

FEEDBACK

Bermuda Public
Services Union
Q2 2019



2030 AGENDA FOR SUSTAINABLE DEVELOPMENT

Submitted by: Bro. Jason P. Hayward, President

On the 25th of September 2015, Heads of State and Governments of the 193 countries of the UN General Assembly adopted a new global development compact entitled "Transforming our World: The 2030 Agenda for Sustainable Development." The compact included six (6) key components, namely: A Declaration, 17 Sustainable Development Goals (SDGs), a set of 169 Targets linked to each goal, a set of indicators linked to each Target to measure progress in implementation, the Means of Implementation of the Agenda and finally, a review and follow-up component.

The SDGs replace the Millennium Development Goals (MDGs), which started a global effort in 2000 to tackle the indignity of poverty. The MDGs established measurable, universally agreed objectives for tackling extreme poverty and hunger, preventing deadly disease and expanding primary education to all children, among other development priorities.

The SDG Framework goes far beyond MDGs. Alongside basic development objectives like ending poverty and hunger, it sets out a wide range of economic, social and environmental objectives in an integrated approach based on human rights.

The global labour movement is committed to the advancement of the 2030 Agenda for Sustainable Development Goals. Trade Unions have been paying attention to Goal 8, which is probably the most critical goal for trade unions. The Goal seeks to promote sustained, inclusive and sustainable economic growth, coupled with full and productive employment and decent work for all. On one hand it embraces the ILO's Decent Work Agenda and its four strategic objectives, namely: rights, employment, social protection and social dialogue. On the other hand it makes a link between the pursuit of economic growth and that of decent work for all. *(continued on page 2)*

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The targets aligned with Goal 8 that are of priority to Trade Unions include:

- 8.1 Sustained per capita economic growth in accordance with national circumstances and, in particular, at least 7 percent gross domestic product growth per annum in the least developed countries.
- 8.2 Achieving higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.
- 8.3 Promoting development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation and encourage the formalisation and growth of micro-small and medium-sized enterprises, including access to financial services.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities and equal pay for work of equal value.
- 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.
- 8.7 Taking immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and by 2025 end child labour in all its forms.
- 8.8 Protecting labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment.
- 8.9 By 2020, develop and operationalise a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organisation.

Trade Unions keep abreast of the indicators associated with the targets in their respective territories to ensure that targets are met and progress is made in these areas.

The annual report on the 'Progress towards the Sustainable Development Goals' released by the UN Secretary-General Antonio Guterres in May 2018

reflected that not enough progress is being made. Public Services International Reported in July 2018 the following:

Not only has progress not been made on some of the Agenda's most intractable and essential objectives, but for many of the goals there is not even sufficient data to measure potential gains. More than half of SDG indicators remain unresolved, and many of the baselines mentioned in the report are from 2015, which effectively means that we have no idea whether the 2030 Agenda is spurring action on these targets or whether any progress on them has been made. The data we do have indicates that the world is not on track to reach the 2030 Agenda.

The global partnership to which the 2030 Agenda refers is in need of revitalisation that will allow it to maximise its efforts in achieving its goals. We all have a role to play; Government, Labour and Employers. Ernst and Young have concluded that many companies have also been working to address environmental, social and economic issues. Leading companies have begun to recognise that they can only address the complex sustainability challenges by scaling up their efforts through collaboration with peers, industry and sector organisations, customers, governments, nonprofit organisations and society. The SDGs provide a universal and visionary framework for this global cooperation and action, bringing all stakeholders together to proactively address and solve these challenges.

References:

Transforming our world: the 2030 Agenda for Sustainable Development, September 2015: http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/70/1&Lang=E

Sustainable Development Goals: Trade Union Reference Manual on the 2030 Agenda for Sustainable Development, 2017: https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_553141.pdf

Why Sustainable Development Goals Should Be in Your Business Plan, March 2017: https://www.ey.com/en_gl/assurance/why-sustainable-development-goals-should-be-in-your-business-plan

CELEBRATIONS: 5TH ANNIVERSARY

*Bro. Jason P. Hayward,
President*

President Jason Hayward celebrated his 5th Anniversary as the President of BPSU in March. A Happy Hour in his honor was held on March 22, 2019. We thank President Hayward for his dedication and service to the Union over the past 5 years and we look forward to seeing the Union continue to move forward.



CHARTERED MANAGER

*Bro. Jason P. Hayward,
President*

President Jason Hayward achieved his Chartered Manager status upon completing his Chartered Manager accreditation in April 2019. Chartered Manager is the highest status that can be achieved in the management profession. Please join us in congratulating President Hayward on this significant achievement.



ANNUAL GENERAL MEETING 2019

The Bermuda Public Services Union held its 2019 Annual General Meeting (AGM) at St. Paul's Centennial Hall at 5:30pm on March 21, 2019. Information was shared with members on what the Union achieved over the last year and its financial position.



BPSU ORIENTATION

On Wednesday April 3rd the BPSU Education Committee, led by Bro. Kevin Grant, held its first quarterly Orientation Lunch & Learn Session for 2019. These sessions are to educate its members, new and old, who seek information on the Union's objectives, role and purpose.



MEDITERRANEAN SALAD

This dish screams summer time. It is colorful, flavorful and lighter than other meals. It's also gluten free, low carb, very easy to make and it will be a hit at every dinner table.

This recipe tastes great on its own or paired with a good quality lean protein.



INGREDIENTS

- 1 yellow bell pepper - chopped
- 2 cups cherry tomatoes - chopped
- 1 medium cucumber - chopped
- 1 cup of red onions - sliced
- 2 oz sliced black olives drained
- Feta Cheese crumbled
- 1 Avocado - diced
- 1/4 cup Craisins or sliced grapes
- Small can of Mexicorn drained
- Italian Dressing, Raspberry or any vinaigrette dressing of choice
- Sea salt and freshly ground black pepper to taste

INSTRUCTIONS

1. In a large bowl, toss together bell peppers, cherry tomatoes, cucumbers, red onions, black olives, feta cheese, avocado, Craisins/grapes and Mexicorn
2. Pour 3 - 4 tablespoons of vinaigrette dressing
3. Sprinkle with sea salt and ground black pepper and mix well
4. Serve

PSI CARIBBEAN SUB-REGIONAL MEETING

Submitted by Sis. Linda Bogle-Mienzer

I recently attended the Public Services International (PSI) Caribbean Sub-Regional Meeting on behalf of the BPSU as the LGBTQI Representative for this region.

The meeting started on May 15th with the Sub-Regional Women's Committee, which covered topics such as Pay Equity, Union women networking and how we can push back against the push back to gender equity. At the end of the session women were reminded that the gains we have achieved in the workplace have been great, but we still have work to do.

Pay equity throughout the region is a pressing issue as traditional roles for women are being downsized and women are not being encouraged to retrain in future work sectors of technology and Fintech.

One example is the growing pay gap between doctors and nurses who both play a critical role in health care. Doctors wages are increasing while nurses (a predominately female role) are remaining stagnate. While some women are attaining upward mobility, many women are being stifled under the pressures of raising a family and pregnancy discrimination. We were encouraged to review our Collective Bargaining Agreements (CBAs) to ensure they are meeting the needs of women workers.

The SUBRAC meeting addressed the pressing issues of holding employers accountable to focus on people over profits. We must ensure policies keep people focused in service delivery while always valuing those we deliver service to. We were also reminded of the importance of strengthening social partnership as unions strive to protect the rights of all workers even those in non-unionised work.

The topic of Human Rights being a critical part of workers' rights was discussed. It encouraged affiliates to remember those marginalised groups like LGBTQI and those who are physically and mentally disabled. Unions represent all workers and must start to look at language in their CBAs that reflect this.

Finally, as the LGBTQI Representative, I presented my DGB project regarding educating unions about the need for standing up for the rights of their LGBTQI members in the workplace and what it looks like. In 2020 we will produce an educational programme to assist regional affiliates in this regard.

The thing that stood out most for me during this meeting was the need to return to basics when dealing with our members. Members want to know that their Union is working for them not only to protect their rights, but also to retain them. They also want to see their representatives in the workplace throughout the year, not just during elections.



“As the saying goes, if the mountain will not come to Muhammad, then Muhammad must go to the mountain.”

BPSU Bartender Profile

SIS. CRYSTAL SWAN

My name is Crystal Swan and I work at Government House as a full-time Events Coordinator and Accountant which gives me the opportunity to meet and interact with all sorts of people.

I have been a bartender for almost 9 years and when I initially joined the BPSU, I became part of the Bar Committee. Having this experience on the Committee, I was given the opportunity to become part of the bar staff. I love bartending as it always affords me the opportunity to meet new people and catch up with the regular patrons. Being a bartender has definitely brought me out of the reserved personality I once had (yes, I was reserved at one point in my life). My signature drinks are Cat 1, Cat 2 and Cat 3.

Please join me every Friday from 5pm at the BPSU Bar. You will not be disappointed!



BPSU BAR DRINK PRICES

REGULAR DRINKS BEERS COOLERS WINES \$5.00	PREMIUM DRINKS PREMIUM WINES SWIZZLE \$6.00
HAPPY HOUR (FRIDAY'S 5-8 PM) \$4.50	EVENTS \$6.00

EFFECTIVE MAY 1ST 2019

MALIBU SUNSET COCKTAIL & MOCKTAIL



INGREDIENTS

- 1/4 cup Malibu rum with coconut liqueur
- 1/2 cup pineapple juice
- 2 tablespoons of grenadine, a splash to make the bottom of the glass red

GARNISH WITH:

- 2 maraschino cherries
- 1 slice of pineapple

INSTRUCTIONS

1. To make this yummy drink simply put 3-4 ice cubes in the bottom of a glass.
2. Pour the pineapple juice and the rum over the ice.
3. No worries if you prefer your cocktails alcohol-free, simply swap the rum for coconut water instead.
4. Next, pour the grenadine slowly down one side of the glass (pouring too fast will mix the grenadine in and you won't get the cool color separation)
5. I stuck 2 cherries and a pineapple chunk on a toothpick for a garnish.
6. Enjoy your drinks immediately.
7. Please remember to drink responsibly and kick back and relax!

COMEDY HAPPY HOUR

On Friday April 26th, the BPSU Bar Committee held a Comedy Happy Hour in honour of Bar Manager, Bro. DeRoy Butterfield's birthday. Lots of fun and laughter was brought by local comedians Nadanja and Bootsie. All who attended enjoyed the show, which was followed by dancing to the sound of DJ Diamond Rock.



UPCOMING BAR EVENTS

The BPSU Bar Committee will be hosting a number of events throughout the summer. These events are as follows:

- Friday, June 28th - Soca Happy Hour
- Friday, July 26th - Christmas in July
- Friday, August 30th - End of Summer BBQ

Details to these events will be forthcoming and we hope to see you there!

FUTURE LEADERS COMMITTEE

MEMBER PROFILE *Bro. Amaury Symonds*



My introduction to the Civil Service was as a summer student with the Information Technology Office (ITO) at age 15.

The experience I gathered solidified my passion for IT and provided a strong foundation to my career. I have been working at The Department of Information and Digital Technologies (IDT, formerly known as ITO) since 2011. My current role is Systems Engineer and I am part of the team responsible for managing and designing IT systems for all government departments. The Union has been in my household for

as long as I can remember. My mother, Sis. Sharon Symonds, is the current Chairperson for the Community Outreach Committee. She has always communicated the importance and benefits of unions in the workplace to me.

The reason I joined the Future Leaders Committee was to learn more about the BPSU, acquire new skills and network with other members. I believe it is important for young people to have representation in any organisation and the Future Leaders Committee provides the perfect opportunity.

SHOP STEWARD PROFILE *Sis. Cher'ree Lambert*

My name is Cher'ree Lambert and I have been employed with the Bermuda Fire & Rescue Service as an Emergency Medical Dispatcher (EMD) since 2003. It is a very rewarding job and I am humbled to be able to serve our community.

In 2017, with the encouragement of my Department colleagues, I took on the exciting role of Shop Steward. As a new Shop Steward, I jumped in headfirst. When I was chosen to attend the Delegates Conference in 2017, I knew then that I wanted to be a part of this group of liked minded individuals who together stand for greatness. This important event opened my mind to the importance of the Union and the role it plays in the workforce.

During that year I also attended Basic Shop Steward training and Advanced Shop Steward training which set me on the right path. At these training sessions I learned some invaluable skills that would assist me in being a Shop Steward.

The Bermuda Public Services Union does not only support our workforce, but it also supports our community. I would like to see more young adults become involved in the Union for the future.



“I knew then that I wanted to be a part of this group of liked minded individuals who together stand for greatness.”

FUTURE LEADERS' Committee in the Community

The Future Leaders' Committee visited Cynthia's Rest Home in Pembroke on April 27, 2019 which was a great venture.

The rest home started as a result of Mr. Andre Thomas elders and family members brainstorming ideas to be together in the same home when they came of age. It was heartwarming to hear about the origin of the rest home as it was formed out of love and service to family.

We found pleasure in reaching out and being able to assist in brightening the day of a group of persons that the community as a whole so often overlook. One of the house guests spent his working days as a member of the BIU while another exclaimed that her son is a member of the BPSU. The guests were very active and entertaining.

While visiting, the Future Leaders Committee assisted with some basic house cleaning chores and had fun playing rounds of BINGO and Crazy 8's. At the end of the visit, we presented each house guest with their own personal portrait that was drawn and coloured by one of our Future Leaders who had accompanied us. We look forward to our next visit!

The Future Leaders Committee seeks to keep the momentum going in recognizing those that have paved the way for us through further/ongoing community outreach opportunities.



UPCOMING PLANS

for the Future Leaders' Committee

In the Fall of 2019, the Future Leaders' Committee will work with the Education Committee to hold a Lunch & Learn focusing on basic money management habits for young workers. The aim of this Lunch & Learn is to help shed light on viable financial investments that would assist our young workers in growing their financial wealth.

FUTURE LEADERS Committee Social Night

The Future Leaders Committee held a Social Night on April 5th, 2019. There were two goals in mind for our social. The first goal of the social was to provide the Committee with an outlet to gather outside of regular business meetings where we could chill, laugh and have fun together.

The second goal was to kick start our fundraising efforts under the Community Outreach Committee's initiative to raise funds for "Relay for Life 2019."

By selling plates of food and beverage tickets, the Future Leaders Committee raised \$132.00.

BPSU DIVERISTY COMMITTEE

Live Stories

In celebration of Diversity Month, the BPSU Diversity Committee hosted a Live Stories event on April 29th. The evening was an eye-opening experience for those who attended with thought provoking stories told by the guest panelist. The panelist for the evening were:

- Sis. Natalie Pitcher (Portuguese)
- Sis. Janice Mullings-George (Black woman from the Caribbean)
- Sis. Linda Bogle-Mienzer (Sexual Orientation)
- Bro. Graham Maule (White male)
- Sis. Katerina Villafior-Drummond (Filipino)

The Diversity Committee looks forward to bringing more opportunities to allow all members to learn and understand each other's uniqueness.



LUNCH & LEARN

The BPSU Diversity Committee in conjunction with the Education Committee held a Lunch & Learn on Diversity and Inclusion in our Circles on April 18th. The Diversity Committee Chair, Sis. Christine Bogle-Mienzer gave a very informative and thought-provoking presentation.





International Workers' Day

International Workers' Day, also known as May Day, was celebrated on Wednesday, May 1st in Victoria Park. This year, the Bermuda Trade Union Congress (BTUC) honoured the late Brother Leroy Simmons, President of the Bermuda Entertainment Union. There were a number of entertainers present who set the scene with music and song.



Black & McDonald NEGOTIATIONS

In May 2019 the BPSU and Black & McDonald concluded negotiations and signed off on their 2019 - 2022 Collective Bargaining Agreement.

ANNUAL CVAA CONFERENCE

*Submitted by: Sis. Christine Bogle-Mienzer
President – Bermuda Chapter CVAA*

The Canadian Vascular Access Association (CVAA) is a non-profit multi-disciplinary organisation of healthcare professionals throughout Canada and Bermuda who are dedicated to enhancing the practice of vascular access and infusion therapy through education, research, and best practices. The Bermuda chapter started in 2011 with the assistance of RN Sonja Waldron, a Past President. The President, RN Christine Bogle-Mienzer submitted BHB IV team (which is lead by RN Nicole Jackson) for the BD award, in recognition of their excellent service. Bermuda had two representatives who made us proud this year, at the 44th Annual Conference held in Quebec, Canada from April 24th to 26th.

RN Nicole Jackson received the BD Award for her stellar service at BHB in promoting evidence-based knowledge on vascular access. She is the Clinical Manager for the Infusion Therapy Department at the Bermuda Hospitals Board. A

registered nurse for 25 years, Nicole developed a passion for infusion therapy as she blossomed in her profession. She is a certified CVAA member, a Chapter Past President, a past Secretary/Treasurer of The Bermuda Chapter and member of Infusion Nurses Society and America Vascular Access Association. She attends various conferences to gain new knowledge of vascular access and infusion therapy and takes onus for continued education and research in the field. Nicole is passionate about vascular access and infusion therapy. It is with great pride that we salute you Nicole Jackson and encourage you to continue the drive for excellence.

RN Francine Trott is a new graduate who completed her studies in nursing and she is the Vice President of the Bermuda Chapter of CVAA. She is eager to learn and seeks to get involved in her profession. After dedicating herself to her studies, Francine sat the examination at this year's conference and was successful. The Bermuda Chapter of CVAA salutes you Francine, and is proud that you are now a certified member.



NURSE OF THE YEAR 2019

Sis. Janice Mullings-George

The General Council, Executive Committee, Secretariat and Membership of the Bermuda Public Services Union (BPSU) congratulates Sis. Janice Mullings-George on being voted Bermuda's 2019 Nurse of the Year.

Being recognised as the Nurse of the Year by the Bermuda Nurses Association (BNA) is a testament to one's professionalism, caring manner and advocacy for nursing. Sis. Mullings-George, your notable commitment to putting patients first serves as an inspiration to others.

We salute Sis. Mullings-George and her colleagues for continuously maintaining a high standard of nursing.



BPSU MEMBER DISCOUNTS

As at May 2019

ANCHOR RESTAURANT, BAR & LOUNGE	10%
ASTHMA & ALLERGY RELIEF CENTRE	10%
BERMUDA GROCERY BOX	various package discounts
BERMUDA PAINT COMPANY	15%
COLONIAL INSURANCE (motor insurance)	10%
CARDOZA'S AUTO GROUP (labour only)	5%
DEMCO FLORIST (Cash only - minimum \$15 purchase. Discount does not apply to weddings / deliveries /overseas orders)	10%
DOCKSIDERS PUB & RESTURANT (dine-in only)	10%
DOWN TO EARTH (vitamins; herbs; sports supplements etc. Excludes: juice-bar & grocery items)	10%
E&B TRADING CO. LTD. (parts & labour)	10%
EI SHADDAI FLORIST (excludes weddings/overseas orders)	10%
ELITE ADVISORY SERVICES	5%
FILTER QUEEN BERMUDA (carpet cleaning only)	10%
THE FOOT & ANKLE CLINIC	10% off of the co-pay
FRESHBREATH DENTAL	refer a friend & receive \$25 off next teeth cleaning
THE HUB	20% off phone accessories & 5% off new phones, cash only
I.C.S. TIRES (Island Construction Services Co. Ltd)	10%
TNT INNOVATION SOLUTIONS	10% off labour / \$99.99 basic service
LITTLE DRAWBRIDGE (cedar & selected merchandise)	10%
LOWE'S TOWING 24 HOUR RECOVERY SERVICES	10%
MAXILOUS SALON	10%
MEDICAL HOUSE LIMITED (uniforms, shoes & accessories only)	10%
OCEANS SALON (formerly Bliss)	5%
POINT FINGER ROAD PHARMACY (prescription discounts)	10%
RAYCLAN	\$500 off the purchase of a new vehicle
ULTIMATE FITNESS GYM	Monthly fee \$106.00/no initiation fee
STANDARD HARDWARE	20%
STRYKZ BOWLING LOUNGE	\$7 per game (\$2 savings)
TANTS /Affordable Driving School	\$50.00 per lesson
UNIQUE GLOBAL EVENTS & DIGITAL SERVICES	5%
UNIQUE LOOKS	5%

*** Your Membership Card must be presented to receive discounts ***



MEMBERSHIP DISCOUNTS

JOIN US!



The BPSU Darts Team is looking for persons who would like to join the team for the upcoming season. If you are interested, please contact Sis. Janet Dublin on 236-9832 or Sis. Ceblle Dawson on 591-0461.



BPSU EDUCATION SCHOLARSHIPS

Since 1993, the BPSU has been offering scholarships to its members and their dependents for both local and overseas education.

6 awards of \$1,500 for local/online education

6 awards of \$3,500 for overseas education

Application forms are now available at the BPSU Office and on both the BPSU website www.bpsu.bm and the Bermuda Scholarship website www.bermudascholarship.com.

All applications MUST be received by June 30th, 2019.

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4	9	3	7	8	2	1	6	5
6	3	9	1	2	5	8	4	7
8	5	1	3	4	7	6	2	9
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IRC Certificate in Labour Relations

Congratulations to President Hayward for completing the Queen's University's Industrial Relations Centre (IRC) Certificate in Labour Relations. In order to receive certification, participants must complete core requirements along with electives encompassing a variety of subjects including labour relations, arbitration skills and strategies for workplace conflicts.



Congratulations

BERMUDA DAY

The BPSU Community Outreach Committee, in collaboration with the BPSU Future Leaders Committee assisted in the Bermuda Day Half Marathon Derby by manning Water Stop # 5 at Shelly Bay Beach. They were joined by youth/student volunteers who did a phenomenal job in ensuring runners and walkers stayed hydrated, that the water stop remained stocked and that the streets were promptly cleaned up and kept clear of debris for the approaching runners. These phenomenal youth/student volunteers were:

- Daneko Cann-Hayward
- Sequay Darrell
- Binyam Edwards
- Azaiah Hewey
- Xade' Ingemann-Whitter
- Callahj Simons

We look forward to assisting in this event in future years to come and thank our member, Sis. Gina Tucker, for the opportunity.



Pre-Mother's Day Yoga

This year the BPSU Women's Committee hosted a Pre-Mother's Day event in line with the 2019 International Women's Day (IWD) theme:

Think Equal, Build Smart, Innovate for Change. This event was received as something fresh and new. All participants fully enjoyed themselves as they built a smart body and mind during two (2) yoga sessions instructed by Marica Pringle of FusionWorks. This event was held on May 11th at the BPSU.

The Women's Committee will be looking to host other events continuing with the 2019 IWD theme. Stay tuned!



The Bermuda Public Services Union participated in the annual Relay for Life fundraiser on May 17th - 18th at the National Sports Centre.

The Union was represented in this initiative with pride. The Community Outreach Committee partnered with the Future Leaders Committee to raise funds for the Bermuda Cancer & Health Centre, whose mission is to raise awareness and funds to support cancer prevention and early detection initiatives as well as access to the, treatment and support that they provide.

The Community Outreach Committee would like to thank the management of Yardie Kitchen and Ms. Carla Simmons for their contributions in making this event a success.



We look forward to participating and joining the fight to eliminate cancer again next year

Calendar of Events

JUNE 28TH

Soca Happy Hour

JULY 6TH

BPSU Children's Block Party

JULY 26TH

Christmas in July Event

AUGUST

BPSU Cruise (details will be forthcoming)

AUGUST 30TH

End of Summer BBQ

Public Relations Committee Members

**SIS. JAMÉE JONES,
Chairperson**

**SIS. TIPHANI PHILIP
Asst. Chairperson**

**SIS. ADRIENNA FORBES
Secretary**

SIS. LA TONYA ROGERS

**Work for a cause, not for applause.
Live life to express, not to impress.
Don't strive to make your presence noticed, just make your absence felt.**

www.dailyinspirationalquotes.in



How many words can you find?

- ACCREDITATION
- AGREEMENT
- BARTENDER
- CANCER
- CARIBBEAN
- CHILDREN
- COMEDY
- COMMUNITY
- DEVELOPMENT
- DIVERSITY
- EDUCATION
- EVENTS
- MEETING
- MOCKTAIL
- MOTHERS
- NURSE
- ORIENTATION
- RELAY
- SALAD
- SOCIAL
- SUSTAINABLE
- WORKERS

Word Search

O C N M A K M S C N W C O E Y
 R H O Y N N A O O A A B L Q T
 I I I E T L N I C R N B D M I
 E L T S A I T I I K A C E C S
 N D A D R A N B V N T E E T R
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 D C Y A L E R B S O C I A L A



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Don't be afraid to give your best to what seemingly are small jobs. Every time you conquer one it makes you that much stronger. If you do the little jobs well, the big ones will tend to take care of themselves.

-William Patten

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