



New Bus Schedule Will Revert to Old Bus Schedule

The Department of Public Transportation (DPT) recently announced that effective Monday, 29 April, 2019, the public bus schedule will revert to the one used prior to 18 March, 2019, whilst adjustments are made.

“After six weeks of operating the new 2019 bus schedule it has been determined that the change is necessary to thoroughly address concerns with scheduled trip times and rest times for bus operators,” said Transport and Tourism Minister, Zane DeSilva.

Minister DeSilva added that DPT has consolidated feedback from the public and operators on the performance of the 2019 fifty bus schedule, noting challenges with the service frequency and insufficient capacity. He said the reports include inadequate service during morning and afternoon peak times, over and above what was experienced in the previous schedule. In response, Barnes Corner and Grotto Bay buses will be reinstated, providing additional lift to and from Hamilton.

“Additionally, the new schedule did not provide sufficient rest time between trips, presenting health and safety concerns for bus operators and the traveling public, which must be addressed immediately,” the Minister continued. “This decision was not taken lightly, but is the only recourse to address the concerns and safety of our operators



Photo courtesy of Trevor Lindsay of Bermuda News As It Happens. Minister Zane DeSilva flanked by members of Bus Operators and Allied Workers Executive members. From left to right: Brothers Irven Simmons, JCC Co-Chair, Cal Burgess, President; Roger Todd, PTB Director, Minister DeSilva; Brother Chris Furbert, BIU President, Brothers Patrick Hayward, Divisional Vice President and Eugene Ball, Divisional Secretary.

and passengers”.

According to Minister DeSilva, adjustments were made to the new 2019 schedule to provide additional lift, however, this requires daily coordination of unscheduled work and does not address the issue of rest times for bus operators. A new cut of the schedule is the fastest and proper way to achieve the necessary changes. The reassessment process will take several months to complete, and it is not anticipated that any further changes will occur prior to September 2019.

“Restoring the bus fleet remains a priority for DPT in order to mitigate cancellations and meet the demands of the public, our students and visitors. Over the past year the average in service bus count has increased from 50 buses to 65 buses,” concluded the Minister. “This was accomplished through a combination of new bus purchases,

mid-life refits and out of service repairs. In addition DPT have recently concluded an RFI and is preparing an RFP for the purchase of additional new buses.”

BIU President, Brother Chris Furbert reminded Bermudians that there had been problems with the reduction of 104 rosters down to 80, and with the definition of night work. He also reminded people that it was always stated that there would be challenges with the new schedule and that it was promised that the Union and the Department would look at the schedule on a monthly basis to see if any changes needed to be made.

Further announcements will be made in due course. The Department of Public Transportation is grateful for your understanding and apologizes for any inconvenience caused.

Chef's Honoured



Brother Herbie Bascome, President of the Hotel and Restaurant Division of the Bermuda Industrial Union, and well-known chef, Fred Ming, were recently honoured by the Bermuda College. Both iconic chefs were recognized for the significant contributions that they have made in the culinary arts industry in Bermuda.

In addition to receiving plaques at the event which was entitled “The Bermuda Triangle of Chefs Past, Present and Future”, Chef Bascome and Chef Ming participated in a panel discussion hosted by Senior Chief Culinary Arts Lecturer, Teneika Eve regarding the past, present and future of the culinary arts industry in Bermuda and globally. Also participating in the event Chef Dennis McIntosh, President of the Jamaica Chefs Association, Chef Fhonthip Jones, Executive Pastry Chef at the Fairmont Hamilton Princess Hotel and Chef Michiko Campbell, owner of Chiko’s Smokey Rub and Executive Chef at the Royal Bermuda Yacht Club.

THE WORKERS VOICE

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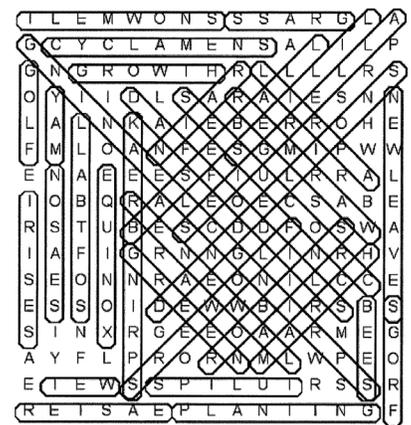
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PUZZLE • SOLUTION

SPRING

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



The hidden sentence is: APRIL SHOWERS BRING MAY FLOWERS



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Criticism of Bus Schedule Not Warranted

In my opinion the criticism that the Government and the Bermuda Industrial Union have received regarding the change in the scheduling of the public buses is really unwarranted. Especially in light of the fact that from the outset, both Minister Zane DeSilva and BIU President, Brother Chris Furbert stated that the new schedule was a “temporary measure while DPT replenishes the aging bus fleet”.

In a Ministerial Statement on March 22, 2019, Minister DeSilva stated “As the schedule is new, some adjustments are to be expected. The Operations team at DPT is closely monitoring the performance of the new schedule and actively addressing issues as they arise. For example, extra “sweeper” buses are being deployed to supplement the schedule, where required.”

Added to that, Brother Chris Furbert stated in February 2019 that there had been problems with the reduction of 104 rosters down to 80, and with the definition of night work. He also stated at that time that there would be challenges with the new schedule and promised that the Union and the Department would look at the schedule on a monthly basis to see if any changes needed to be made.

At no time did the Minister, the Director of the Department of Public Transportation or the President of the Bermuda Industrial promise that the new schedule (or rosters, as they are sometimes known) were set in stone.

After a six week trial period, the “new schedule” has been scrapped because many of the drivers are not happy and commuters who use the service are not happy. Yet, people are now complaining that the “new” schedule will no longer be used.

It should be noted that each time there is an article written in the Royal Gazette the reporters (and I guess the editor) feel it necessary to note that “Canadian company Schedule Masters Inc. was paid more than \$1.6 million over the past 17 years to create the new bus schedule”. The fact of the matter is that “Schedule Masters Inc. has been the company of choice by first the United Bermuda Party government and the PLP for whatever reason renewed the contract in 1998 when they won the election, as did the OBA Government in 2012 when they won the election. Someone needs to investigate how much Schedule Masters Inc. has been paid in total.

Of course, no one is surprised that OBA Leader, Craig Cannonier has also added his voice to the list of critics. What Mr. Cannonier has failed to tell the public that the bus schedule used between December 2012 and July 2017 was not working either. However, there was no focus on failed bus schedules by the Royal Gazette so the people of Bermuda were unaware. The fact of the matter is that Schedule Masters have rarely produced a bus schedule that has been suitable to all concerned, which is evidenced by the number of times Schedule Mas-



ters Inc. has been involved in the arbitration process regarding bus schedules and rosters. But that’s a topic for another column.

Mr. Cannonier stated in a recent press release “On March 26, a statement from the Transport Ministry, which presumably the Minister sanctioned, said that initial results from a survey into the new schedule had been “good and generally positive. A month later we are told, abruptly, that the new schedule is to be abandoned. This is an astonishing and highly embarrassing U-turn by the Minister.” I am not surprised that Mr. Cannonier finds it astonishing and highly embarrassing that Minister DeSilva has come clean with the people of Bermuda, as that is something that never happened when he was a Minister or the Premier of Bermuda.

Minister DeSilva has said that the “reassessment process will take several months to complete, and it is not anticipated that any further changes will occur prior to September 2019”. We can only hope that by the time our children return to school after the summer holidays, a new schedule will be in place that will be pleasing to all concerned.

Premier Skills Development Presentation



Last week, Premier the Hon. David Burt, JP, MP, and his family joined participants of the Government Park's Departments Skills Development Programme for a presentation at Clifton, the Premier's residence.

Clifton is one of the areas the participants are responsible for. The Premier presented the participants with certificates and a stipend for their participation.

Premier Burt said: This is an excellent training programme and has been very successful. My family and I have gotten to see the progress and development of these participants and we are truly impressed with their work. I encourage other young people to take advantage of the opportunity to join the Skills Development Programme and develop skills that will lead to meaningful employment."

The Skills Development Programme is a training and development

opportunity for young people between the ages of 19 – 25 who are interested in learning about horticultural and the trade of landscaping. The program is led by Roger Parris and Sam Santucci of the Department of Parks, in partnership with the Garden Club of Bermuda. The training course includes ten modules which have verbal and hands on assessments at the end of each module to ensure the participant has learned the material.

Examples of the modules are;

- Plant pruning
- Pest management
- Plant identification
- Spraying
- Propagation
- Ground Preparation and planting
- Hand tools
- Operation and maintenance of small equipment

This initiative is supported by numerous Government departments, the Bermuda Industrial Union,

Court Services and various community agencies to provide this unique, innovative curriculum of hands-on training for young Bermudians to develop useful skills in horticulture and landscaping, including CPR, Health & Safety – skills that will equip them to make positive lifestyle changes and ultimately become contributing members of our Island community.

Names of the Participants:

Malachi Wales
Kurt Scott
Andrew Arorash
Justin Ingemann
Eric O' Conner
Shannon Mello
Tariqah Walikraam
Percy Smith
Robert Holdipp
Antoine Williams
Charles Fox
Lo' Torean Durrant
Toni Ingemann
Shelton Baker

Has Bermuda Broken a Social Contract?

The term “social contract” is used to describe an agreement between people in a society or an agreement between the people and their government. It can also be used in describing an economic relationship between those who have control of the major parts of the economy and the workers who maintain it with their labor.

By no stretch of the imagination can it be said that Bermuda had some type of social contract especially between employers and employees. If that was so, then we would not have seen what happened between the Bank of Butterfield and its employees where the latter were told in the most cruel way that they no longer had jobs and had the door to their work place barred to their entry.

The employers of this country have never willingly agreed to enter a fair and proper relationship with their workers as the history of trade union struggle has made quite clear. In fact without the long and arduous struggles of the workers and their trade union organizations, and the labor movement itself, we would not have the worker and labor contracts that we now have in existence along with the many benefits and conditions of employment that many workers now enjoy.

Even those workers who are not a part of organized labour, that is belonging to a trade union, have benefited from the spill-over and struggles of organized labor; for it was through those struggles that

standards of employment have influenced the country overall. It could be said that the struggles of labour has imposed a type of social contract upon the country, although it was never looked upon as such, for it was only through great reluctance that the employer class of this country was forced to accept the existence of trade unions and the labour movement and the great benefits it has had for the workers of this country.

For a long time the existence of trade unions was considered not to be in the best interest of the country and its leaders, in particular the Bermuda Industrial Union which was the spearhead of the trade union movement. Trade unions were looked at as a threat to the country and its leaders. In fact one of its greatest leaders, Ottiwell Simmons, was accused of being a “president for life”. In reality the country and its employer class finally had to accept the existence of the trade union movement and its unions as a result of the 1981 general strike when the workers of the country confronted the then UBP government when it failed in its attempt to bring the unions to heel. In fact just before that historical strike the then leader of the UBP government, David Gibbons, declared that the union was this country’s greatest enemy. Of course in the aftermath of that 1981 labor struggle he was forced to resign from the leadership of the UBP government.

As I stated in the early part of this

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

commentary it can be said the term “social contract” can be used in the relationship between the people and their government, but it is an unfortunate fact that no government has described its governance in that way - not the former UBP, nor the one term OBA. The closest we have had a government that could be considered to have a social contract with the people is the PLP government, although it has not stated that it has such a contract with the people. However, its policies as government would point in that direction and of course it’s political critics constantly blame it for Bermuda’s slow economic recovery and Bermuda’s current debt without a word about the role the former OBA government played in this such as the drain on the borrowing and financing of the America’s Cup. This is not to mention the financial burden Bermuda will have to face in the building of a national airport which will be out of Bermudian hands and in control of the Canadians for 30 years. We will soon find out that there is no such thing as the building of a national airport for nothing. Who can claim that they have a social contract with the people? The people themselves will have to answer that question.

'The Better Our Children and Country Deserve'

by Michael Weeks, MP

"When elephants fight, it is the grass that suffers," ~ African Proverb.

In a perfect world, Bermuda's leaders could sit down, work together and focus on the best interests of our people. And sometimes that is what happens; we find common ground, and we can move forward together.

As we are imperfect beings, this world is by its very nature imperfect. Also if we agreed on everything, we would not belong to separate political parties, possess separate values, separate ideologies and separate priorities. As we in the PLP or they in the OBA seek to make our separate and distinct visions a reality, we must never forget that it is the children who suffer, if our disagreements lead to inaction.

What is clear is that back in 2016 issues were identified at TN Tatem that were not addressed. That did not come to light until January of this year. So while we did not create the problem and while we did not ignore the problem, the problem is ours to fix and we will do so.



When we speak of differing priorities, we have found the money to address the problem, because under our values and our beliefs providing our children and teachers with a safe and healthy environment are essential. After all, it is our children that go to the public schools and our family and friends that teach there. We believe that it is essential that our children, know that they are a priority and that while we won't always get it right and while we won't always be perfect, our hearts and minds are with them

When we speak of differing values, we believe in telling the truth. When the OBA says that the

government communications budget increased by 2.7 million dollars, that is an easily disproven distortion of the truth. The communications budget has not been increased over the 2017/2018 levels. So why does the OBA keep repeating information that has been publicly refuted and that anyone with a simple understanding of the budget book can see is untrue? We believe that leaders should tell the truth so that our children do not come to believe that lying is the way to get ahead in life.

Our ideologies and beliefs differ from the OBA. Everyone knows and can see that. Can we commit to a discussion that is solution based? Can we commit to a discussion that is honest? Can we agree not to use our children as human shields for our agendas?

Our people and our country deserve to know that we can agree on these matters if we can't agree on anything else.

Packwood

A new Collective Bargaining Agreement was recently signed between the Bermuda Industrial Union and Packwood Home. Shown (from left to right) Sister Ronnie Burgess, Organiser, Karen Mitchell, Packwood Home Administrator, Annette Barclay, Packwood Board Member, Brother Chris Furbert, BIU President, Sister Molly Burgess, BIU General Secretary and Gary Pitman, Packwood Board member.



Bermuda Hospitals Board Celebrates Occupational Health Nurses

Laurie Smith and Muriel Williams are Occupational Health Nurses at Bermuda Hospitals Board (BHB). They work to create a culture of health and safety for all BHB employees. They are among the first staff new employees meet as they conduct the pre-employment health assessments. During these appointments their aim is to convey a welcoming feeling while setting the standard for the quality of care staff will receive from Employee Health Services (EHS).

The pair are responsible for treating all BHB staff for work related illness and injury. Their care covers all aspects of an employee's health – physical, emotional, financial, social and occupational. Often they also have to treat employees for non-work related health matters providing guidance on resources that can best assist affected staff with improving their health outcomes.

Ms Smith and Ms Williams are advocates for the health and safety of BHB employees and often liaise with managers and external agencies like the Department of Health. In addition to serving BHB's more than 1,700 employees, Ms Smith and Ms Williams also provide occupational health services to external companies. These companies send their employees to EHS for services



such as drug screening and respiratory fit testing.

Not everyone is aware of the unique responsibilities of occupational health nurses. From case management to health counseling to the oversight of legal and regulatory compliance, these nurses help to improve employees' health and a BHB's bottom line. Businesses count on occupational health nurses to protect their workers' health which in turn helps to reduce absenteeism, lower turnover rates, improve employee morale, increase productivity, and create a positive brand image.

Occupational health nurses are recognised leaders in workplace health and safety. Their prominent position allows them to:

- collaborate with employees to develop healthy lifestyle and behaviours,
- set expectations for employees to self-manage their physical, mental and emotional health,
- serve as health advocates and experts to internal and external groups
- manage occupational injury/illness leading to reduced time away from work and cost savings
- create a culture of health and safety to ensure a supportive environment where everyone can do their best work.

The American Association of Occupational Health Professionals celebrates Occupational Health Nurse Week 15-19 April.

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What is Judicial Review?

Messrs. Goodwin and Deroche relied upon judicial review to quash the decision of the Registrar General who refused to issue a licence for their same-sex marriage. Dr Reddy successfully applied for judicial review to attack the warrant issued by a Magistrate to search his home unlawfully, and Reverend Nicholas Tweed employed the powerful remedies available for judicial review to overturn the decisions of Minister Gordon-Pamplin denying the application to renew his work permit and ordering his deportation from Bermuda.



DELROY DUNCAN

Decisions made by the Government of Bermuda and all organs of government are potentially open to challenge by members of the public applying to the courts for judicial review. Determinations on matters ranging from the refusal to grant a liquor license, a taxi permit, a fish pot license or a work permit to the appointment of school principals and teachers span the range of decisions that have been challenged by judicial review in the courts of Bermuda.

I will consider the legal principle known as “due process” in the United States which is described as judicial review in the British Commonwealth jurisdictions by briefly looking at the following questions and topics:

- I. What is judicial review?
- II. How have the courts described the purpose of judicial review?
- III. A brief history of the origins of judicial review in the United Kingdom the Caribbean and Bermuda
- IV. What types of decisions can be challenged by judicial review?

I. What is judicial review?

Judicial review is both a power and a duty carried out by the Supreme Court of Bermuda to review the lawfulness of:

- Laws enacted by the Bermuda Parliament;
- Decisions made and actions carried out by the Parliamentary Cabinet of the political party in power;
- Decisions taken by organs of Government such as Government Departments or Ministers of Government;
- Decisions made by public bodies which derive their power from legislation to make decisions affecting the public.

Broadly speaking and in an attempt to define the judicial review process, two categories of challenge can be made to legislation and decisions made by organs of the Government. The first is Constitutional judicial re-

view. Constitutional judicial review is invariably used to challenge laws passed by Parliament or executive action taken by Cabinet to determine whether the legislation passed or the action taken is consistent with the Bermuda Constitution Order 1968 (“the Constitution”). This form of legal challenge is often but not necessarily commenced under section 15 of the Constitution. Constitutional judicial review was explained by former Chief Justice Kawaley in the case which challenged the authority of Government to pass legislation to hold a referendum on same-sex marriage, *Centre For Justice v the Attorney General And Minister Of Legal Affairs [2016] SC Bda 72 Civ.*

The second broad category of judicial review challenge is called Administrative judicial review which is directed to Government Ministers, their ministries and departments and public bodies which source their legal authority to make decisions affecting the lives of members of the public from legislation. Examples of public bodies are the Liquor License Authority or the Transport Control Department. Judicial Review challenges to these decisions ensure that they conform to the laws by which they are empowered to make decisions and the Constitution. There are many instances where the courts of Bermuda have discussed the meaning of Administrative judicial review. The case of *The Council of AME Churches and Reverend Tweed v the Minister of Home Affairs [2017] SC (Bda) 45 Civ.* is but one example. Judicial review can, therefore, be described as the responsibility placed upon the courts to ensure the Con-

(continue on page 9)

What is Judicial Review? *(continued from page 8)*

stitution and the laws of Bermuda are not infringed by any organ of the state.

II. How have the courts described the purpose of judicial review?

The courts view Constitutional and Administrative judicial review challenges as a vital protection for the public against the excesses and abuses of government power in a free democratic society. Eminent judges in the courts of the United Kingdom and influential organisations describe judicial review in the following ways and no doubt Bermuda judges would endorse their comments:

Lord Templeman described judicial review as “a remedy invented by the judges to restrain the excess or abuse of power.” *R v Secretary of State for the Home Department ex parte Brind* 1991 1 AC 697.

Sir Thomas Bingham Master of the Rolls said: “The court has the constitutional role and duty of ensuring that the rights of citizens are not abused by the unlawful exercise of executive power and must not shrink from its fundamental duty to do right to all manner of people”. *R v Ministry of Defence, ex parte Smith* 1996 QB 517

In a United Kingdom government

paper entitled HM Government Consultation paper: Access to Justice with conditional fees-March 1998, the following comment was made concerning the purpose of judicial review: “The ability of members of the public to challenge the acts or omissions of public authorities is a necessary check on the use of the power of the state and positive encouragement to maintain high standards in public administration.”

III. A brief history of the origins of judicial review in the United Kingdom the Caribbean and Bermuda

The high courts of the United Kingdom began supervising the lower courts, tribunals and official bodies in the late 19th century. When the state began to give power to official bodies to carry out government functions the courts had to develop a system to regulate and supervise their decisions. The judgments of the Victorian judges of England were summarised by Lord Greene in 1948 in the groundbreaking judicial review case *Associated Provincial Picture Houses Ltd v Wednesbury Corporation* 1948 1KB 233. In 1977, the United Kingdom law on judicial review as developed by the judges was given statutory authority in the Supreme Court Act 1981.

In the Caribbean, two decisions of the courts established the right of the citizen to seek judicial review. *Collymore v AG* 1967 12 WIR 5 was a case concerning Constitutional judicial review of the Trinidad and Tobago Constitution. Bermudians maybe familiar with *Collymore* which featured in the *BAS Serco* and *Benevides v Corporation of Hamilton* Supreme Court of Bermuda cases which addressed certification and decertification of trade union bargaining units in the workplace. *Collymore* also featured prominently in the *Furlough days* case. In *Collymore*, CJ Wooding decided that members of the public could seek judicial review to determine if legislation passed by Parliament infringed upon their liberties (the right to strike) guaranteed in the Trinidad and Tobago Constitution. The second important Caribbean case is *Hinds v R* 1975 24 WIR 326. In this groundbreaking Constitutional judicial review case, the Privy Council decided that the denial of crucial liberties to citizens tried in the Jamaica Gun Court was unconstitutional and declared the Gun Court legislation unlawful.

In Bermuda, the right to challenge decisions of the state was codified in the Administration of Justice

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Dragon's Tears

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'THE BABY BOOMER ERA VS THE MILLENNIAL ERA'

A youngster asked his grandfather "Grandpa! How did you people live before with:

No technology
No aeroplanes
No internet
No computers
No dramas
No TVs
No aircons
No cars
No mobile phones?"

Granddad replied:

"Just like how your generation live today

No prayers
No compassion
No honour
No respect
No character
No shame
No modesty"

We, the people born between 1940-1970 are the blessed ones...

Our life is living proof.

While playing and riding bicycles, we never wore helmets.

After school, we played until dusk; we never watched TV.

We played with real friends, not internet friends.

If we ever felt thirsty, we drank tap water not bottled water.

We never got ill sharing the same glass of juice with four friends.

We never gained weight eating plates of rice everyday.

Nothing happened to our feet despite roaming barefoot.

We never used any supplements to keep ourselves healthy.

We used to create our own toys and play with those.

Our parents were not rich. They gave love.. not worldly materials.

We never had cellphones, DVDs, play station, XBox, video games, personal computers, internet, chat - but we had real friends.

We visited our friend's home uninvited and enjoyed food with them.

Relatives lived close by so family time was enjoyed.

We may have been in black and white photos but you can find colourful memories in those photos.

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and also the first who have had to listen to their children.

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What is Judicial Review? (continued from page 9)

(Prerogative Writs) Act 1978. One of the first Administrative judicial review decisions out of the Bermuda courts was *Mucklow v Minister of Home Affairs Civil Appeal 1978 No:2*, which challenged a decision made by the Department of Immigration. On the 7th July 2009, the Administration of Justice (Prerogative Writs) Act 1978 was repealed. Applications for judicial review in Bermuda are now commenced under sections 64 through 66 of the Supreme Court Act 1905.

IV. What types of decisions can be challenged by judicial review?

It must be noted that judicial re-

view is not an appeal or rehearing of the original case. The judicial review process only allows the court to determine if the tribunal, Minister, Government Department or official body failed to comply with the law or acted irrationally. An example of irrational decision making would arise if the decision maker failed to consider relevant information or considered irrelevant facts and circumstances. Importantly, an application for judicial review may result in the decision being quashed if the correct procedure to make the decision was not followed. A decision will also be overturned if it was made unfairly; by way of example, a decision will be quashed if it was made by a person or

tribunal shown to be biased or with a personal or financial interest in the outcome of the decision.

Conclusion

Judicial review has its origins in the natural desire of a free people within a democratic society to ensure that government power is controlled and exercised fairly according to the laws enacted by Parliament. A governed people have the right to legal redress over their governors. The Elvis Costello song “*Watching the Detectives*” succinctly expresses the role and purpose of the modern day law of judicial review.

Grow, Eat and Save



Recently the Minister of Public Works, Lt. Col. the Hon. David A. Burch, OBE (Mil), ED, JP, MP, addressed the graduates of the 5th “Grow! Eat! \$ave!” programme.

“Grow! Eat! \$ave!” is an initiative of Nutrition Services of the Department of Health with the aim of encouraging the public to eat more vegetables, teach sustainable nutrition and at the same time save money. It is offered to the public free of charge.

During the Workshop individuals learn the fundamentals of gardening. After completing the 6-week workshop they are then able to sign up for the advance class where they are assigned a plot of land and grow and maintain their own garden.

Help Protect Vulnerable People: Report Suspected 'Cuckooing'

The Bermuda Police Service (BPS) has recently been made aware of a criminal enterprise occurring in Bermuda known as 'cuckooing', whereby offenders use violence and/or other unlawful means to target the homes

of vulnerable people, utilising these properties for distributing illegal drugs, or to plan other serious crimes. Members of the community most susceptible to 'cuckooing' are those suffering from drug/alcohol

addiction, mental or physical health problems, our seniors, as well as those living in poverty with limited financial resources.

Some signs that 'cuckooing' may be occurring at a property include:

- An increase in unfamiliar people entering and departing.
- An increase in vehicles arriving and leaving, or parked outside.
- An increase in anti-social behaviour.
- An increase in litter outside the residence.
- Signs of drug use and abuse.

It is common for offenders involved in this type of criminal behaviour to have access to several addresses, allowing them to move quickly between locations for both short periods of time or multiple days, which can reduce opportunities for them being detected by police.

If you suspect that 'cuckooing' is occurring within your neighbourhood, to someone you know, or have any information regarding this behaviour, please contact the BPS Vulnerable Persons Unit immediately at 247-1678 or the independent and anonymous Crime Stoppers hotline 800-8477.



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Better Reasons to Stop the Gossip

If you value a positive workplace where open communication is a tradition that reduces conflict, then you should value a tradition that refrains from gossip. Office gossip corrodes a positive workplace, and here's why: Gossip produces a chain reaction of secrecy and negativity that erodes trust. As one person shares gossip, the next person to hear it is naturally left inhibited from being open and sharing of themselves in the future because they figure they might be the next victim. Gossip creates a short-lived bond between two people, but it comes at a high cost. Choose optimistic information sharing instead. You'll be a more enjoyable person with whom to speak, and you'll bond in a more positive



Is a Family Member Mentally Ill?

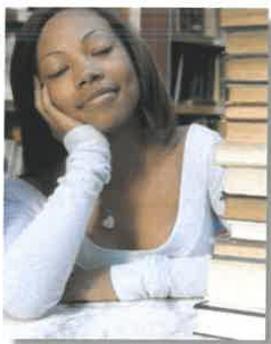
As symptoms of mental illness appear, family members often experience denial as they seek to cope with confusing or frightening behaviors, especially bipolar disorders and schizophrenia. Early diagnosis and treatment is crucial, so seek guidance from a professional counselor, medical doctor, or the EAP when you see confused thinking; prolonged depression (sadness or irritability); feelings of extreme highs and lows; excessive fears, worries and anxieties; severe social withdrawal; dramatic changes in eating or sleeping habits; unusually strong feelings of anger; strange thoughts (delusions); seeing or hearing things that aren't there (hallucinations); growing inability to cope with daily problems; or suicidal statements.



Learn more at <https://www.apa.org/helpcenter/improving-care>.

Dozing Off with Digital Media

Is your child falling asleep with technology aglow? Children's eyes are not fully developed, and research shows their eyes are more sensitive to light than the eyes of adults are. This can affect the brain and disrupt circadian rhythms (the biological clock). Lack of sleep can contribute to excessive tiredness at the end of the school day, grade slippage, conduct problems, loss of interest in other pursuits, depression, and an increase in suicide risk. Make rules early on concerning the use of digital media. Doing so later won't be as easy.



Source: www.colorado.edu [Search: "kids, sleep, digital media"]

Quick, Make a Speech!

Being asked to give an impromptu speech will catch you off guard. Don't panic—there are proven tactics to help you. 1) You're respected—that's why you've been asked. Think, "I'm going to make this fun." Now you're poised. 2) Open with a question to "pull" in your audience. (e.g., "So, everybody here wants to hear about the Jones Project? Is that right?") But make sure it's a question everyone will readily answer "yes" to. 3) Personalize your talk with your experience using a story-like manner. Doing so will make it flow, capture your listeners, and reduce your nervousness. Being relaxed may result in natural humor, which, of course, is always a plus.



Information in *FrontLine Employee* is for general informational purposes only and is not intended to replace the counsel or advice of a qualified health or legal professional. For further help, questions, or referral to community resources for specific problems or personal concerns, contact a qualified professional. Add "http://" to source links to follow. Link titles are always case sensitive.

Snippets of Bermuda's Black History – Part III



Misc Agnes May Robinson

Agnes May Robinson

1918 marked the end of World War 1. It was declared the “Great War”, the “War to End all War”. History has nullified that declaration. 1919 witnessed the beginning of another war This war would have wide-ranging implications for the social, moral and spiritual fabric of the Bermudian community. This was a war on poverty, illiteracy, crime, homelessness and other deprivation, all of which was widespread in Bermuda.

Agriculture, which earned foreign capital, was a declining economy and tourism was a fledgling industry. Sometimes when a ship arrived from the West Indies, there were stowaways amongst the cargo. Some were women who would seek employment as dishwashers maids, or pot-scrubbers at the Hamilton Princess or Bermudiana hotels. This would be seasonal work and when winter came they were without income.

Smaller properties such as the American House, New Windsor, Imperial and Elbow Beach, which were opened in the winter months gave preference to local women when it came to hiring. The male stowaways mainly competed with locals for work on the docks. There were young boys eking out a living selling the Royal Gazette at two pennies a copy and sleeping in a dock shed for the night (contemptuously called wharf rats), or in animal barns on private properties .

Juvenile delinquency and crime was high and a topic of debate in the House of Assembly. These conditions weighed heavily on Agnes May Robinson, an attractive young woman who lived at “Wantley” on Princess Street. Her personal circumstances were comfortable but

she was touched by the deprivation in the wider community. So it was, that on January 28,1919 she proposed to a group of acquaintances the idea of an organization dedicated to alleviating the deplorable prevailing circumstances. This resulted in the formation of the first locally established social welfare entity. The idea caught on and eventually there were branches in many parishes of “The Sunshine League”.

The League started as a daycare facility for working mothers but early on it became apparent that the need was greater, so there were many fundraising activities and financial support from relatives friends and some businesses. Despite the need, Agnes May’s moral code caused her to decline a contribution from a liquor merchant. In 1931 she asked Lady Cubitt to be the Patron and she agreed. Later Lady Cubitt started her own charity, the Lady Cubitt Compassionate Association (LCCA). In commemoration of the coronation of King George VI and Queen Elizabeth, Agnes May was granted the Coronation Medal on May12, 1937. Her vision and dedication has been of tremendous value in the lives of so many of our people. Let us remember her with thanks and praise.

- *Contributed by*
Wentworth Christopher

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SPRING

Find and circle all of the words that are hidden in the grid.
The remaining letters spell a message about Spring.

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 G C Y C L A M E N S A L I L P
 G N G R O W T H R L L L R S
 O Y I I D L S A R A I E S N N
 L A L N K A I E B E R R O H E
 F M L O A N F E S G M I P W W
 E N A E E E S F I U L R R A L
 I O B Q R A L E O E C S A B E
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ALLERGIES
 APRIL
 BASEBALL
 BEES
 CROCUSES
 CYCLAMENS
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 GROWTH
 IRISES
 LILIES
 MARCH
 MAY
 NEW LEAVES
 PLANTING

RAIN
 RENEWAL
 ROBINS
 SEASON
 SNOWMELT
 SOFTBALL
 SPRING BREAK
 SPRING CLEANING
 TULIPS
 WARMER
 WET

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