



Community Leaders Concerned about Payroll Tax Increases to Employees



(From left to right – BIU President, Brother Chris Furbert, Shadow Minister of Finance, David Burt, JP, MP, Chamber of Commerce President, Mrs. Krysty Grayston, and Moderator, Scott Pearman.

On Tuesday, March 17, 2015, the People's Campaign held a public forum at St. Paul's A.M.E. Centennial Hall addressing the topic "The Economic Impact of the 2015/2015 Budget on Bermuda". Panelists included Shadow Minister of Finance, David Burt, JP, MP, BIU President, Brother Chris Furbert, BPSU President, Brother Jason Hayward and Bermuda Chamber of Commerce President, Mrs. Kristi Grayston and moderated by Scott Pearman.

One of the topics that was raised at the forum was the recent the Payroll Tax Amendment Act that increased payroll tax from 14 per cent to 14.5 per cent and rolls back some of the payroll tax exemptions in the hospitality sector as part of a revenue-building effort by the OBA. Some in the audience were

surprised when Mrs. Grayston said that the Minister of Finance told the Chamber management team members that the payroll tax should be passed on to their employees.

According to Brother Jason Hayward, the Minister of Finance confirmed this fact recently when he was a guest on Gary Moreno's show, "Let's Talk" and reaffirmed by Mrs. Grayston at the forum.

"Employees in the hotel, restaurant and retail sectors will have to absorb the full brunt of the roll back in payroll tax concessions, Brother Jason told the Workers Voice. "This will ultimately mean that employees will experience a reduction in salary of 5.5% starting April 2015, while their employers will pay no additional taxes. That is an injustice that must be corrected, the employers should

be made responsible for a portion of the applicable 5.5% payroll tax rate."

During his Budget Speech, the Minister of Finance stated that payroll taxes, a tax on labour, were Bermuda's primary source of revenue.

And, according to BIU President, Brother Chris Furbert, "The Minister of Finance in his Budget Statement on page 24 said, "Payroll concessions currently in place for the hospitality, restaurant and retail sectors will be partially roll back in 2014/15 with businesses in these sectors paying a rate of 5.5%". What the Minister has said publicly is that the Employer can pass this on to their employees and this was also confirmed by Ms. Grayston at the Forum. Brother Chris continued "I find this to very disingenuous by the Minister of Finance because on that same page of

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Sister Lu-Anne Brown Commended by Guest

Sister Lu-Anne Brown, Chief Shop Stewart at Tuckers Point Club where she is the PBX (Switchboard) operator, was recently recognized by one of the guests at the hotel who sent a letter to the hotel's General Manager (see below). Most interesting is that the guest, Jahméne Douglas, was the runner-up in the 2012 "The X Factor".



"Dear Paul Telford,

I am compelled to bring to your attention my experience with one of your staff members at Rosewood Bermuda. I recently stayed down for a two week period in February from the 13th -27th. If it was not for this one particular member of staff I would have not experienced the island in such a fulfilling way.

She was the perfect host! She went out of her way to show us the island with no complaints or demands, took us to church and even cooked for us. (Delicious!) She was funny and unlike any service I have ever received in any hotel I've stayed in. (And I've stayed in a few.) It was a beautiful reflection of the standard you'd expect, and more, through out the Rosewood chain. I don't usually go out of my way to conduct such emails either but Lu-Anne Brown deserves my efforts to compose this glowing review.

I will definitely be returning! I hope you can pass on my words of gratitude and love as she showed me so much on my trip. The best part of it all is that she did it all so selflessly.

I can only hope that she is the standard to go by for all your chains. I was 100% satisfied with my experience in Bermuda through Rosewood because of Lu-Anne Brown.

Thank you for hiring her!

Many places have five star ratings but it's rare to have five star service and five star people!

Many blessings,

-Jahméne Douglas "

THE WORKERS VOICE

PUBLISHED BY THE
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Hamilton HM 12
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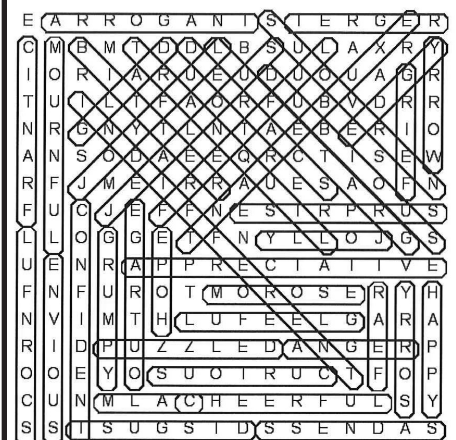
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The Bermuda Industrial Union

PUZZLE SOLUTION

Moods & Emotions 3

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



ANGER	EDGY	GRUMPY	OUTRAGE
APPRECIATIVE	ENVIIOUS	HAPPY	PUZZLED
ARROGANT	EXUBERANT	HOPE	REGRET
BITTER	FEAR	INDIFFERENT	SADNESS
CALM	FRANTIC	JEALOUS	SCARED
CHEERFUL	FRETFUL	JOLLY	SCORNFUL
CONFIDENT	GLAD	JOYFUL	SORRY
CURIOUS	GLEEFUL	MOROSE	SURPRISE
DISGUST	GRATEFUL	MOURNFUL	TRANQUIL
DUBIOUS	GRIEF	NERVOUS	WORRY

The hidden word is: EMBARRASSMENT

Women in Bermuda's Shipping Industry Honoured

As part of this year's celebration of UN International Women's Day, the Department of Human Affairs and the Bermuda Women's Council recently held a reception at Government House to honour women who work in the shipping industry

Twelve women who work in different areas of the maritime business were recognized by the Governor George Fergusson and the Minister of Community, Culture and Sports, the Hon Pat Gordon-Pamplin, JP, MP for their achievements in advancing the shipping industry in Bermuda. One of the women honoured was Sister Tami Ray, Assistant Secretary to the Marine & Ports Division of the Bermuda Industrial Union. Sister Tami was the first Bermudian woman to qualify as a ferry boat pilot.



(from left to right): Tami Ray, Laura Blee, Deputy Governor, Ginny Ferson, Donnelle Swan, Georgina Sousa, Minister of Community, Culture & Sport, the Hon. Patricia Gordon-Pamplin, His Excellency the Governor, Mr. George Fergusson, Angelique Burgess, Heather Cooper, Edie Robinson, Marilyn Feldman, Diana Martin, Laurie Shiell, Chairwoman, Bermuda Women's Council

This year, UN International Women's Day highlighted the Beijing Declaration and Platform for Action, a historic roadmap signed 20 years ago and sets the agenda for realizing women's rights. While there have been many achievements since then, many serious gaps remain. International Women's Day and the events during March are meant to uphold women's

achievements, recognize challenges, and focus greater attention on women's rights and gender equality.

In attendance were with the Governor and Mrs Fergusson, Minister Gordon-Pamplin, Deputy Governor, Ginny Ferson and staff of the Department of Human Affairs and members of the Bermuda Women's council.

BUT host "Winning Together" Workshop



On Tuesday, March 24, 2015, the Bermuda Union of Teachers hosted a "capacity building workshop" at the Devonshire Recreation Club and invited the Executive members of the Bermuda Trade Union Congress to attend.

The workshop was designed to strengthen the ties of the unions to each other, through the use of Public Relations strategies, frames and tactics that engage political actors by proper and effective means.

The Theme of the workshop was "Winning Together". The workshop was facilitated by Dr. Isaac James Newton and Brother Chelston Lee of Paramount Communications headquartered in New York.

The BUT is committed to defending, advancing and protecting its stakeholders' interests while seeking to work with other unions to safeguard the rights, benefits and job security of all workers in Bermuda, said Brother Shannon James, BUT President. "This means that given the recent budgetary demands of the OBA government, the BUT and the other combined unions must find sustainable ways to push back against policies which seeks to significantly disadvantage workers. This development has given rise to the need for this intense, practical and participatory workshop designed to inspire hope, rally collective action and demand policy changes."



Are Minister Fahy's Policies Benefiting Bermudians?

new policy, Bermudian musicians had to be included on the bill when foreign musicians were imported to perform in Bermuda. However, the new policy does not make this a requirement. The Minister also incurred the wrath of the Bermuda Musicians Union when he refused to challenge the Bermuda Festival organizers who refused to include Bermudian musicians in their line-up. In fact, the Minister suggested that the musicians organize their own festival. Needless to say, the Musicians Union was not happy with the Minister's comments.

Minister Fahy was the Minister responsible for the canceling of the Waterfront Lease and according to some political pundits; this move by the OBA Government was unconstitutional. It is obvious that the developer and his legal counsel also believe that to be so, hence the legal challenge in the courts, which thus far has cost the taxpayers over \$1 million dollars. Added to the criticism that the Minister voided the lease and is paying a law firm over \$1 million to represent the government in court, there is now the criticism that Minister Fahy has employed the law firm where his wife is a partner.

The new Work Permit Policy recently released by the Minister is now being criticized as well. In my opinion the Policy has many flaws and should alarm all Bermudians. The section that I find most concerning is Section 5.0 that addresses the issue of "Sponsored Dependents". For the first time in Bermuda's history, a work permit holder's "partner" and/or fiancé will be allowed to accompany the work permit holder to Bermuda and also work in Bermuda.

I find this new policy extremely disturbing; especially in light of the fact that thousands of Bermudian remain unemployed and daily more and more Bermudians are losing their jobs. But in spite of this alarming fact, the OBA has decided in its wisdom to allow work per-

mit holders to bring with them to Bermuda their unmarried partners and these new immigrants to Bermuda will be also allowed to seek work in Bermuda. While the OBA Government has yet to amend the Marriage Act, this new work permit policy will allow for those foreign workers from the LGBT community outside of Bermuda who are married to their same sex partners, to bring their same sex spouse to live and work in Bermuda. And, of course this same policy will allow heterosexuals to bring their partners with them to Bermuda as well.

In my opinion, I think what many Bermudians find disturbing is that although Minister Fahy is now considered a "Bermudian", his policies seem to be anti-Bermudian. The latest salvo against Bermudians came during last Friday's (March 20, 2015) Senate sitting when Senator Fahy introduced a bill that would lower the Annual Rental Value (ARV) for house purchases for non-Bermudians and non-PRC holders. The bill also allows for these same people to purchase, not one property at the lower rate, but two. Additionally, the bill will permit PRC holders to purchase homes or condos of any ARV. The total number of properties they can purchase will also be capped at two.

Once again Senator Fahy reasons that this amendment will help to repair the economy and create jobs for Bermudians. The fact of the matter is every amendment and every policy that Senator Fahy has authored, he has reasoned that these changes will help to repair the economy and create jobs for Bermudians, however, if truth be told, the OBA has been the government for almost three years now and the economy remains in a state of flux and Bermudians are continuing to lose jobs.

In my opinion, those Bermudians who voice their disdain for Minister Fahy have every right to do so as he has done nothing to improve our lot in life.

In my opinion, it is understandable why many Bermudians are not enamoured with the Minister of Home Affairs, Senator the Hon. Michael Fahy as it appears to many of that from the beginning of his tenure, the Minister has put in place policies and laws that are designed to disadvantage Bermudians in the workplace. However, more often than not, when the Minister has proposed a policy or enacted a law, he prefaces his remarks with the following statement "I want to assure the people of this country that this was not a decision that was taken lightly. We will continue to ensure that the rights of the Bermudian worker are a priority for this Government." Prior to the General Election of December 2012, the OBA promised Bermudians that they should be successful at the polls, they would not end term limits. However, on January 31, 2013, Minister Fahy announced to the people of Bermuda that term limits would end immediately. According to the Minister, "..... the elimination of the policy will help spark economic growth and create employment opportunities for Bermudians." Yet, here it is March 2015 and rather than more employment opportunities for Bermuda, what we see is more job losses for Bermudians.

Minister Fahy also incurred the wrath of Bermudian musicians when he refused to consult with them with regards to the new Work Permit Policy. Prior to the

Slaying the Beast

Recently in the aftermath of the release of the OBA Government's budget statement, lawyer Kim White, panelist at the Chamber of Commerce's Budget Breakfast said "The pain has fallen mostly on the private sector ... we should not be continually asked to pay to feed the beast." In response to the negative reaction of many workers in the civil service, there was a hasty retreat from exactly what that comment meant and who it was referring to. But make no mistake, the "beast" as it was referred to was none other than government employees who have been subject to a campaign of demonization led by none other than the OBA government and its political supporters.

It was claimed that the statement was nothing more than a metaphor used to describe government debt and was not pointed at government workers. But is clear that the OBA after more than two years as the government, still chooses to blame the former PLP government for Bermuda's present economic situation. This story is now wearing thin with the Bermudian people who have experienced two years of broken promises and political scandals. There is now a growing desperation on the part of the OBA government to find a new deflection away from the political consequences of two years of their term as the government.

The new deflection is to blame the workers and their trade union organizations and the resistance by the working people of Bermuda to be made to bear the full burden of Bermuda's economic recovery. They have attempted this with a two prong attack. First, as I have already mentioned they have attempted to demonise government workers and

civil servants. Secondly, they have attempted to drive a wedge between government workers and workers in the private sector by claiming that government workers are some type of privilege class that has not borne the full impact of the still ongoing recession. Overlooked is the fact that not only have government workers been subject to furlough days, but they also have endured a wage freeze over the same period of the furlough days.

It is true that private sector workers make up the bulk of Bermuda's unemployed, there are almost 4,000 unemployed Bermudian workers from the private sector. The other side of the story is that some in the business community failed to live up to the promised employment prospect for Bermudians which underlined the government tax breaks which were to be incentives to keep Bermudians employed. Instead, Bermudians were the first to let go and this has had an even more grievous impact on those workers who are not organized. Without the protection of a trade union these non-unionised workers are at the mercy of unscrupulous employers who, while they have enjoyed tax breaks, they have not tried to maintain employment prospects for Bermudian workers. Hence we have the high percentage of private sector Bermudian workers who find themselves unemployed.

Without a doubt the massive protest marches which spread over three days forestall an OBA government onslaught on government workers. But the desire to break the ring of protection held by the trade union movement is upmost in the mind of the OBA government and its political and business supporters. They have been

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

forced to retreat for now, but you can be sure that they will mount another attack on organized government labour.

When they talk about "not feeding the beast" they are talking about you and the economic stability of your families. If they succeed in slaying the beast in their minds, the blood which runs will be the blood of Bermudian families, the working people of Bermuda. It is our duty to prevent that from happening and we will prevent that by standing and remaining strong in defense of our families, our people, our country.



International Women's Day Tea

The Dr. E.F. Gordon Hall was filled to capacity on Saturday, March 7, 2015 when women from all walks of life joined the women of the BIU in celebrating International Women's Day.

The Theme for this year's International Women's Day was "Make It Happen" which was addressed by guest speaker, Kim Wilkerson, Senior Vice President and General Counsel of the XL Group. Ms. Wilkerson shared with those present her life's journey and how she was able to "make it happen" coming from humble beginnings, starting her educational journey at the Berkeley Institute and completing her law degree in the United Kingdom. In between, she also qualified as a Chartered Property & Casual Underwriter. Ms. Wilkerson also shared how she believes she has been transformed through a programme entitled "The Landmark Forum".

"The Landmark Forum is designed to bring about a transformation in what is possible in people's lives. Grounded in a model of transformative learning, it gives participants an awareness of the basic structures in which we know, think, and act in the world. From that awareness comes a fundamental shift



that leaves us more fully in accord with our own possibilities and those of others. This shift is not a one-time event, but an ongoing access to a previously untapped dimension of effectiveness and creativity. The Landmark Forum offers a practical methodology for producing breakthroughs—achievements that are extraordinary, outside the limits of what's already predictable, attainable, or known. Participants find themselves able to think and act beyond existing

views and limits—in their personal and professional lives, relationships, and wider communities of interest."

Guests at the Tea are not charged, however donations are requested and funds raised are donated to a worthy cause. This year, \$650.00 was raised and the BIU agreed to match that and a donation will once again be made to Sister Kamala Smith, daughter of Sister Shirlene Simons for her ongoing cancer treatment.



Furlough or else?

by E. McNeil Stovell

If my memory is not correct, and please somebody correct me if I'm wrong, but wasn't the money that was given back to government through the use of furloughs and pay cuts the property of the workers in the first place?

Wasn't it through the process of negotiations between the Unions and government that an agreement was reached that stated that workers would take a pay cut along with a monthly furlough day which had an expiry date attached to it?

It's unimaginable to think that Finance Minister Bob Richards, backed up by the rest of the O.B.A. clique, could have the nerve to dictate an ultimatum threatening the very people who gave up their time and money to help pay down Bermudas debt.

It is my understanding that these furlough days will come to an end on March 31, 2015, and that the workers no longer wish to carry on with giving up any more of their time and money in the face of the ever rising high cost of living in a Bermuda where it seems no one else is sharing in this so-called shared sacrifice but African Bermudians.

So, the question to ask is – "What part of this furlough program didn't Bob Richards understand. Was it the part that said that the workers no longer wanted to carry on with this program after it expires on March 31, 2015?"

Let's understand this - the display of arrogance and contempt shown by Bob Richards and the O.B.A. toward a segment of the Bermudian community should not be looked upon as being surprising.

I knew well before the last election where Bermuda would be heading if we voted for the O.B.A. to become the government, and I literally got down on my knees and begged the people of Bermuda not to vote them into power, for they are not who they were portraying themselves to be. Now we see it and it's too late.

Why am I saying it's too late? We must understand that we gave this deceptive group of people the right to whither away the power of the African Bermudian, and I believe that the reason why the O.B.A. wants to grant PRC's citizenship in one big block, is that the O.B.A. is behind the scenes working very hard trying to find ways to make sure

that another 1998 scenario doesn't ever happen again.

The O.B.A. lied and deceived us just two months after winning the government, when they changed their minds about allowing term limits to stay in place for at least two years. That turned out to be a despicable lie.

They lied to us when they took away our rights to have a referendum on gaming; they lied to us about their intent on privatization; they lied to us about where the money came from that they received from overseas contributors;

We see a disgraced former Premier who should have resigned his seat in parliament and left government altogether, and was allowed to stay in the Premier's residence rent free, and now he has been given a ministerial post. Yes they promised two thousand jobs, and here we are going into a third year of their term and all we see are more job losses and more businesses closing. We also see the O.B.A. government set the BTA up to become a private entity and we are yet to know what Mr. Hanbury is being paid out of the tax payers' purse; they and their supporters blasted the P.L.P. as being corrupted while running the country into a \$1.2 billion dollar debt, yet under the O.B.A. the debt has risen to \$2.2 billion and not squeak out of those same supporters.

What are we witnessing these days? We see a government presenting a budget that no doubt is intended to further devalue the purchasing power of the working people while they the politicians go on living large off our backs. We see Mr. Grant Gibbons flip-flop from the Ministry of Education, a ministry for which he has done absolutely nothing. But he now gets to pay attention to the Americas Cup group, a group of people to which the government has given endless tax concession and has spent \$77million of the tax payers dollars to help friends and family improve their businesses, while the out-of-work desperate and starved peasants, come running over each other to pick up the crumbs they hope will fall or trickle down from the Americas Cup table. At the same time the OBA is promising these people that they will be receiving space no doubt in the private school

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Two Bermudas: As Seen Through the Eyes of Brother Derrick Burgess, JP, MP

Two Bermudas: As Seen Through the Eyes of Brother Derrick Burgess, JP, MP

Mr. Speaker, over the past we have heard in this Honourable House stories, innuendoes, allegations about the former Government. Mr. Speaker, I have made comments in this House before about the two Bermudas we live in. Depending what particular organisation you belong to, determines the way you are treated.

Mr. Speaker, in Bermuda in particular, if you repeat something more than three times it takes on a life of its own. That life could be a bad life, a good one, a shameful one, or an evil one. The intent of it is meant to publicly lynch the victim. We have read about the history of lynching in United States in the Deep South, how they lynch men, women and children. Basically today it's no different.

Stories were fabricated in order to lynch Dr. Brown and others. I can refer to the cedar beams story as one. The people, who fabricated that story, knew what that story would do. They knew there were no beams in Dr. Brown's house even though it appeared in the newspaper many times, although fabricated there has been no apology to date.

I have heard in this House stories about the BLDC (Bermuda Land Development Company) concerning the PLP having cronies and people getting paid. Mr. Speaker, it is interesting that the auditor's report on the BLDC deliberately omitted the Trott & Duncan and the KPMG reports, a report that said that what the board enacted at BLDC was within the bye-laws of the company and within the 1981 Companies Act. But yet, the auditor



of the day wrote that scathing report attacking the chairman and the deputy and myself in that report.

When you fail to put in a report [the findings] by one of Bermuda's reputable firms, Trott & Duncan, and an international accounting firm, KPMG, this is taking matters in your own hands. That [shows that] you want a certain story to go out. In fact, that same person who wrote that story, the Auditor General, told one of their friends that they wanted to publicly shame Derrick Burgess. That is fine. And probably because I refused to be quiet about the \$16.7 million that that auditor—when she was the Accountant General—failed to collect, having noticed when that person went to be the Accountant General in 1994 that monies were not being collected because law firms were undervaluing real estate in order to pay Government less tax. They were fleecing the Government out of money.

Normally, when you get an employee who is responsible for collecting this money and she collects it I would have thought the auditor at that time

would have made a recommendation that that person be dismissed. No, that person was not dismissed. They became the Auditor General. That would not happen anywhere else in the world.

Mr. Speaker, the fraudulent cheques. Three people sat in a room and convicted the former Premier, Dr. Brown, and myself of these fraudulent cheques without even an investigation. One of the people in that room had control over the police department, one of them was a lawyer, former Attorney General, and one was the Auditor General. And not one let's do an investigation.

Mr. Speaker, I tell you that those three people knew those cheques were fraudulent. Mr. Speaker, you know what happened in a court case? The Governor at that time ordered an investigation of the former Premier based on a perjurious story, and would not order an investigation into these cheques; I can only equate this to a public lynching.

The Government of the day made a decision to hire lawyers from Canada to bring charges against those that they felt was responsible. When the present Auditor General found out about this she ordered the Premier to stop paying the legal fees and recommended that Dr. Brown and I pay back the money spent on that case. In fact she did a special report on this, entitled, *The Misuse of Funds*. But yet, no recommendation was made that the Accountant General, who is now the Auditor General, to pay the \$16.7 million that she failed to collect. What puzzles me is that the Auditor General's Report in 1998 states that they could not investigate it because they had inadequate records. When the PLP got in power, new words were introduced in the

Auditor General's Report, such as fraud and disapprobation of funds, without any evidence. Yet he has evidence of the law firms who fleeced the government out of \$16.7 million in tax and no such language is used.

And then, you know, there was a story about White's Island, about the lease there. And you would think that the Minister for Public Works drafted these leases. The lease is drafted by the technical people in the Department of Works and Engineering and checked over by the Attorney General's Chambers, not the Minister. The Minister *signs* it. And there was a technicality in there, and instead of the Minister saying, *Let me straighten this out*—because obviously this was done by civil servants—*let's straighten this out*. No! Instead, he hired a Q.C. and went to court to make that lease null and void.

Mr. Speaker, they took it away because the leader of Cartel, who does admirable work in this country, was a member of the Progressive Labour Party, so it was wrong for him to have it. And it was even said in the local newspapers that it was done through corruption. No corruption happened there. Are you accusing our people, your civil servants, of corruption because the person happened to know me and is a good friend of mine? But who is not a good of ours in Bermuda, a country of 22 square miles, Mr. Speaker? And they are all related to me one way or the other—probably my cousin. As they might say, as one of the former Attorney General's, I think it was an Indian fellow, says, *it might be unethical, but not illegal*.

A boyfriend of a relative of mine was stopped. The car was searched and they said they found drugs in it. My relative never drove that car, not once, before or after. The boyfriend stayed with her.

No drugs were found in her apartment, Mr. Speaker. But guess what? She was arrested and charged and had to go to Supreme Court!

The police knew this young lady did not indulge in drugs. She does not even drink liquor or anything like that, even up to today. But she was charged, and the family had to get \$20,000 for a lawyer. And after the third day of the trial—she did not even go on the stand—they released her. That was \$20,000.00 gone to waste.

But, Mr. Speaker, the Premier said in this House that all containers at the docks are X-rayed. That is not so. All containers at the docks are not X-rayed. The refrigerated containers are not X-rayed. And I have been told that sometimes the dockworkers will get an order from Customs to release certain containers without going through the e-ray machine. They are told these orders come from high up.

There was a case where drugs were brought into Bermuda in a container. The container belonged to a prominent member of our community, yet that person was never arrested or charged, yet the Police Commissioner went out of his way to clear that prominent member of society.

Mr. Speaker there is not an employee of the Government who is not a Permanent Secretary, nor has he ever acted in that position. He signed a contract for approximately \$3.4 million, where the Permanent Secretary is supposed to sign. The Permanent Secretary at that time knew nothing about this contract, which never had Cabinet approval, but it was paid. If the Permanent Secretary was overseas, an acting P.S. would have signed as the P.S. is the chief accounting officer of every ministry.

Also, this same civil servant presented

to my Permanent Secretary documents for a fit out of 3,000 square feet of office space and he said it was cost government \$1,228,000. Based on what he presented, we submitted the plans to two other conduction firms for pricing, one quote came back for \$287,000.00 and the other was \$310,000.00. The job cost us just over \$300,000.00. On another occasion he presented similar documents for a fit-out for a building on Southside and this employee had cost it out at a price of \$1.8 million. The plans were submitted to others and the quotes received were \$75,000.00. Where was all of this extra money supposed to go to? This same employee has his own construction company and has had it since 1992. This is a person who is responsible for submitting to government plans, cost of plans and recommend who is best suited for the job.

Mr. Speaker, on two occasions, I will never forget, we had a contract submitted to my PS to present to me to take to Cabinet to fit out 3,000 square feet. And the price quoted for it was \$1,228,000. I asked my PS, *What's this for? Do the police need some special walls or something?* So I called in the Police Commissioner and the Minister responsible for their budget. And I said to them *"Look. We've got to do this office for you. Is it anything special you need in this office?"* They said, *No, just a regular office*. I said, *Okay, no problem*. So what does that tell you?

Editor's Note: The is an excerpt from the House of Assembly Hansard dated March 6, 2015.

The Caribbean Congress of Labour

VACANCY: National Project Officer



A call for the presentation of candidates to fill the position of: National Project Officer.
Applications will not be accepted after the deadline date of **10 April 2015**.

Title:	National Project Officer
Project Duration:	Three years (Annual contract, renewable after one year) with the possibility of on-going employment beyond the close of the project
Workplace:	Offices of the Caribbean Congress of Labour, St. Michael, Barbados
Start date	Immediate

The main task of the National Project Officer is to coordinate and manage project implementation at the level of the implementing organization, Caribbean Congress of Labour (CCL). The project title is *Challenges to CARIFORUM Labour, Private Sector and Employers to fulfil their EPA Obligations: Support to Facilitate Participation of CARIFORUM Civil Society in Regional Development and Integration Process*. This component is aimed at strengthening the capacity of the Caribbean Congress of Labour (CCL) and its affiliates (national workers' Organisations) in member States of CARICOM to play a more effective role in developing social and economic policies at the regional level. The International Labour Organisation (ILO) is the executing agency of the project with funding from the European Union.

Under the supervision of the CCL Executive Committee and in close collaboration with the Senior Specialist for Workers' Activities of the ILO Office for the Caribbean, the National Project Officer will carry out the following functions:

Undertake the management of the project through timely provision of inputs, effective backstopping of activities, timely and efficient delivery of outputs, in conformity with ILO and EC policies, agreement with the donor and project strategies and in accordance with ILO and EC administrative and financial procedures.

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Develop a Project Monitoring Plan in consultation with the implementing organization and the ILO Office for the Caribbean.

Identify implementation needs and in consultation with the implementing organization and the ILO Technical Specialist plan to provide the necessary expertise or resources.

Assume responsibility for effective and efficient administrative and financial management of the project. Disseminate information on the project's progress through progress reports and publications to the implementing organization and its affiliates, Project Steering Committee, the ILO.

Be aware of the ILO-EC visibility aspects relating to the project and ensure that at all appropriate times this is addressed.

Perform any other job-related tasks as requested by the implementing organization and/or the ILO.

Education: University degree in management and business administration, industrial relations, economics, law, or social development.

Experience: Proven project management and implementation experience. Proven capacity to initiate and implement technical cooperation programmes and activities.
Candidates should be a citizen or an established resident of Barbados

Languages: Excellent command of English. Ability to communicate in Spanish or French would be an asset.

Competencies:
Excellent communication skills, both written and verbal
Ability to provide leadership and to work in a team
Ability to communicate and work with a wide range of partners
Ability to work independently with a minimum of supervision

Test and Interviews

The short-listed candidates will be interviewed and may also be required to sit a written test.

Applicants must send an application letter along with a detailed CV by 10 April, 2015 to:

Caribbean Congress of Labour
NUPW Complex - Dalkeith Road - P.O. Box 90 B
St. Michael, BarbadosE-mail: euprojectccl@caribsurf.com
Re: CCL National Project Officer

The Cost of a Decline in Unions

By Nicholas Kristof for the New York Times (February 19, 2015)

Like many Americans, I've been wary of labor unions.

Full-time union stagehands at Carnegie Hall earning more than \$400,000 a year? A union hailing its defense of a New York teacher who smelled of alcohol and passed out in class, with even the principal unable to rouse her? A police union in New York City that has a tantrum and goes on virtual strike?

More broadly, I disdained unions as bringing corruption, nepotism and rigid work rules to the labor market, impeding the economic growth that ultimately makes a country strong.

I was wrong.

The abuses are real. But, as unions wane in American life, it's also increasingly clear that they were doing a lot of good in sustaining middle class life — especially the private-sector unions that are now dwindling.

Most studies suggest that about one-fifth of the increase in economic inequality in America among men in recent decades is the result of the decline in unions. It may be more: A study in the American Sociological Review, using the broadest methodology, estimates that the decline of unions may account for one-third of the rise of inequality among men.

"To understand the rising inequality, you have to understand the devastation in the labor movement," says Jake Rosenfeld, a labor expert at the University of Washington and the author of "What Unions No Longer Do."

Take construction workers. A full-time construction worker earns about \$10,000 less per year now than in 1973, in today's dollars, according to Rosenfeld. One reason is probably that

the proportion who are unionized has fallen in that period from more than 40 percent to just 14 percent.

"All the focus on labor's flaws can distract us from the bigger picture," Rosenfeld writes. "For generations now the labor movement has stood as the most prominent and effective voice for economic justice."

I'm as appalled as anyone by silly work rules and \$400,000 stagehands, or teachers' unions shielding the incompetent. But unions also lobby for programs like universal prekindergarten that help create broad-based prosperity. They are pushing for a higher national minimum wage, even though that would directly benefit mostly nonunionized workers.

I've also changed my mind because, in recent years, the worst abuses by far haven't been in the union shop but in the corporate suite. One of the things you learn as a journalist is that when there's no accountability, we humans are capable of tremendous avarice and venality. That's true of union bosses — and of corporate tycoons. Unions, even flawed ones, can provide checks and balances for flawed corporations.

Many Americans think unions drag down the economy over all, but scholars disagree. American auto unions are often mentioned, but Germany's car workers have a strong union, and so do Toyota's in Japan and Kia's in South Korea.

In Germany, the average auto-worker earns about \$67 per hour in salary and benefits, compared with \$34 in the United States. Yet Germany's car companies in 2010 produced more than twice as many vehicles as American companies did, and they were highly profitable. It's too glib to say that the

problem in the American sector was just unions.

Or look at American history. The peak years for unions were the 1940s and '50s, which were also some of the fastest-growing years for the United States ever — and with broadly shared prosperity. Historically, the periods when union memberships were highest were those when inequality was least.

The demise of strong unions is leading us back to a nation where the worker is at the mercy of the employer....anyone read Dickens lately? ...

Richard B. Freeman, a Harvard labor expert, notes that unions sometimes bring important benefits to industry: They can improve morale, reduce turnover and provide a channel to suggest productivity improvements.

Experts disagree about how this all balances out, but it's clear that it's not a major drag. "If you're looking for big negatives, everybody knows they don't exist," Professor Freeman said.

Joseph Stiglitz notes in his book "The Price of Inequality" that when unions were strong in America, productivity and real hourly compensation moved together in manufacturing. But after 1980 (and especially after 2000) the link seemed to break and real wages stagnated.

It may be that as unions weakened, executives sometimes grabbed the gains from productivity. Perhaps that helps explain why chief executives at big companies earned, on average, 20 times as much as the typical worker in 1965, and 296 times as much in 2013, according to the Economic Policy Institute.

Lawrence F. Katz, a Harvard labor economist, raises concerns about some aspects of public-sector unions, but he

continued on page 16

Why Public-Private Partnerships don't work

The many advantages of the public alternative

(Public Services International - 18 March 2015) There is an odd contradiction between the euphoria about the so-called Public-Private Partnerships (PPPs) and the poor performance these instruments have offered in the past 30 years.

Many governments are still turning to public-private partnerships in the hope that the private sector will finance public infrastructure and public services.

This hope also runs through the G20, the OECD and the ongoing negotiations at the United Nations for the Sustainable Development Goals – to be confirmed by heads of state in September 2015.

Privatisation is about to become official UN policy. However, experience with PPPs shows that privatisation is fundamentally flawed.

The report “Why Public-Private Partnerships don't work” by Public Services International Research Unit (PSIRU) assesses the PPPs experience in countries both rich and poor.

It concludes that PPPs are an expensive and inefficient way of financing infrastructure and services, since they conceal public borrowing, while providing long-term state guarantees for profits to private companies.

The research demystifies the shadowy PPP processes, most of which are shrouded in secrecy, hiding behind confidential negotiations to protect commercial advantage. There are no public consultations, lots of false promises, and incredibly complex commercial contracts, all designed to protect corporate profits.

“Governments and the UN are heavily influenced by a powerful lobby of the

biggest services, financial, consulting and law firms, all intent on reaping profits from basic public services such as health, water, energy,” says Rosa Pavanelli, General Secretary of Public Services International (PSI).

“We must remember that private sector corporations need to maximise profits if they are to survive. This is incompatible with ensuring universal access to quality public services, especially for those unable to pay these profits.”

Further dangers

These privatisation policies are also linked to the new round of trade negotiations (TISA, TPP, TTIP, CETA), also secretive, without public consultation, stitched up behind closed doors between business interests and the governments that do their bidding. The trade deals will facilitate PPPs and lock them in, making it next to impossible to reverse them.

A further danger is the effort by the World Bank, the G20, OECD and others to ‘financialise’ PPPs in order to access the trillions of dollars held by pension funds, insurance companies and other institutional investors.

To access these funds, governments are advised to do a whole lot of PPPs at the same time in order to create a pool of assets that can then be bundled and sold on to long-term investors. This is exactly what the financial services companies did with home mortgages at the turn of the century, which brought us the global financial crisis of 2008.

From London to Santiago

The author of the report, David Hall, who was Director of PSIRU at

the Business School of the University of Greenwich in London, has analysed and compared various cases and countries where PPPs have not delivered what was promised:

The failed programme of Transport for London, the poor performance of the airport of Delhi, the corruption scandals in Chile's infrastructure projects, the financial troubles with the Troika PPP package imposed on Portugal.

For example, “the United Kingdom has used PPPs for a wide range of buildings and infrastructure – hospitals, schools, roads, rail, defence, and government offices. As neoliberal limits on government borrowing spread, so did PPPs – like in Europe, where EU rules started to limit government borrowing to 3 per cent of GDP,” explains Hall. New Zealand, Australia, Canada and the USA all began using PPPs as a way to balance budgets by concealing borrowing, to shrink the size of governments and to reward corporate backers. In developing countries, the development banks, bilateral donors and multinational companies encouraged the spread of PPPs in the 1990s, especially in the water and energy sectors, as part of the general promotion of privatisation – and as a way around the fiscal limits which the same International Financial Institutions (IFIs) were imposing on developing countries. Although a number of services were privatised, the delivery to citizens did not improve.

There are alternatives

The PSIRU report proposes a public alternative to this system, in which national and local governments can

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Community Leaders Concerned about Payroll Tax Increases to Employees

continued from page 1

the Budget Statement the Minister has said “the standard rate of payroll tax will be set at 14.5% in 2015/16, an increase of 0.5%. The Minister goes to say the rate of tax recoverable from the employees will be set at 5.50% in 2015/16 up from 5.25%. This is a clear explanation to ALL employers and employees so there is no misunderstanding. So this increase will be split 50/50 (.25%, .25%) However the Minister has taken a completely different position on those employees and employees who had Payroll Tax concessions because the Minister has say that the employer could have their staff pay the entire 5.50%, thereby giving the employer exemption from paying payroll

tax for another year.”

”This is a gross miscarriage of unfairness. Here is why. When the PLP Government gave payroll tax concessions that has been extended by the OBA Government the employer and employee both stop paying payroll tax at the same time, concluded Brother Chris. “So why would the Minister of Finance tell the employer that they could pass this on to their staff. My suggested to All those employers who is been affected by the rollback in payroll tax concession that they should split the cost 50/50 to be fair. If employer’s not prepared to split the cost, my suggestion to ALL workers who will be affected by having to pay

the hole 5.5% placed on them should sit down the day this happens and demand that the payroll tax rollback be split 50/50.”

In his Response to the Budget, Shadow Minister of Finance, David Burt said “though the we support this move, we are disturbed that the Ministr set the rate in such a manner that employers can claw back all of the payroll tax from their employees. We do not think that is fair or just, and we urge the Minister to ensure that the end to these concessions is shared appropriately between employer and employee”.

Stevedoring Services and BIU Sign New Collective Agreement

A press conference held on February 27, 2015 in the Dr. E. F. Gordon Memorial Hall, Mr. Warren Jones, Chief Executive Officer of Polaris Holding Co. Ltd. of which Stevedoring Services is a division, announced that a new collective agreement had been signed between Stevedoring Services Ltd. and the Bermuda Industrial Union (BIU).

"In June of last year, we informed you that the Portworkers' Division of the Bermuda Industrial Union and the Management of Stevedoring Services Limited had signed a new collective bargaining agreement for the period of 2013 – 2015," Mr. Jones told the press conference. "I remarked that it was my hope that Stevedoring Services become the model for what labour relations can be in Bermuda. The successful conclusion of these negotiations in just three meetings demonstrates that we are making positive strides towards that goal."

Mr. Jones said that the hallmarks of this year's negotiation, as they were a year ago, were frank communication, honesty and transparency on both sides of the table.

"You may recall that when we spoke to you last year, we had agreed a retro-active wage increase for fiscal 2014 of 1.7% and a wage freeze for the 2015 fiscal year which was to be reviewed at the conclusion of this fiscal year," added Mr. Jones. "As you would be aware from the media coverage of our six-month financials, Polaris Holding Company Limited, parent company for Stevedoring Services Limited has not enjoyed a positive financial year. As a result, the proposed wage freeze for this year was agreed. Additionally, we agreed a wage freeze for the upcoming 2016 fiscal year, with the caveat that this posi-



Sitting (left to right) Eric Berkeley (Stevedoring Services Operations Docks Manager), Warren Jones, (CEO, Polaris Ltd.), Brother Chris Furbert (BIU President), Ms. Aloma Musson (Stevedoring Services Administration Manager), Brother Dwayne Cox (President, Portworkers Division); standing, Kim Wilkerson (Superintendent, Stevedoring Services); Portworkers Divisional members, Sherman Hill, James Douglas (Secretary).

tion be reviewed at the end of the year. We will return to the table prior to the conclusion of the next fiscal year to negotiate wages only and the outcome will be based on the financial performance of the Company."

The Polaris CEO said that the company had also agreed to reduce staffing headcount within both management and the unionized ranks. He said that Management has agreed to freeze the hiring on one senior management post and to reduce the management headcount by one.

"With two members of the Portworkers' Division retiring early in the fiscal year, we have also agreed to freeze hiring for those posts and review that position at the end of the fiscal year," continued Mr. Jones. "This will reduce our staffing by four positions and positively impact our bottom line. Additionally, Management has introduced efficiencies around inventory, cross-training and continues to focus on improving service delivery."

Mr. Jones thanked the members staff and the Executive of the Bermuda Industrial Union for agreeing a way forward that allows Stevedoring Services to continue to weather this

difficult economic period.

BIU President Chris Furbert said, "This is a good example of how the BIU continues to work with our social partners because we understand that one size does not fit all. The Management of Stevedoring Services Ltd. and the Union continue to work together with the Board of Directors chaired by Cheryl Hayward-Chew that was elected in 2013. The relationship has gotten even stronger since Mr. Warren Jones' appointment in January 2014.

"This set of negotiations took us only three meetings to reach an agreement and that says a lot about the mutual respect that each party has shown towards each other. No doubt there will times that we disagree, but because of the honesty, trust and frank relationship that we are building we should be able to solve our differences fairly quickly.

"Mr. Jones has outlined most of what is in the 3 year agreement but I must add that there is a change in the vacation schedule. One to five years of service will increase from 13 days to 15 days. We look forward to working together with the Management Team of Stevedoring Services Ltd. in the future."

The Cost of a Decline in Unions

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says that in the private sector (where only 7 percent of workers are now unionized): “I think we’ve gone too far in de-unionization.”

He’s right. This isn’t something you often hear a columnist say, but I’ll say it again: I was wrong. At least in the private sector, we should strengthen unions, not try to eviscerate them.

Editor’s Note:

BIU President Emeritus, Brother Ottie Simmons, suggested that the above article be republished in the Workers Voice.

Why Public-Private Partnerships don’t work

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continue to develop infrastructure by using public finance for investment, and public sector organisations to deliver the service. This gives the public sector a number of advantages.

The public sector gains greater flexibility, control, and comparative efficiency – because of reduced transaction costs and contract uncertainty, as well as economies of scale – and the efficiency gains of more democratic accountability.

“Public services are massive pools of potential corporate profit, and PPPs serve to access them. The ‘clients’ are captive, the services are often monop-

oly,” comments David Boys, Deputy General Secretary of PSI.

“This paper provides a synthesis of many years of research, and should be used by union activists, concerned citizens, but also by policy makers around the world.”

Public Services International is a global trade union federation representing 20 million working women and men who deliver vital public services in 160 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organisations.

The right to strike re-affirmed at the ILO

After more than two years of conflict, the right to strike was re-affirmed at the International Labour Organization on 25 February during the **Tripartite Meeting on the Freedom of Association**.

Employers brought the ILO’s supervisory mechanism to a standstill by challenging the existence of an international right to strike and the authority of the ILO. This conflict also endangered decades of ILO jurisprudence on the right to strike.

“Today governments and social partners have re-affirmed the right to strike as a fundamental right at work, and the role of the ILO supervisory mechanism,” said Rosa Pavanelli, PSI General Secretary. “These same governments are currently negotiating the Post 2015 Development Agenda and international trade agreements. We need to make sure that they show the same commitment to international labour standards across the board. While the recognition of an international right to strike is essential, attacks on the right to strike at national level are widespread. Therefore PSI will

continue its campaign for the right to strike for all workers,” she added.

Sharan Burrow, ITUC General Secretary, said, “Having created the crisis, employer groups and some governments were refusing to allow the issue to be taken to the International Court of Justice even though the ILO Constitution says it should be. We have now managed to negotiate a solution which protects the fundamental right of workers to take strike action, and allows the ILO to resume fully its work to supervise how governments respect their international labour standards obligations.”

Union and employer representatives have now reached an understanding at a special ILO meeting this week to end the impasse, based on recognition of the

right to take industrial action, backed by explicit recognition from governments of the right to strike, linked to ILO Convention 87 on Freedom of Association. This agreement is the result of a successful international union mobilisation on 18 February in support of the right to strike and months of lobbying governments and employers around the world.

Steve Cotton, ITF General Secretary, commented, “There is no doubt that without the huge mobilisation efforts of the global union federations and trade union organisations worldwide, the basic human right to withdraw your labour could have been removed. It is down to all of our efforts that the attempt was defeated – and it will be down to all of us to ensure that it is protected.”



Ocean View Golf Course

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What Did Jesus Say One Must Do To be Saved????

Blessed are they that **hear** the word of God, and keep it. (Luke 11:28)

If ye **believe** not that I am He, ye shall die in your sins (John 8:24)

Except ye **repent**, ye shall all likewise perish. (Luke 13:3)

Whosoever therefore shall confess me before men, him will I **confess** also before my Father which is in heaven. (Matthew 10:33)

Except a man be **born of water** and the Spirit, he cannot enter into the kingdom of God. (John 3:5)

He that **believeth** and is **baptized** shall be **saved**. (Mark 16:16)

Baptism (immersion) comes before **Salvation!!**

Therefore all who say one is saved **without or before** baptism (immersion) are liars!!

The truth is not in them. All liars will be in the lake of fire. (Revelation 21:8)

Jesus will only **SAVE** those who **OBEY HIM!!!**

And having been perfected He became the author of eternal SALVATION to all who obey HIM. (Hebrews 5:9)

Therefore **all** who **refuse to obey** Jesus and be **baptized** for the forgiveness of their sins, will be **lost!!**
(Mark 16:16, Acts 2:38, Act 22:16)

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Large loaf - \$15.00

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EAP CLIPS: MARCH 2015

THRIVE AT WORK WHEN THE PRESSURE'S ON: SURVIVING "MARCH MADNESS"

March Madness is here, and for college basketball's elite athletes, the pressure will be tremendous. But the basketball court isn't the only place where the tension can be high; work is often stressful too. What happens when the heat is on at the office? In a survey by Robert Half International, workers said they rise to the challenge. Seventy-four percent of employees said they perform as well or better than average in high-pressure situations.

But whether or not you thrive on pressure, chances are the spotlight will be on you at some point. When the stakes are high and the heat is on, remember the following advice:

CALL A TIME OUT. Before deciding on the best course of action, take a step back and analyze the situation. Do you have all the information you need? What resources are required to accomplish your objective? What challenges will you face and how can you overcome them? By thinking tactically and constructing a road map on the front end, you can spot potential hurdles before they slow you down.

WATCH THE SHOT CLOCK. Since time is of the essence when the pressure is on, make sure you're focused on activities that are linked directly to your most immediate objectives. Low-priority tasks and those with deadlines farther out can be handled later. Getting the most pressing assignment out of the way first will reduce your stress level and make your overall goals seem more manageable.

STICK TO THE GAME PLAN. Direct your energy toward situations where you can affect the outcome and don't spend time worrying about what you cannot change. For example, if you're scrambling to recreate a presentation that was erased from your computer's hard drive, don't lament the lost file. Start drafting another copy.

DON'T LOSE SIGHT OF THE BASKET. When operating on

overdrive, it's easy to lose sight of big-picture goals and the fact that working hard now will help you achieve them. Keep your eye

on the light at the end of the tunnel.

BRING IN THE SIXTH MAN. During stressful times, it may seem like it's you against the world. But often the help you need is available; all you need to do is ask for assistance. Don't hesitate to turn to colleagues and others in your professional network. Fill them in on the types of challenges you're facing and solicit their input. They may know of more efficient ways to complete certain tasks or resources that can transform a mountainous project into something more manageable. They may even roll up their sleeves and pitch in. At the very least, you will be able to talk through your difficulties, which can make them appear less daunting.

PASS THE BALL. If the pressure you're facing is the result of a project overload, identify tasks that can be delegated to another qualified member of the group. Your manager may be able to help you determine which assignments can be redistributed. Also keep your supervisor apprised of your progress and resource needs in case additional personnel would be helpful.

CELEBRATE THE WIN. After a high-pressure period has passed, don't forget to regard yourself and those who helped you out. A pat on the back can keep motivation high so you're prepared for the next big project.

Whether you're a college player on the national stage or an accountant working to meet an end-of-quarter deadline, demonstrating grace under fire helps everyone stay focused and perform better. Remaining cool when the heat is on also can distinguish you as a team leader and the coach's go-to-person the next time a tough but rewarding assignment arises.

by Robert Half International

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Furlough or else?

continued from page 7

system while cutting the budget of the public school system. The government has gone so far as to not just cut the government scholarship program, but almost obliterate it from sight.

The people of Bermuda have allowed themselves to be tricked into voting for a government that has turned our parliament into a rubber stamp for their friends and family.

Bermuda has gone back to the days in the 50's, 40's, 30's and the 20's when workers had no rights. Unfortunately too many of the youth of today who where not born when their grandparents had to fight for those rights are not standing up to protecting those rights.

They must be made to understand that the rights they now enjoy were not given to us out of the good graciousness of the old Oligarch's hearts.

Young people must be made to understand that a lot of people lost their home, their living standards and have died and gone to their graves leaving a legacy behind for us to protect, not just for ourselves but for our children yet unborn.

But it seems that we are prepared to allow our emotions to be used as a whip to beat us back down into the ground by the type of mind set of the past that now occupies the power over us by way of the now O.B.A.

As much as I despise what the O.B.A. is doing mostly to African Bermudians, I have always been impressed by just how the oligarchs seem to have the upper hand psychologically over the African Bermudian to the point that they know just what button to push to control our emotions and put us just where they want us.

We need to understand that this furlough issue is just a tiny part of a larger picture and the sooner we as a people come together as we did during the sit-in on the Cabinet grounds, there is a lot to be discussed trust me.



The Bermuda Health Foundation

Creating A Foundation For Future Generations

Invites applications for their 2015 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 13th Annual Salute to Service Luncheon on Friday, June 19, 2015.

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.

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Brother Calvin Smith's Journey Through Life

by Brother Larry Holder

"No man was ever honored for what received. Honor has been the reward for what he gave."

— Calvin Coolidge,
President, USA

Very often it is not until we read an obituary that we get something chronicled about our loved ones, friends, or colleagues into a brief view of that dash between arrival and exit from our planet. I have been afforded the privilege of interviewing someone of substance that I believe fits my opening comment. He is none other than recently B.I.U. retiree - Brother Calvin (Cal) Smith.

Brother Cal has achieved quite a few milestones on his journey through life. For that reason, I will attempt to give our readers a brief look into the life of this son of the soil.

Brother Cal is a "Crawl Bye". He attended Temperance Hall (near the Crawl Market Place) from the age of five to eleven at which time he won a government scholarship which enabled him to attend the Berkley Institute. Younger readers might be surprised to learn that parents had to pay for their children's education during the time Brother Cal attended primary and secondary school. In fact parents had to meet the cost of their children's education until the mid to late 1960s.

Bro. Cal credits two black Bermudian men with encouraging him to attend University. They were Mr. Paisley who managed the Overseas League in Hamilton and employed Cal as a Busboy/waiter; and Mr. Victor Outerbridge, former principal of Harrington Sound Primary, who employed Cal as an assistant teacher.

To their credit, These two men made



Brother Cal spends many of his retirement days in his garden.

a considerable effort to get Cal on the right track to acquiring a University Education. Mr. Paisley talked to him concerning higher education and provided opportunities for him to work at special parties held by the League members both at the League on special nights or at their homes. Mr. Outerbridge encouraged him to enroll in the Queen's University extension courses presented every Summer in Bermuda and sponsored by Queen's University of Canada. As a result of this exposure, Cal had acquired at least four of the five courses required to complete the first year at Queens University.

Seeking a University Education was a rarity for the average Bermudian of either race. For Black Bermudians, the desire for a University education was even

rarer because of the widespread segregation which was well established at the time. Despite the limited opportunity many well wishing Black Bermudians were encouraged by their parents and friends of the family to obtain a higher education by whatever means available. It was in this sort of mindset that many Black Bermudians not only acquired advanced training but also developed a can-do attitude which took many of them to heights in Bermuda that often exceeded those acquired by those Bermudians who were better off -- Former Premier Sir John Swan comes to mind. Attendance at University was somewhat of a rarity for average Bermudians and even less of a thought for black Bermudians who were very often persuaded to enter the workforce as a tradesman or worker in the hospitality industry because of the widely acknowledged limited opportunities for blacks to acquire white collar jobs after leaving high-school. Brother Cal worked briefly in the hospitality industry at the Mid Ocean Club, the Castle Harbour and at a hotel at Flatts. In addition, Cal worked in Bars such as Angels Grotto, the Overseas League and Hamilton Parish Workmens Club. This work along with the help of his family afforded him the opportunity to seek higher education. Brother Cal began his quest for higher education by joining the government program for developing trained teachers and leaving Bermuda to spend a year at Hamilton Teacher's College in Hamilton, Ontario. Following the year at Teacher's College, he transferred to Queen's University in Kingston, Ontario to pursue the degree program he had started with that University. While he was a student at Queens, he married his first wife.

Moods & Emotions 3

Find and circle all of the words that are hidden in the grid.
The remaining 13 letters spell an additional word.

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

ANGER
APPRECIATIVE
ARROGANT
BITTER
CALM
CHEERFUL
CONFIDENT
CURIOUS
DISGUST
DUBIOUS

EDGY
ENVOIOUS
EXUBERANT
FEAR
FRANTIC
FRETFUL
GLAD
GLEEFUL
GRATEFUL
GRIEF

GRUMPY
HAPPY
HOPE
INDIFFERENT
JEALOUS
JOLLY
JOYFUL
MOROSE
MOURNFUL
NERVOUS

OUTRAGE
PUZZLED
REGRET
SADNESS
SCARED
SCORNFUL
SORRY
SURPRISE
TRANQUIL
WORRY