

9th Annual Women's Day Tea a Resounding Success!!



The BIU held its 9th Annual Women's Tea on Saturday, March 11, 2017 in recognition of International Women's Day. International Women's Day (March 8) is a global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity.

In the past eight years guest speakers at our annual event have included Wanda Henton-Brown, wife of former Premier, Dr. Ewart

Brown, former Premiers, Paula Cox and Dame Jennifer Smith, former Member of Parliament Hon. Neletha Butterfield, Pastor Judith Gardiner, and former Assistant Cabinet Secretary, Judith Hall-Bean, Member of Parliament Kim Wilson and Senator Kim Wilkerson.

This year the BIU invited two young students to speak, Tae-Eja Bean and Rakaya Simmons. Tae-Eja, a Berkeley Institute student, was chosen after she boldly stepped

forward at a public forum in January and voiced her concern about the public education system. Unfortunately she was involved in an accident, and although she was able to attend the event, she was unable to be one of the guest speakers. However, we were able to have Tae-Eja's close friend and classmate, Latiffah Smith who also spoke at the public forum in January. Rakaya, who has been accepted into the

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9th Annual Women's Day Tea a Resounding Success!! *(continued from page 1)*

University of Buckingham to study law, is the daughter of BIU Members Credit Union staff member, Sister Angela Simmons.

The packed audience gave both

young ladies standing ovations at the completion of their dynamic speeches. Indeed, they both demonstrated that they are two young people who are indeed being "Bold for Change". ■

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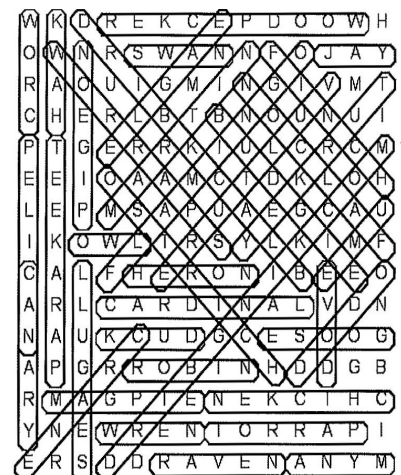
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BIRDS



BLACKBIRD	EAGLE	MARTIN	ROBIN
BUDGIE	EMU	MOCKINGBIRD	SEAGULL
CANARY	FALCON	MYNA	SPARROW
CARDINAL	FINCH	OSTRICH	SWAN
CHICKEN	FLAMINGO	OWL	TURKEY
CRANE	GOOSE	PARAKEET	VULTURE
CROW	HAWK	PARROT	WOODPECKER
DODO	HERON	PELICAN	WREN
DOVE	JAY	PIGEON	
DUCK	MAGPIE	RAVEN	

The hidden message is: HUMMINGBIRD

Commission of Inquiry Was Indeed a Political Witch-Hunt

In my opinion, I was correct when I wrote in October 2017 that the Commission of Inquiry was an “Exercise in Futility”. Now that the report has been formatted and made public by Premier Michael Dunkley, the whole world can see that the \$1 million spent on this exercise was money wasted. In fact, if one was to read the Auditor General’s Report that was the subject of the Commission, one will see where the recommendations made by the Auditor in her report, are basically same recommendations that the Sir Anthony Evans and his fellow commissioners made in their 189-page Report at a cost of \$1million. Certainly no one in their right mind would agree that this was money well-spent, especially in light of the fact that throughout the Report we read where the Commissioners “endorse the Auditor General’s recommendation....”, meaning that the recommendations made by the Commissioners are just copies of the recommendations made by the Auditor General.

I also find it interesting that the Commissioners met with the Commissioner of Police to “advise the Commissioner of Police, Mr. Michael DeSilva, of the contracts that we had decided, at that time, were within the scope of our review. We asked if he was aware of any investigations by his staff with respect to these matters and he confirmed that all of the contracts we had identified to him were under review by his investigators”. Does this mean that the Bermuda Police Service and the Commissioner were in collusion? This should be concerning to every right-thinking Bermudian. The fact that the BPS

and the Commissioners are in collusion means that the investigation into Dr. Brown now tops \$4 million, not \$3 million as earlier stated.

As I, and others see it, the Premier ordered the Commission in an effort to discredit certain members of the Opposition while at the same time putting doubt in the minds of PLP voters regarding the integrity of those PLP Members, in particular former Premier, Dr. Ewart Brown and MP Derrick Burgess. Apparently Premier Dunkley believed that this Commission would aid and abet his OBA government and their aspiration to be returned to power when the next election is called. Only the Premier knows the date that the election will be called and it is therefore not unreasonable to think that the setting-up of the Commission and the release of the “findings” of the Commission would coincide with the start of the OBA’s election campaign.

The Commission’s report not only attempted to discredit Dr. Brown and MP Burgess, it also attempted to discredit friends and family members of those two gentlemen, especially Dr. Brown’s brother (whom many for whatever reason refer to as “half-brother”) and Winters Burgess. It is interesting that the Chairman assumed that there was a “familial relationship” between Derrick Burgess and Winters Burgess because their last names are the same. Should we assume that Sir Anthony has a “familial” relationship with the late Dame Lois Browne-Evans?

Also interesting, and in my opinion, offensive, is the Commissioners’ assertion that “the level of compensation providing collateral



by Messrs. Burgess and Hollinsid appears on its face to be excessive”. One wonders what formula the Commissioners used to ascertain how much compensation Messrs. Burgess and Hollinsid should receive for their investment in the (Dame Lois Browne-Evans Building) project. Would the Commissioners use the same formula for white people when determining the level of compensation for providing collateral for a project?

The use of the word “excessive” is another way of saying “too much” for Black men who took out mortgages on their homes in order to participate in this project. When white men do similar things, they are called intelligent businessmen for negotiating a sound return on their investment.

In the “Foreword” the Chairman writes “It was perhaps inevitable that we would be the subject of a variety of attacks. Chief among them was that our investigation was nothing more than “a political witch-hunt”. I was one of those persons who described the Commission of Inquiry and “a political witch-hunt”. After reading the Report of The Commission of Inquiry, I am more convinced than ever that it was indeed a “political witch-hunt”.■



The Right to Strike of Utmost Importance to ILO

GENEVA (9 March 2017) – Further to the Human Rights Council side event on freedoms of association and of peaceful assembly in the workplace which took place on Monday 6 March, and on the occasion of a key meeting of the International Labour Organization (ILO), the UN Special Rapporteur on the rights to freedom of peaceful assembly and of association, Maina Kiai, is recalling that the right to strike is a fundamental one enshrined in international human rights and labour law, and that its protection is necessary in ensuring just, stable and democratic societies:

“As the 329th session of the Governing Body of the ILO starts today, I wish to reiterate the utmost importance of the right to strike in democratic societies.

As stated in my 2016 thematic report to the General Assembly (A/71/385), the right to strike has been established in international law for decades, in global and regional instruments, such as in the ILO Convention No. 87 (articles 3, 8 and 10), the International Covenant on Economic, Social and Cultural Rights (article 8), the International Covenant on Civil and Political Rights (article 22), the European Convention on Human Rights (article 11), and the American Convention on Human Rights (article 16).

The right is also enshrined in the constitutions of at least 90 countries. The right to strike has in effect become customary international law.

The right to strike is also an intrinsic corollary of the fundamental right of freedom of association.

It is crucial for millions of women and men around the world to assert collectively their rights in the workplace, including the right to just and favourable conditions of work, and to work in dignity and without fear of intimidation and persecution. Moreover, protest action in relation to government social and economic policy, and against negative corporate practices, forms part of the basic civil liberties whose respect is essential for the meaningful exercise of trade union rights. This right enables them to engage with companies and governments on a more equal footing, and Member States have a positive obligation to protect this right, and a negative obligation not to interfere with its exercise.

Moreover, protecting the right to strike is not simply about States fulfilling their legal obligations.

It is also about them creating democratic and equitable societies that are sustainable in the long run. The concentration of power in one sector – whether in the hands of

government or business – inevitably leads to the erosion of democracy, and an increase in inequalities and marginalization with all their attendant consequences. The right to strike is a check on this concentration of power.

I deplore the various attempts made to erode the right to strike at national and multilateral levels. In this regard, I welcome the positive role played by the ILO’s Government Group in upholding workers’ right to strike by recognizing that ‘without protecting a right to strike, freedom of association, in particular the right to organize activities for the purpose of promoting and protecting workers’ interests, cannot be fully realized.’

I urge all stakeholders to ensure that the right to strike be fully preserved and respected across the

globe and in all arenas”, the expert concluded. ■

The OBA War on Black Leadership

Premier Brown, Jason Hayward, Chris Furbert, Rev. Tweed, Derrick Burgess, Wendell Brown, Zane DeSilva and Michael McLean, a property developer. All of the above, except for one, have one thing in common – they form part of Bermuda's Black leadership, whether that be in trade unionism, political leadership, the Black church and the Black business community. I name Zane DeSilva because although not Black, he is a Parliamentary member of the PLP and in the eyes of his political detractors, he is considered guilty by association.

Can there be any doubt that the OBA and its political supporters have been waging a war on Black leadership in this country? Whether this is trial by newspaper print while disallowing any comments on what is written or an open attack on the Black church by attempting to pull a pastor out of his pulpit. And, then there's the open attack on Black businessmen by accusing one of corruption in the building of the Port Royal Golf Course, and with respect to another, the unprecedented voiding of a legal contract by the OBA government that was held by Mr. McClean and thereby depriving him of his legal right as a major developer of the Hamilton waterfront.

Two questions should be asked concerning this: (1) Why is this being put before the courts as a civil issue instead of a criminal offense and; (2) Why does this deal only with the period of the PLP control of government and not the period of the United Bermuda Party government?

To begin with the first, and that is simple – the OBA seeks to ruin the litigants financially and in the case of the second, the biggest reason the upcoming election.

The OBA period of governance has not endeared it to the Bermuda people. It failed in its promise of creating 2,000 jobs. It has presided over a growing level of Bermudian unemployment which has largely hit the Black community while at the same time has forced hundreds of Bermudians to become economic refugees in another man's country (England). While the OBA government does not speak to the reality of this growing emigrant population, it seeks to enhance the rights of non-Bermudians and openly calls for the increase of foreign immigration and has attempted to give more rights to immigrants already living in the country with its "Pathway to Status" legislation which was blocked by the people of Bermuda who blocked the doors of Parliament and prevented the OBA government from passing it.

A similar protest erupted around Parliament over the question of a Canadian-built airport which will give them – Canadians – control for thirty years and which the people of Bermuda will have to underwrite through government tax breaks and other concessions including paying the airport electricity bill and guarantee any profit shortfall, again to be footed by the people of Bermuda. Again the people blocked entry into Parliament preventing the airport bill from being passed after a failed attempt by the Police who

THE OTHER ALTERNATIVE



By ALVIN WILLIAMS

pepper-sprayed peaceful protestors in the process. The second time around the police were ordered to prevent any persons from entering Parliament grounds by deploying a larger police force and the OBA itself sneaked into Bermuda's Parliament under the cover of darkness entering at 5:00 a.m. and staying all day to pass their give-away airport deal.

If the Dunkley OBA government was really interested in seeing good governance in Bermuda, then why has it not signed off the PLP bill which would have made it law since it became government? The answer to that question is clear. Because the OBA from its leader down and the top leadership of the OBA were all part of the old UBP and thus have much to hide or much of which it would like to see hidden. That is why Premier Dunkley set up an investigation that only examined the PLP term of government and not the thirty years of UBP government which at the end he and many of his current Cabinet Ministers were a part of.

The OBA is fond of describing the PLP term of government as "friends and family", but let's look at their

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Ageism

By Brother Larry holder

Wikipedia defines it as the stereotyping and discriminating against individuals or groups on the basis of their age. This may be casual or systematic. The term was coined in 1969 by Robert Neil Butler to describe discrimination against seniors and patterned on sexism and racism. Butler defined “ageism” as a combination of three connected elements. Among them were prejudicial attitudes towards older people, old age, and the ageing process; discriminatory practices against older people, and institutional practices and policies that perpetuate stereotypes about elderly people.

The term has also been used to describe prejudice and discrimination against adolescents and children, including ignoring their ideas because they are too young or assuming that they should behave in a certain way because of their age. The term is predominantly used in relation to the treatment of older people. Moreover, it has been pointed out that stigmatization does not only occur outside of the cohesively imagined group of the elderly but likewise takes place within the stigmatized group itself. Mankind has, since creation, been afforded distinct differences however rather than embrace these differences more often we choose to malign one another. Every living cell despite our differences share one common bond we all age.

Late in 2016 an article in USA Today by Jon Swartz spurred the urgency for me to provoke thought to discussion and even action for those who are of the opinion that they are still of sound mind. The theme of this article targeted the youth



culture of Silicon Valley and titles the article: Ageism Silicon Valley's Not So Secret Problem.

He notes the median age of an American worker is 42. At Facebook its 29, Google 30, Apple 31, Amazon 30 and Microsoft 33 according to research firm PayScale.

Silicon Valley's 150 largest tech companies were sued 226 times for age bias from 2008-2015 according to a recent Bloomberg report, citing data from the California Dept of Fair Employment and Housing. The report did not indicate if age discrimination is on the rise, but said such complaints were 28% higher than those of racial bias and 9% more than gender bias in the same 8 year stretch.

Tech companies now release numbers concerning race and gender, which reveals them to be predominantly white and Asian men, with few women and underrepresented with minorities in leadership roles, but haven't disclosed age.

The column continues to report that

as the population ages; discrimination in hiring and on the job is becoming a more frequent topic of conversation among a growing number of Silicon Valley workers who are staring at their own expiration date.

Former Vice President of branding and corporate communications at Hitachi Gerard Francis Corbett at 66 says “I am the poster boy for age discrimination.” For nearly a decade he has been searching fruitlessly for full time employment and has applied for 1000 jobs with only a few telephone interviews. Corbett goes on to say “the sweet spot to hiring is between 25 and 40; if you fall out of that range, you're toast.”

Facebook CEO Mark Zuckerberg, then 22, told a Stanford University audience “Younger people are just smarter...Why are most chess masters under 30?”

USA Today continues its report with, today a large percentage of in house recruiters are unwilling “to look at someone with more than 20 years of experience,” laments Jolie Downs, a marketing and communications recruiter in the San Francisco Bay area. “It's something we discuss in meetings often; How to get clients to open their minds to this incredibly talented candidate pool.”

USA Today San Francisco bureau chief has covered Silicon Valley for more than 25 years. Silicon Valley is home to the world's arguably most talented tech geeks; however it is also home to some of the world's newest and richest multi million-

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Hollywood Style Election Coming

By E. McNEIL STOVELL

It looks as if the OBA have been putting all kinds of irons in the fire these days and getting ready for a hot election. I wonder how many PRC's and other foreigners they have granted status to in time for this election. I have been saying for quite a while now that the next election is going to be more like Christmas than Christmas itself.

This election is going to be an election this island has never seen before. It's really going to be a "doozie" for sure. Check it out!! The OBA has been storing up election ordinance for a while now. They have also been cleverly using taxpayers' money to help them win the next election by setting up a Commission of Inquiry that was a stacked deck. I guess the Commissioner's report will be rolled by the OBA during the election period at every chance they get.

The raid on Dr. Brown's medical practice and the civil lawsuit against Lahey Clinic in Boston are two other examples of the OBA's election campaign. I have also been made to understand that the OBA has a nice big fat election war chest and they are going to use some of that in those constituencies they think that they can win. It sure looks as if they are out to have some fun.

So be looking out folks for when the election candy starts flowing freely all around the place. If you look around the countryside you will find that in some places, like up in the Dockyard area for instance, you will see that a large number of families have been moved

and some of those buildings that housed them have been demolished. Has that happened anywhere else? Will they also be sending hordes of paid black surrogates into selected black constituencies like they did the last time to psychologically discourage black people from voting?

I remember years ago when I was just a little boy hearing about a story of a man who owned a large piece of land. This man liked to drink a lot of rum. One day he was approached by someone who told him that they could get him all the rum that he needed only if they became friends. So the guy went for it. As time went on and unbeknownst to this man, he was given a bill for the rum that he did not know that he had that was very high. The drunken man confronted his so-called friend one day and told him "I thought you said that the rum was free". The so-called friend replied, "I did not say that it was free. I only said I could get you all the rum you needed". It wasn't long after that that this so-called friend claimed the land of his drunken friend.

I'm just asking, are we that starved and hungry that we would sell our birthright out from under our feet just for a bag of groceries or an I-phone? I believe some of us would. I believe that some of us are so hard-up that they would sell their very souls for whatever few pennies that are thrown before their feet.

Trust me, this election is going to be really something to think about. ■



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9th Annual International Women's Day Bermudian Women Being Bold For Change



Bold for Change

By Sis. Latiffah Smith

Thank you, mom, for that wonderful introduction, I am so thankful that I can be here talking to everyone today at this delightful event. It's so nice to see so many beautiful women in front of me. A wise one once said "If you don't stand for something you will fall for anything." The topic that I want to discuss is being Bold for Change, there are many ways in which one can be Bold for Change,

whether it's something small as telling your friends when they're doing something wrong or something as big as a protest in which you fight for what you believe in.

Since this is a women's tea, I felt it wouldn't be right if I didn't speak about some of the women who left great marks in this world and made great changes. For example, this is a woman who we all know about, she

worked silently and she worked diligently to create a great change that is now discussed all over the world. This woman helped to free our slaves and help bring them happiness. This wonderful woman is named Harriet Tubman.

Another woman who I want to talk about is a woman who was very tired, she was tired of having to finish work and be told that she could

not sit where she wanted on the bus. She was fed up with being told that she had to “move to the back of the bus” her name is Rosa Parks a phenomenal woman who was extremely bold for change. I then decided that it would be a great idea to talk about amazing women who were from the island of Bermuda. My mind instantly thought about Dame Lois Brown-Evans, she was lawyer and a political figure in Bermuda. She led the Progressive Labor Party aka the PLP in opposition before being appointed Bermuda’s first Attorney- General. Dame Lois Brown- Evans was a very strong willed woman who did a great job at being at the forefront for Bermuda and doing an amazing job at she had to do.

Another great woman who left an unforgettable mark in Bermuda History is Dr. Barbara Ball she was a white Bermudian and a medical doctor for whom a life of material comfort and high social status was all but certain. Instead, she cast her lot with the mainly black and predominantly working-class Bermuda Industrial Union (BIU) and helped make it a powerful entity.

After looking at these extraordinary women I realized that being Bold for Change makes you a great leader! This means that you are not afraid to speak up and you are not afraid to speak out for things that you believe in, this means that you fight for them and work hard to try and make these changes, and you encourage others to do the same. Don’t worry you don’t have to perform such grand acts to be known as someone who made a change, so don’t be discouraged! Making a change is not something that happens overnight, change is something you must work for and keep at constantly.

I recently did something that I categorize as being Bold for Change, on January 4th, 2017 at the protest that was held to discuss the airport and Dr. Reverend Tweed I did something that I would have never have imagined doing. I stood up and I spoke on behalf of the people in my age group, I apologized for the absence of the younger generation and I said what I felt should be done to help this problem in the future. Since I had the courage to stand up I motivated my great friend Tae’Eja to also stand up and say what was on her mind. Of course, we haven’t seen a great change yet and we probably won’t for a while, but I felt very proud of myself and was so happy that I could be a part of something so historic and can encourage my friends to do the same.

When being Bold for Change, I always think of these five key points;

1. Always be positive and full of optimism.

Meaning you always look at the glass half full and try to always look at the bright side of things. This is an important key because in life you will go through several trials and tribulations you will feel as if you can’t do it anymore, but if you keep a positive attitude you will see positive outcomes.

2. Be Confident.

Always believe in yourself and the decisions that you make, do not allow others to make you feel small. Know that you are entitled to your own opinion, so therefore you should not be afraid to speak it. As stated by the great Marcus Garvey; “If you have no confidence in self you are already defeated in the race called life.”

3. Never Ever be Afraid to Fail.

Oprah Winfrey once said “Think like a Queen, a Queen is not afraid

to fail. Failure is another stepping stone to greatness.” In other words, failure is a part of the life, sometimes you must fail to succeed in life. As I said before the change that you want will not happen overnight.

4. Be Determined and Stay Focused

You should never allow anyone to throw you off your game, always stick to the wicket, and remember that many people might not support you or be on your side. Do not allow this to dampen your spirits or cause you to forget the long-term effect of what you are trying to do.

5. BE YOURSELF!

This point to me is most important, I say this because many people lose themselves trying to please others. Also, many people try to conform to fit the rules society has put in place. I think that it is so important for everyone to be themselves! Do not allow anyone to make it seem like being yourself is a bad thing! Trust me it’s one of the best things you can do in life.

It took me a while to “find myself” and not be afraid to be myself, but once I found it I embraced it and that made me feel like a better person. So, that is something I would encourage everyone to do.

Now, I’d like to speak just to younger ladies that are present. Ladies, we are the future! It is up to us to be able to be bold for change. We must follow in our elder’s footsteps because they have worked so hard to get us where we are today. It is imperative that we remember that we can do anything we put our minds too, we have the power to do anything contrary to what society says a woman can do anything a man can!

Bold for Change *(continued from page 12)*

I'd like to ask everyone a few questions to think about.

When you leave here, what will you leave behind?

What will your legacy be?

Do you have the courage to be bold for change?

And always remember;

Always be positive and full of optimism

Be Confident

Never Ever be Afraid to Fail

Be Determined and Stay Focused

Be Yourself

I'd like to give a huge thank you to Ms. LaVerne Furbert and Ms. Ronnie Burgess for inviting me to speak at this auspicious event, I think they were being extremely Bold for Change for allowing the young people to be the focus of the event. Thank you again Ladies.

Equality Equals Inclusiveness

By Sis. Rakaya Simmons

I want to first start by thanking all of the men and women who made it possible for me to stand here today. In order for gender equality TO REALLY happen we need to uplift both genders and stop separating them. It is my belief that for women's rights to be tackled faster both genders need to work together. Malala said it best. We can not all succeed when half of us are held back. I believe that women's rights are human rights and if women's rights are abused human rights are abused.

On March 6th at 9:36pm I was on a video call with my twin sister who is currently studying at Mount Allison university. The truth is, that there is simply no one else in the universe that understands me better than she does. I always say God knew what he was doing when he blessed our mother with twin girls. Nonetheless, In the middle of our conversation I blurted out yet again WHAT am I going to talk about on Saturday? I then asked her if she was in my position what would she speak about and she said well I would start off with a poem so of course I was not

going to do that. She then went on to say how much I've truly changed and matured over the past few years. She mentioned the Shakespeare play that I had a lead role in 4 years ago and how she never expected me to do something like that. She said I had so much mouth but when it came to using it I was silent. Even though she was insulting me I thanked her because I realized exactly what I wanted to talk about today.

The truth is, that Shakespeare play did changed my life. It gave me a new platform and forced me to see the big picture. It was about more than me. For the first time in my life I was a part of something bigger than myself. I played the role of Mark Antony, a noble Roman man. Playing the role of a man was not anything I paid attention to at the time it was natural. However for some girls it isn't. I didn't think anything of it because I was not put a position where I had to. If it was not for my drama teacher Mrs. Patricia Nesbitt being the amazingly talented human being that she is, this might have been a problem. I did not realize at

the time how much of an impact she actually made on my life. She created a space for her students to feel comfortable, free and more importantly equal. She taught me the importance of my voice by being naturally who she is. For that I will always be grateful. I have never been so inspired by her until now. She truly is a gem.

I would like to discuss today the importance of empowering both genders. Encouraging both genders to be bold for change. We must first however, be bold and call ourselves out. In order for gender equality to exist both genders must be treated equally. Yes, in certain areas of life women do struggle significantly more than men but if men are raised as equals not superiors or relevant only in masculine events will gender equality still be an issue? If men are raised to be vulnerable and not teased or ridiculed for showing their emotions will this still be an issue? I was raised as human. To be kind but never naïve to know my worth and accept nothing less than what I knew I deserved. If both males and females are raised like this I believe

this conversation will no longer have to be one. We have to change the way we think and in order to do that we have to acknowledge that we to are at fault. Boys are raised to play football and girls are raised in ballet. Why? Before they even have a chance to choose for themselves they have already formed a mindset that this sport is for boys and that sport is for girls. That is a small example of the extremely evident separation in gender activities in Bermuda

Feminism according to the urban dictionary is *"The belief that women are and should be treated as 'potential intellectual equals and social equals to men. These people can be either male or female human beings, although the ideology is commonly (and perhaps falsely) associated mainly with women."*

The basic idea of Feminism revolves around the principle that just because human bodies are designed to perform certain procreative functions, biological elements need not dictate intellectual and social functions, capabilities, and rights".

I believe the sooner we acknowledge this definition and not "feminist are women who hate men or think less of men we will be free, the sooner we erase the negative connotation associated with the word in general we will be free.

No, I am not trying to undermine how disgusting I think it is that women are treated less than in today's society. I am simply trying to encourage us to remember that in order for equality to actually be our reality we have to be inclusive. When there is no separation between March 8th international women's day and November 19th international men's day, yes, there is an international men's day we will have made it. Our achievements should be

celebrated equally and acknowledged as an improvement for all humans.

Tupac says:

"And since we all came from a woman

Got our name from a woman and our game from a woman

I wonder why we take from our women

Why we rape our women, do we hate our women?

I think it's time to move mounts for our women

Time to heal our women, be real to our women

And if we don't we'll have a race of babies

That will hate the ladies, that make the babies

And since a man can't make one

He has no right to tell a woman when and where to create one

So will the real men get up

I know you're fed up ladies, but you gotta keep your head up"

I would now like to challenge every male in the room to join the fight for women's rights.

I was very nervous when the idea of this speech revealed itself in my head but then I remembered a quote by Emma Watson a feminist and activist "if not me who, if not now when?" I was extremely humbled and I knew that it was my duty to use this platform for these thoughts mentioned today.

I was raised by a single mother and truthfully most of if not all of the positive role models in my life happen to be women. However, I am open and quick to recognize a male role model when encountering one. The key word was open. We have to be open for change in order for it to happen. We have to change

our mindsets and be persistent until we see the results we want. We can't just slack off. More importantly we need to educate our youth. They are the most important contributions to our future. If we raise our children as equals they will be.

Bernews reports on February 6th 2017 that The Bermuda Government has signed up to the Convention on the Elimination of all forms of Discrimination against Women in Bermuda, So it is no secret that gender inequality exist in Bermuda. It is our job as women to insure that the Bermuda government sticks to their word and keeps this along with education a priority and looks at it as vital for the growth of this island. We have to insure that this stays a conversation longer than March. Next March we should be discussing the major milestones we overcame since this March.

Finally I would like to end with sharing a bit more of how we as women can continue to be "bold for change" together.

- Educate our children
- Stick together
- Ask uncomfortable questions
- Be the one to call unfairness out and
- Promote love not hate

"All through life there were distinctions - toilets for men, toilets for women; clothes for men, clothes for women - then, at the end, the graves are identical."

- Leila Aboulela, Minaret

So now I would like to challenge every women in the room to "Be Bold for Change". ■

Job Losses in Bermuda Continue

By Brother Jason Hayward, BPSU President

Since 2007, Bermuda has lost roughly 6,500 jobs resulting in a decline of 3,696 Bermudian jobs. While Bermuda's economy has shown some signs of stabilizing, it is not growing at an adequate rate to produce new jobs.

Business efficiencies and competitiveness have caused employers to re-examine pre-recession employment levels. As a result, the job market continues to struggle and has yet to rebound.

Theoretically, there are enough jobs on the Island to employ every Bermudian as there are more jobs in the economy than there are Bermudians in the workforce. Despite this, however, Bermudians still remain unemployed in disturbingly high numbers.

In recent years, an alarming trend has developed where the employment levels of expatriate employees have increased while, in sharp contrast, Bermudians continue to lose jobs. I believe it would be safe to say that we have a job and workforce development crisis on our hands.

Bermudian Employees & Competitiveness

It is evident that Bermuda's unemployment levels are structural in nature. Unemployment is high yet local employers still cannot find the skillsets they demand within the local population causing them to import labour from other countries. There is seemingly a mismatch between the skillsets that the unemployed possess and the skills demanded by employers.



We have Bermudians who have been unemployed for 3 – 5 years, and while some are able to secure hustles or short-term, part-time work, full-time employment continues to elude them.

This creates an additional problem as the longer that these individuals remain unemployed, the more difficult it becomes for them to gain employment as their skill-sets become less relevant and may not be suitable for new job opportunities that exist. This ultimately reduces the competitiveness of the Bermudian employee.

Industrial Employment Shifts

We have experienced industrial shifts in our job market over the past decade. The job data from the Department of Statistics reflects that amongst Bermuda's industrial sectors experiencing job losses since 2007, the top five industries affected include:

Construction [-1,616 jobs],
Hotels [-791],
International Business [-789],
Transportation & Communication [-719], and,
Business Services [-622].

The Construction sector, which was once one of the leading employers on the Island, now barely ranks amongst the top ten industrial sectors. Those are the country's trade jobs. Where do displaced skilled construction workers, electricians, plumbers and carpenters find alternative employment in this economy?

Public Administration has grown to become the Country's leading employer, overtaking International Business Activity. Some view the level of employment in this sector as a financial burden to the Country. However, the Public Administration sector has been a stabilizer, making it of significant importance to the job market and economy. Drastic cuts to employment in this sector would be catastrophic.

Demands

Where do the opportunities exist? The only industrial sector to experience job growth in the last decade is the Education, Health & Social Work Sector. This sector has grown by 437 jobs since 2007 and is now the third largest industry in terms of employment.

This industry is where we see both current and future job growth. Occupational categories within this industry that have a shortage of skilled Bermudians include: Registered Nurses, Dental Hygienists, Pharmacists, Secondary School Teachers, and Nursemaid/nannies. The other notable occupational categories in other sectors that have a significant shortage of Bermu-

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Job Losses in Bermuda Continue *(continued from page 12)*

dian employees include Financial Manager, Accountants, Brokers, Investment Officers, Police Officers, Waiters/Servers and Masons. These occupations are where the current opportunities exist.

Workforce Development Plan

Bermuda needs a workforce development plan to help realign the skillsets Bermudians possess with those that are in demand in the workforce; a comprehensive plan that will change our current trajectory.

In a recent Bernews article, I highlighted the key outputs of such a plan. To be successful, this plan would require buy-in from all critical stakeholders. The plan would also need to remove the barriers that are currently blocking Bermudians from having access to employment. In order to reduce the structural unemployment issue, the workforce development plan must address two critical areas: 1. work experience, and, 2. education & skillset development.

Work Experience:

When local employers cannot find the necessary skillsets in Bermuda that they require, they can import the labour with relative ease from another country. This may be great for business but it is ultimately bad for the Bermudian workforce. There is currently no framework in place to motivate or encourage an employer to invest in developing the local workforce.

Educated Bermudians remain locked out of employment because they lack the relevant work experience employer require. Experience

they may have received, or can receive, if it was a condition of granting a work permit. Experience they can receive if employers have a long-term business strategy with Bermudian labour at its core.

Education and Skillsets Development:

Employees need to commit to re-tooling and retraining in areas that are in current and future demand. Resources must be made available to ensure that employees have access to training and skillset development programs.

The Bermuda College should be the bridge between skillsets demanded by the industry and skillsets held by employees. Professional and career guided development should be on the forefront of the College's agenda; it should remain flexible to adapt and respond quickly to the ever-changing job market.

Currently, there is an extremely high youth unemployment with the 2015 unemployment rate of 23% for persons aged 16 to 24 and 9% for the 25 to 34 age cohort. Given these alarming statistics, high-school students also need to prepare themselves for the current and future job market.

Students learning should be in direct alignment with the jobs that are currently in demand. Career counselors need to play a critical role in placing employees on career pathways that lead to employment.

Employers should broaden partnerships with the Department of Workforce Development, Bermuda College and the Senior Schools to

increase the on-the-job training opportunities for Bermudians including, but not limited to:

Co-operative education – college students alternate study semesters with paid work terms where they work on projects and gain job skills.

Internship – a short-term position with an emphasis on education, not employment.

In-house training – the employer offers formal or semi-formal sessions to teach new systems, applications, procedures or work duties.

External training – the employer sends an employee to an off-site training program to help them learn new systems, applications, procedures or work duties. Some employers may enroll employees in college or university courses.

Mentoring – employees are paired with a more senior employee and given personal coaching

Job rotation – employees rotate through several positions within a company, exposing them to various aspects of the enterprise.

We must recognize that there is an urgent need to address the pressure that unemployment has placed on our current system. Unless there is critical intervention, many unemployed who do not re-tool themselves may never find their way back into the workforce.

The harsh reality is that there is no short-term solution to structural unemployment; we need systemic long-term solutions. Finding and implementing such solutions will require a multi-pronged approach that must include collaboration between the Government, industry, employers and individuals. ■

Is an overseas law firm permitted to exercise control over a Bermuda law firm?

On 12 January 2017, Chief Justice Kawaley handed down the decision in the Supreme Court case of *Walkers Bermuda Limited v Bermuda Bar Council* 2016: No. 255. In that case, *Walkers Bermuda Limited* (WBL) appealed to the Supreme Court of Bermuda, challenging the refusal of the Bermuda Bar Council (BBC) to grant WBL a certificate of recognition under the Bermuda Bar Act. The certificate of recognition would permit WBL to engage in the business of law and practice law with the support of significant resources and finances from the international law firm *Walkers Global*.

WBL argued that, because it would be dependent upon the international brand *Walkers Global*, together with the financial and organizational resources of *Walkers Global*, this dependency and support did not indicate that WBL was controlled by a non-Bermudian law firm. The BBC argued that the reality of the contractual agreements, between WBL and *Walkers Global*, was that the local company would be under the control of *Walkers Global*, which was in breach of the Bermuda Companies Act 1981. The BBC refused to grant WBL a certificate to practice law in Bermuda under section 16C of the Bermuda Bar Act 1974, as it was concerned about who controls the law firm, and the possible wave of new law firms flooding the Bermuda market and negatively impacting job prospects for Bermudian lawyers and law



students preparing to enter the profession. In contrast, the OBA Government supports overseas law firms entering Bermuda, contending that it would give much needed competition to the local law firms and generate more legal work and business in Bermuda.

We will examine the judgment in the *Walkers* case by answering the following questions:

I. Who is permitted to own a Bermuda law firm?

II. How does the law define control of a professional legal company?

III. In the *Walkers*, case what did the Court decide control of a professional legal company meant?

VI. How will the decision in the *Walkers* case impact the future of professional legal companies in Bermuda and Bermuda companies in general?

V. Postscript.

I. Who is permitted to own a Bermuda law firm?

A Bermuda law firm can be owned in one of two ways. The first means of ownership is by an individual or a partnership. Individual ownership is called sole proprietorship. If there are one or more owners in the law firm, it is called a partnership and is governed and regulated by the Bermuda Partnership Act 1902. The second means of ownership of a law firm is in the form of a limited liability company. Limited liability law firms are called professional legal companies. Professional legal companies are created under section 16 of the Bermuda Bar Act 1974 and section 114 of the Companies Act 1981.

Sole proprietors and partners of Bermuda law firms must be Bermudian as defined by the Bermuda Immigration and Protection Act 1956. In recent years, this rule has been relaxed for partners of Bermuda law firms. Non Bermudians are now permitted to make application to the Department of Immigration to become partners of Bermuda law firms. However, it is important to note that the control and majority ownership of a partnership law firm must always rest with Bermudians.

A professional legal company practicing law in Bermuda must comply with section 114 read together with Part I of the Third Schedule of the Companies Act 1981. These provisions of the Companies Act state

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Is an overseas law firm permitted to exercise control over a Bermuda law firm? *(continued from page 14)*

that a local company carrying on business in Bermuda must:

- Be controlled by Bermudians;
- Have at least 60% of the total voting rights in the company exercisable by Bermudians;
- Ensure that the percentage of Bermudian directors shall not be less than 60%;
- Ensure that the percentage of shares beneficially owned by Bermudians shall not be less than 60%.

II. How does the law define control of a professional legal company?

The definition of control of a Bermuda company by Bermudians does not solely apply to professional legal companies. The definition of control under the Companies Act 1981 applies to all local companies conducting business in Bermuda. A company is controlled by the majority of shareholders whose votes determine what decisions are made by that company. A company is also controlled by those who receive money, profits and benefits generated by the company.

Most people in Bermuda know of the company Cablevision. In 1998, the Privy Council decided the first, and up until now, the only case in Bermuda on what control of a Bermuda company means under section 114 of the Companies Act 1981. The facts in the case *Bermuda Cablevision Ltd. et al-v-Colica Trust Co. Ltd.* [1998] A.C. 198 are unknown to some Bermudians, however, this case explains how the local cable company started life in Bermuda.

- In 1986, Bermuda Cablevision,

which lacked the capacity to viably operate, agreed in principle with the Atlanta based McDonald interests that if the McDonalds constructed a cable television system in Bermuda they would receive 60% of the profits;

- In 1987, the McDonald's US corporation agreed to use its best endeavours to finance the construction of the cable system in Bermuda and the McDonald's Caymanian company entered into a consulting agreement with Bermuda Cablevision pursuant to which they were entitled to receive 60% of the company's profits;

- That same year the company Bye-laws were amended so that the McDonald interests, despite being minority shareholders, had a casting vote at Board level;

- After the requisite telecommunications license was obtained by the company, the McDonald interests lent over \$8 million to the company on commercial terms but assuming the risk that the company would fail.

- Colica Trust Co. Ltd, a Bermuda trust company became a shareholder of Bermuda Cablevision after it had been operating on this basis for some years and challenged the legality of the arrangements.

On the question of whether the relevant arrangements were unlawful because the company was not controlled by Bermudians the Privy Council said "the McDonald interests controlled Cablevision by the scheme constituted by the amended

Bye-laws and the Consulting Agreement. They controlled the board of directors through a casting vote and they controlled general meetings through the special resolution procedure. And they entrenched their entitlement to receive 60% of the profits of Cablevision by the provision that the Consulting Agreement cannot be terminated without their consent. In every relevant sense the McDonald interests had and have control of Cablevision".

The Privy Council decided that the McDonald interests were not Bermudian. Therefore, the McDonald control of Bermuda Cablevision was unlawful.

III. In the Walkers, case what did the Court decide control of a professional legal company meant?

Relying upon the definition of control in the Cablevision case, the Chief Justice decided that WBL was not controlled by the overseas law firm Walkers Global. Therefore, WBL could use the international brand Walkers Global, together with the financial and organizational resources of Walkers Global. The Chief Justice stated that section 114 of the Bermuda Companies Act was not infringed merely because a local company was commercially dependent on a foreign loan. He also decided that section 114 was not breached because, or in addition to the loan, the local company was dependent on foreign services.

The Chief Justice did not consider it significant that the goodwill or the value of the reputation built up by WBL in Bermuda would be owned

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Is an overseas law firm permitted to exercise control over a Bermuda law firm? *(continued from page 15)*

and controlled by Walkers Global. Nor did the Chief Justice believe the decision of the Privy Council gave him the right to investigate and determine the intention and purpose behind the loan.

In summary, the Chief Justice decided that regardless as to the financial arrangements in place between a Bermuda company and overseas parties, if the majority of shares were controlled by Bermudians and the money made by the company is controlled and distributed by Bermudians, then the company was controlled by Bermudians.

IV. How will the decision in the Walkers case impact the future of professional legal companies in Bermuda and Bermuda companies in general?

There are a number of overseas law firms looking to enter the Bermuda market and partner with local law firms. There are some local law firms which have already seen a downturn in business which has led to a decrease in hiring local lawyers and lawyers being laid off. With Bermudian lawyers finding it harder to secure employment and law students returning to the island to find work, the ramifications of the decision must be carefully considered. Therefore, many questions remain unanswered. For example, will the Chief Justice's decision bring new business to Bermuda or will overseas law firms, entering the Bermuda market, merely be seeking a cut of the

existing work on the island?

A wider concern which has been expressed, is whether local law firms, who have spent years investing in their businesses, can compete with large overseas law firms who have the resources to undercut the cost of doing business locally. And with dependence of these local law firms upon the greater overseas resources, where will day to day control of a local law firm really lie?

In paragraph 47 of his judgement in the Walkers case the Chief Justice expressed words of caution regarding the impact of his decision when he said, "I have not been wholly unaffected by the unattractive spectre that adopting so broad an interpretation of section 114 of the 1981 Act in the present Judgment could potentially undermine all manner of other commercial arrangements or at least cause them to be subject to doubt.". These cautionary words sound the warning that this decision could negatively impact all local companies, not just professional legal companies. The decision opens the door for local companies to outsource local work through their overseas local business partners compromising the local job market. Under section 114(b) of the Companies Act 1981, any company which will be controlled by non-Bermudians can apply to the Minister of Finance for a licence to conduct local business. A licence granted by the Minister is separate and distinct from a certificate granted under sec-

tion 116 C of the Bermuda Bar Act 1974. When the Minister receives an application for a 114(b) licence, the Minister can impose conditions on the grant of the licence. The conditions can include such matters as the number of Bermudians which must be employed by the company and the amount, nature and source of work the company undertakes.

In the 2016 Bar Council Annual Report which was circulated at the last AGM, the BBC noted, "It is going to take a collaborative effort between the Bar Council, the Minister of Immigration and the overseas law firms to get this right, as the goal here is to promote our jurisdiction while continuing to create opportunities for Bermudians". This comment highlights the concern held by the BBC that while Bermuda is open for legal work on an international level, limits must be put in place to protect Bermudian jobs in the legal profession.

V. Postscript.

The BBC has launched an appeal against the decision of the Chief Justice. The appeal will be heard by the Court of Appeal in March 2017.



EAP CLIPS: MARCH 2017

DO YOU KNOW THE SIGNS OF AN ANXIETY DISORDER?

Anxiety disorders can affect anyone. Anxiety often occurs when people try to hold in their fears. The signs of an anxiety disorder include:

- Endless checking or rechecking actions.
- A constant and unrealistic worry about everyday occurrences and activities.
- Fear and anxiety that appear for no apparent reason.

Anxiety disorders include the following:

- **Panic Disorder**: a sudden, uncontrollable attack of terror that can manifest itself with heart palpitations, dizziness, shortness of breath, and an out-of-control or frightening feeling;
- **Generalized Anxiety Disorder**: excessive anxiety and worry that lasts for at least six months accompanied by other physical and behavioural problems;
- **Social Phobia**: a persistent fear of one or more situations in which the person is exposed to possible scrutiny by others;
- **Obsessive Compulsive Disorder**: repeated, intrusive and unwanted thoughts that cause anxiety, often accompanied by ritualised behaviour that relieves the anxiety;
- **Post-Traumatic Stress Disorder**: caused when someone experiences a severely distressing or traumatic event. Recurring nightmares and/or flashbacks and unprovoked anger are common symptoms.

SOME ANXIETY IS NATURAL AND NORMAL

Most people experience feelings of anxiety before an important event such as a business presentation, big exam, or first date. Anxiety disorders, however, are illnesses that fill people's lives with overwhelming anxiety or fear that is chronic, unrelenting, or grows progressively worse. Tormented by panic attacks, obsessive thoughts, flashbacks or traumatic events, nightmares, or countless frightening physical symptoms, some people with anxiety disorders even become housebound.

Anxiety disorders are the most common, or frequently occurring, mental disorders. Children, adolescents, and adults can all develop anxiety disorders. By contacting a psychologist or mental health professional, those who suffer from an anxiety disorder can take the first step on the road to recovery. According to the National Institutes of Mental Health, 90% of people with emotional illnesses will improve or recover if they get treatment.



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Invites applications for their 2017 scholarship awards

Scholarships are available for Bermudian students pursuing careers in the medical field. Applicants must satisfy the following requirements: Applicants should submit a letter (including name, address and contact information) outlining why they believe they should be a recipient of this scholarship attaching the following information:

- Proof of Bermuda status;
- Proof of the successful completion of the two-year Associate Degree programme at Bermuda College, or the successful completion of the second year of an approved college of university (60 credit hours);
- Original transcripts from the college(s) attended;
- Two (2) letters of recommendation;
- Proof of admission to an accredited college or university including the area of study;
- Letter from college/university supporting tuition fees.

Scholarship awards will be presented during the Bermuda Health Foundation's 15th Annual Salute to Service Luncheon on Friday, June 23, 2017.

Applications should be sent to:

Bermuda Health Foundation, P. O. Box HM 2779, Hamilton HM KX

Queries regarding scholarships can be directed to LaVerne Furbert at lavernef@northrock.bm or at 335-8232.

Bermuda Health Foundation

Deadline for applications is April 30, 2017.

Ageism *(continued from page 6)*

aires and billionaires. They rose up in the latter part of the 20th century and are growing in financial stature as this ink dries.

The median wage in the Valley for tech companies is around 110k-160k. These companies have medium to high earnings, yet modest to low payrolls, thereby allowing shareholders and owners higher dividends in comparison to older traditional corporations.

The Tech Industry of the Valley are several thousand miles away and several time zones away and in Bermuda we in no way compete with their businesses; so why the worry? It is my opinion that, these companies are the blueprint of the future of business. They have neither the monopoly nor are they the inventors of this behavior. It just seems as if they

have refined and redefined it and have extreme influence throughout the world of commerce.

The old adage is when America sneezes we catch cold, just to amend; when globalization snuffles we get pneumonia. The globalization narrative indoctrination is introduced and sold as Business Trends. Business is in business to make profits, I say profits because there are short term profits and there are sustainable profits. It is an opinion that is shared worldwide by a growing few that the Great Recession was caused by a combination dominated with, greed, youth and testosterone. Money has and is always a factor, the lack of a measured approach which can be void in youth, however not exclusive and testosterone which have males taking adrenaline seeking risks in a male dominated com-

merce industry.

Ageism is now front and center in the foyer of the baby boomers, we are told we are probably the healthiest age parallel throughout the ages and are being put on the shelf mandatory and prematurely. In Bermuda we confirm we have more jobs than people, so much so that we need to bring in migrant workers whilst we retire vibrant minds and bodies, who are still willing to serve.

We were the grass roots movements that dictated change through marches and song, during our youth of the 1950s-70s and beyond, witnessing Martin, Malcolm, Mandela, Curtis Mayfield, Joan Baez, and Bob Dylan.

P.S. Be heard; make your last stand in Timberlands not Hush Puppies. ■

The OBA War on Black Leadership *(continued from page 5)*

term from the UBP down. Government offices, before the PLP built the new government offices and Police Headquarters, were rented to government by the family members of the UBP government. Transportation needs brought in and sold to the Government, again members of the UBP benefited. Business opportunities, a major beach concession operated by a well-known UBP political supporter located at Bermuda's premier beach, Horseshoe Bay, Bermuda's major cement plant located at Dockyard operated by a former UBP Chairman. There were rumors that a large piece of land was left by an American millionaire for the people of Bermuda, but never made it, having been grabbed up by

UBP connections.

The whole question of land is surrounded by theft and loss of inheritance by Bermudians and when the PLP was able to pass a bill to examine it, it was vetoed by the British Governor who no doubt carried out the wishes of the British government which itself has many skeletons concerning the loss of land by Bermudians and its role in which it wants to remain buried.

The Dunkley OBA government would never want this can of worms to be opened because of what was done under the former UBP government far outweighs anything that the former PLP government can be accused of.

For years Dr. Brown openly asked

who was behind the so-called investigation of him, note to the tune of over \$2 million of Bermudian taxpayers' money. Now we know it's his political enemies to be found in the OBA government. They are even prepared to put a long-standing relationship Bermudians have had with Lahey Clinic under threat in quest of their long-term political vendetta against Dr. Brown. They hope that with these court cases they can smear the PLP politically for in the next election they have nothing to put before the Bermudian people, because when it comes right down to it, they have told their last lie to the Bermudian people. ■

Too Old to Work at Masters Limited – Sister Gladys Simmons

On April 14, 2014, the Workers Voice carried the following headline “Masters Staff Join BIU Family”. The first paragraph of that story read as follows “It all started with one female worker at one of Bermuda’s largest hardware and home furnishing stores, Masters Home Centre Limited, who was concerned about her take-home pay after working a forty hour week. The worker was upset because at the end of the work week her net pay was only just over \$400.00, even though she had been employed at the company for well over ten years”. That worker was Sister Gladys Simmons, who three years later has been dismissed from Masters Home Centre, after being told that she is too old to remain on the job.

In August 2016 Sister Gladys was given a “Senior Letter of Employment” by the President of Masters Limited, Mark Stearns, informing her that she will remain employed until December 31, 2016. The letter also stated “Employment terms are laid out in the Company hand book as amended by the Senior Letter of Employment and Retirement Conditions, but always within the regulations of the Bermuda Employment Act 2000 and Collective Agreement”.

However, according to Brother George Scott, a company cannot have two contracts for the same employee. Brother George said that the Article 5 in the Collective Agreement is clear on the matter as it states “The Employer agrees that they will not enter into any Agreement or Contract with any Employee, individually or collectively, which in any way conflicts with the



terms and provisions of this Collective Agreement when working in the categories listed in the Schedule. Any such Agreement will be null and void if proven to be in contravention of the Article. The Employer agrees to advise the Union in advance when policies are created or changed that affect the terms or conditions of this Agreement.”

“The Employer never contacted the Union to tell us that he had given Sister Gladys another agreement to sign,” said Brother George. “That “Senior Letter of Employment” should be null and void as Sister Gladys really did not understand what she was signing. That is why “Mutual Agreement” is included in the Collective Agreement”.

The BIU believes that Sister Gladys was discriminated against by the management at Masters Ltd. as she was the person who was instrumental in reintroducing the workers to the BIU. Brother George noted that Masters Ltd. was unionized several years ago and in fact, one of the longest serving employees, who is 81 years old, has been paying union dues for several years.

Brother Louis Somner, who is the organizer for Masters Ltd., said that seven people over the age of 65 remain employed at the company on a full time basis, yet Sister Gladys is the only one who was required to

sign the “Senior Letter of Employment”.

“This is definitely a case of age discrimination,” added Brother Somner.

Sister Nicky Fox, who is a shop steward, said that Sister Gladys has always been a hard worker. She told the Workers Voice that Sister Gladys’ supervisor told her that she, Gladys, was one of the hardest workers in her department.

“When our hours were changed to 6:00 p.m. and I approached the workers, Sister Gladys was the only one who did not complain,” added Sister Nicky. “What was the criteria that other seniors met that Gladys didn’t have?”

Sister Gladys shared two letters from customers who had sent letters of commendation to Mr. Stearns, the President of the company. One letter ended as follows “I would like to complement Masters Home Care Limited for employing such a helpful and dedicated worker whose customer service was second to none”. The other customer wrote that she had always received great service in a friendly and professional manner from Sister Gladys.

Brother Somner said that the BIU would continue to fight for workers who are being discriminated against because of their age. ■

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BIRDS

Find and circle all of the birds that are hidden in the grid.
The remaining letters spell an additional bird.

W	K	D	R	E	K	C	E	P	D	O	O	W	H
O	W	N	R	S	W	A	N	N	F	O	J	A	Y
R	A	O	U	I	G	M	I	N	G	I	V	M	T
C	H	E	R	L	B	T	B	N	O	U	N	U	I
P	T	G	E	R	R	K	I	U	L	C	R	C	M
E	E	I	O	A	A	M	C	T	D	K	L	O	H
L	E	P	M	S	A	P	U	A	E	G	C	A	U
I	K	O	W	L	T	R	S	Y	L	K	I	M	F
C	A	L	F	H	E	R	O	N	I	B	E	E	O
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A	P	G	R	R	O	B	I	N	H	D	D	G	B
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BLACKBIRD
BUDGIE
CANARY
CARDINAL
CHICKEN
CRANE
CROW
DODO
DOVE
DUCK

EAGLE
EMU
FALCON
FINCH
FLAMINGO
GOOSE
HAWK
HERON
JAY
MAGPIE

MARTIN
MOCKINGBIRD
MYNA
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WOODPECKER
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SOLUTIONS ON PAGE 2