENT
CHILDREN	HALF BROTHER	OFFSPRING	TRIPLETS
CLAN	HALF SISTER	PARENTS	TWINS
COUSINS	HUSBAND	PROGENY	UNCLE
DAD	KIN	RELATIONS	WIFE
DAUGHTER	MARRIAGE	RELATIVES	
DESCENDANTS	MOM	SIBLING	

SOLUTIONS ON PAGE 2