



Bermuda Public Services Union

FEEDBACK

65th Anniversary

Q2 2017

STRATEGIC PLANNING

2017 - 2020

SUBMITTED BY: President Bro. Jason P. Hayward



As a result of the strategic planning process, five strategic priority areas were identified for the BPSU during the period of 2017 to 2020 and include:

1. Organizing
2. Grievance, Negotiations and Arbitrations Management
3. Finances
4. Union Modernization
5. Communication

ORGANIZING

The Union's strength comes from the number of members it has. New organizing must be a priority if the Union is to grow stronger. Some say "Organizing is the lifeblood of the labour movement". The Union needs to develop a growth strategy or it will be constantly weakened by deaths, retirement, job loss, and decertification. As a result, this Plan seeks to ensure that the Union has a new organizing strategy moving forward.

GRIEVANCE, NEGOTIATION & ARBITRATION MANAGEMENT

Grievances, Negotiations and Arbitrations are

critical components of the BPSU's work program. It is important that we have proper process and management systems in place that will allow the organization to increase its effectiveness and efficiency in those areas. Targeted training for key officers will allow the officers to strengthen capacity. Tracking progress in these areas and creating repositories for reference will greatly benefit the organization.

FINANCES

In order for an organization to attain its objectives, it needs financial resources to survive, grow and meet the needs of its rank and file members. Funds are needed for attracting and retaining competent staff members. Funds are also needed to pursue activities, which will in turn benefit the Union members.

UNION MODERNIZATION

This priority of the Plan focuses primarily on assessing the physical and technological infrastructure of the Union. The plan seeks to look at the resources needed to improve operations and increase membership involvement.

COMMUNICATIONS

One of the most important areas of the Union is an organized system of communications. This Plan seeks to ensure that our communications are both timely and accurate. Union communications should gather the attention of our members and effectively articulate our message. This will be accomplished by developing both internal and external information and communications strategies.

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IN MEMORIAM

On behalf of President Jason Hayward, the Executive and General Council, the Secretariat and BPSU



membership, we extend our heartfelt condolences to the family of Sister Cynthia Postlethwaite.

Sis. Postlethwaite was a very active BPSU member and served on both the Executive Committee and Trustees Committee for several years. After retiring, she played an integral role as member of the Retiree's Committee until her recent death.

The BPSU family is forever thankful for her contributions.

FOLLOW US ON



65th ANNIVERSARY BANQUET



On May 27th, the BPSU held its 65th Anniversary Banquet at the Fairmont Southampton Princess Hotel Amphitheatre . In attendance were representatives from both political parties, former BPSU presidents, presidents and executives of our sister unions, employer groups and BPSU members.

Master/ Mistress of Ceremony Bro. David Minors and Sis. Linda Mienzer provided guests with an overview of the Union's impressive and impactful history. This history was further detailed in a commemorative journal which was presented to all guests. The event featured performances by a variety of groups including :

- Spring Flower - The Chewstick Foundation
- The Berkeley Institute Dance Team
- Musical Selection - Miss Olivia Hamilton
- Dellwood Middle School M3 Drama T.E.A.M
- Musical Selection - Mr. Jessie Seymour
- Musical Selection - The U-Fonics
- Dancing - DJ Juggling Jason



General Secretary Bro Ed Ball Jr was honoured with the 65th Anniversary President's Award in recognition for his contributions and commitment to the Union and the membership for the last 37 years.

Tributes were also given to Sis Leleath Bailey and Sis Betty Christopher for their years of service as past presidents and for progressing women's rights.





65th ANNIVERSARY BANQUET



RELAY FOR LIFE

SUBMITTED BY: **Sis. Sharon Symonds**

Chairperson

On May 12th & 13th 2107, all roads led to the National Stadium for the annual Relay for Life fundraising event for cancer. Although there were high winds and stormy weather, the usual energy was still high. The anticipation could be felt and ultimately people were excited to be a part of this very worthwhile event. The fundraising target this year was \$600,000.00 and by June 27th 2017 \$563,218.00 had been raised.

For the second year in a row, the Community Outreach Committee (CORC) registered BPSU's team. This year our team name was "Unite 4 One, Unite 4 All". The team consisted of 46 registered walkers/participants and several unregistered participants that walked on our behalf. This helped us to have a representative on the track for the entire 24 hours. This year we had the assistance of a team of young men who helped with putting up the tents; we appreciate and thank them for their assistance.

The atmosphere was very inviting with much to see; you really did not realize how long you were walking. In addition to the walking, the team sold items including peanuts, baked goods, specially designed glass candy and delicious coconut cakes. All money raised from the sale of the baked goods went towards

the Relay for Life fundraising. I wish to publically thank Miss Carla Simmons for donating the ingredients and the delicious coconut cakes every year for this event.

For the past two years, Sis. Lloyquita Symonds and I have spent the night at the stadium. This year was extremely cold, but with dedication we wrapped up in blankets and braved the ice cold night.

Sis. Barbara Ingemann has been a very strong support and has provided much assistance for the two years. These sisters are pillars of strength to the Community Outreach Committee.

Relay for Life is definitely a staple of the Community

Outreach Committee events. It is an event that we plan to participate in annually therefore we are asking our Brothers and Sisters of the Bermuda Public Service Union to join us in 2018 at the next event as we move our union:

"Onward and Upward Together."



**TEAM NAME:
UNITE 4 ONE, UNITE 4 ALL**



OUR GLOBAL CONNECTIONS

President Jason Hayward with Canada's Minister of Employment, Workforce Development and Labour, the Hon. Patricia Hajdu, at the 28th Constitutional Convention of the Canadian Labour of Congress (CLC).



CORRECTIONS WEEK 2017

April 30 – May 6, 2017

SUBMITTED BY: Sis. Dwanita Grant

The Bermuda Department of Corrections celebrated Corrections week with varied activities which celebrated staff and acknowledged teamwork. Custodial and Civilian Staff on all levels and New Recruits collaborated on the Steering and Event committees to make this another successful year.

The week started with a church service at Better Covenant Christian Fellowship and the Children's Party. As the week progressed, teams engaged in bowling, a scavenger hunt, sports, and an evening of celebration. The week also recognized seniors who are significant in the lives of Corrections Staff with a tea.

Other Government services, private sector organizations, members of the public and visitors were invited to acknowledge Community Day on Thursday, May 4th. On the grounds of City Hall, a variety of line dances were performed; even students from Gilbert Institute joined in. There was also an opportunity to view and purchase crafts made by inmates at the Department of Corrections.

Commendations were offered by the Commissioner of Corrections, Lt. Col. Edward Lamb to the Steering Committee Chair, Principal Officer Dorian Tucker and all staff who facilitated and participated in events.

**We salute all Corrections Staff – POA, BIU and BPSU.
Solidarity!**



Int'l Visitor Leadership Program



President Jason Hayward along with four other Bermudian professionals recently completed the **International Visitor Leadership Program** which was facilitated by the United States' Department of State in conjunction with the U.S. Consulate in Bermuda.

The focus of the 2017 International Visitor Leadership Program was *"Workforce Development"*; a timely topic for Bermuda.

The group traveled to four states and visited seven US cities where they met with over twenty diverse organizations that were engaged in workforce development initiatives.



5TH UNI AMERICAS ICTS CONFERENCE

SUBMITTED BY: Bro. Laurie Harris
Division 9 Chairperson

From the 25th – 26th April 2017 Bro. Wendell Burchall and I (Bro. Laurie Harris) attended the 5th Conference of UNI Americas ICTS in Buenos Aires, Argentina. As Chairperson of Division 9, I am responsible for the telecommunications companies LinkBermuda, BTC and TeleBermuda. As 1st Vice-President Bro. Burchall has oversight of Division 9. UNI Americas is the regional arm of UNI Global Union

that covers North America, Central America, South America and the Caribbean. The ICTS sector covers the Information, Communication, Technology and Services unions within the region. UNI works at the global level by signing agreements with multi-national

companies. These UNI Global Agreements seek to have multi-nationals set international, uniform standards for their workers that exceed the basic minimum legal requirement of the jurisdictions in which they operate. At the local level UNI provides the support and framework for workers that decide to organize and then maintains oversight from an international level while providing support to its affiliates via the regional sections.

For both of us this was the second UNI conference we attended, the first being the UNI Americas 3rd Regional Conference in Montevideo, Uruguay in 2012. The focus of this conference however was specifically on

the ICTS sector. I found that many of the companies highlighted in the previous UNI Americas conference in 2012 were highlighted again during this conference. These companies include T-Mobile, America Movil and Telefonica. T-Mobile is the US-based subsidiary of Germany-based Deutsche Telekom. While Deutsche Telekom workers have union recognition, T-Mobile has ardently fought any attempts at

falls under the UNI Americas region.

The Buenos Aires venue also provided an up close view into the labor situation in Argentina. Recent austerity measures introduced by the government last year are having a major impact on workers. On the second day of the conference all delegates were bussed to America Movil/Claro headquarters in Buenos Aires to join local unions CePETeL and

FOETRA in their protest against Claro. The protest was highlighted by loud banging of drums, singing and the setting off of rockets (fireworks) to bring



organizing while simultaneously promoting a hostile workplace for employees. It was good to hear of slow but sure progress being made in regards to T-Mobile and recent court rulings against them. The idea that unionization leads to companies being less competitive in comparison to their non-unionized competitors is still being touted as a reason for being anti-union as it was reported in 2012 when Cable & Wireless in the Caribbean sought to remove unions in order to become more like Digicel. The big topic of the conference was the rise of the centralized call center in recent years, focusing on Teleperformance (the largest call center company in the world) in the Dominican Republic which

attention to the cause. Flyers were handed out to passersby and we even had a small, supportive audience. The delegation then visited the Argentinian Public Teacher's Union who had been on strike for the last two months. They had been camped outside the National Assembly building and had built a temporary structure and facilities to support their ongoing strike. They spoke to the delegation of their situation and the UNI executives pledged their support. In addition to the two protests we attended, we were also witness to three other demonstrations, including a group of young teenagers protesting the defunding of the Dance Schools.

Union leaders particularly in Latin



5TH UNI AMERICAS ICTS CONFERENCE CONT'D

America are still under physical threat in countries such as Mexico and Columbia. Beatings and killings are still occurring and we were advised of this during the conference not to publicly reveal UNI strategies in certain countries. Despite the dire situations they face we heard of the innovative techniques unions are employing to provide outreach and organizing strategies for workers. In Nicaragua 62% of their population is under 18 years old and 82% of workers are under 25 years old. As a result the local union funded local football, baseball and tennis teams and held parties where they could hand out union information with the action to get these young workers organized. In Columbia they heavily utilize social media such as Facebook, Twitter, and WhatsApp to reach workers, perform work site visits at least once a month so people know who they are and engage in “pot banging” campaigns where they release information to the media exposing workplace abuses. It was particularly good to converse with other union colleagues in the telecoms industry, to share ideas and make new acquaintances.



BPSU 65th ANNIVERSARY CRUISE



EDUCATION COMMITTEE

SUBMITTED BY: Bro Kevin Grant
Chairperson

BASIC SHOP STEWARD TRAINING

On April 24, 2017, the BPSU Education Committee's Basic Shop Stewards workshop was opened by President, Bro. Jason Hayward who thanked the Stewards for their willingness to be involved in the Union, and encouraged them to be examples of good Trade Unionists. Seventeen new Shop Stewards participated in the all-day workshop which included:

- ◆ **The History of the Union** presented by *Bro. Kevin Grant* (Assistant General Secretary & Education Committee) Chair,
- ◆ **The relationship of the Department of Workforce Development & Trade Unions** presented by Labour Relations Officers *Sis. Marcelle Bean* and *Bro. Lauren Smith*,
- ◆ **The Role of the Shop Steward** presented by *Sis Linda Mienzer* (2nd VP),
- ◆ **Introduction to the Grievance Procedure** conducted by *Bro Kevin Grant* and *Bro Robin Minors* (3rd VP), and,
- ◆ **Effective Notetaking** presented by *Sis Ashley Smith* (Div. 12 - Chair) and *Sis Dena Phipps* (Div.12 - Secretary).

The new Stewards were given a foundation of introductory information and tools that will prepare them as they set forth on their journey of fighting for workers rights.



BPSU/CLC SUMMER EDUCATION FORUM

The BPSU/CLC (Canadian Labour Congress) Summer Education forum was held from June 5th to June 8th. Two representatives from CLC, Chris MacDonald and Darla Deguire, facilitated the Advanced Shop Steward Training Course, engaging 20 Shop Stewards at the Bermuda College Campus.

This year's workshop concentrated on:

- ◆ Facing Management,
- ◆ Critical Thinking,
- ◆ Communication,
- ◆ Decision Making Styles,
- ◆ Emotional Intelligence, and,
- ◆ Facilitating the Grievance Process.

The Education Committee has endeavored to continue fostering the necessary workshops that will empower Shop Stewards to provide effective representation for our members.

The summer school was a resounding success with each Shop Steward giving positive feedback and appreciation for the lessons learned.



Bermuda Public Services Union

2017 EDUCATION AWARDS

OVERSEAS AWARDEES

Z'Chai R. Jennings-Barnett
*Manchester Metropolitan
University, UK*

Alfred E. Maybury III
University of Maryland

Indiyah Mendes
University of Surrey, UK

Esran P. Phillips
Whelock College

Morrisa G. Tucker
Rutgers University, US

Kinye M. Watson
Guilford College, US

LOCAL/ONLINE AWARDEES

Alison Copeland
University of Oxford, UK

Antonia J.M. DeVent
Kaplan University, US

Pasha Sampson-Douglas
Quinnipiac University, Conn. US

Jeremse Hayward
University of Liverpool, UK

Sita F. Ingram
Magna Carta College, UK

Zaire S. Flood-Joell
Bermuda College



During the BPSU's **25th Annual Education Awards Ceremony** held on July 20, 2017, the Education Committee of the Bermuda Public Services Union presented twelve (12) recipients with education awards.

Since 1993, the BPSU have been offering scholarships to its members and their dependents for both local and overseas education. This year, six awards of \$1,500 were given for local/ online education and six awards of \$3,500 were given for overseas education.

Chairman of the Education Committee Bro Kevin Grant emphasized the strong support and commitment of the Executive and Officers of the BPSU to provide education opportunities for members and their dependents.

The BPSU congratulates all recipients and wish them well in their studies.



GOVERNMENT NEGOTIATIONS

On April 28th, 2017, members from Divisions 1, 2, 3, 6, 7, 8, 10, 11 & 12 voted unanimously to ratify the negotiation proposals presented by President Jason Hayward at the membership meeting for government workers.



UNITED NATIONS PUBLIC SERVICE DAY

UN Public Service Day (June 23, 2017) was established in 2003 by the UN General Assembly in its resolution 57/277 for the purpose of giving recognition for the invaluable contribution that public service makes to society. **The Bermuda Public Services Union** joined with the rest of the world in celebration of UN Public Service Day with President Jason Hayward issuing a press statement noting:

"Our public service employees should be championed for their service. Instead, however, they seem to be under direct attack with many calling for cuts to public service jobs. Despite Government departments being understaffed and under-resourced, and salaries being stagnant over the past 6 years, our public service employees remain committed to serving the people of Bermuda.

"On this observance of UN Public Service Day, I extend my appreciation to the public service workers who thanklessly serve the people of the Bermuda. Your commitment to serve your country and its citizenry is honorable and truly valued."

CANADIAN LABOUR CONGRESS (CLC) RALLY FOR A FAIR FUTURE



President Jason Hayward marched side-by-side with the President of the Canadian Labour Congress (CLC) Hassan Yussuff in the CLC Street March and Rally for a Fair Future.

President Hayward joined in support of CLC and their members who are pushing for a fair future which includes decent work, a \$15 minimum wage and the right to join a union.

The demonstrators also challenged sexism, racism, Islamophobia and xenophobia, while championing equity, social justice, and a green economy



COMMUNITY OUTREACH COMMITTEE

SUBMITTED BY: Sis. Sharon Symonds
Chairperson

The purpose of the Community Outreach Committee (CORC) is to increase the footprint of the Union in the community through participation in community activities.

The Bermuda Public Services Union was established in 1952. This year, 2017 commemorates 65 years of quality service. The CORC unanimously agreed to enter a float in the Bermuda Day Parade as part of the festivities for 65 years of service to Bermuda.

The theme for the parade was "Our Sporting Heritage." The sports featured on our float demonstrated team work, individuality and fun. They were: tennis, netball, go-karting, cycling, pool, track and field, soccer, bowling, swimming and cricket. Also featured were Mr. Clarence Hill, Bermuda's own Olympic Boxer who won a Bronze Medal and Mr. Clyde Best, a former football player and legend who played professional football in Great Britain for West Ham United. Additionally, the likenesses of BPSU's first President Brother Ralph L. Gauntlett and our current President Brother Jason Hayward were displayed along with the names of all Past Presidents.

Building our float was a very good experience. It provided us an opportunity to work with members of other organizations

and the community that willingly assisted. We also gained two new committee members who enjoyed the experience. The true meaning of our union Motto "Onward and Upward Together" was exemplified when our Executive, General Council and members came to lend a hand toward making the float a success.

Overall the unified effort of those who came almost daily for eight weeks, worked hard and had fun made this initiative a success. Our aim was to show appreciation to the BPSU for 65 years of service, highlight Bermuda's sporting heritage and to pay tribute to our late Brother Martin Humphrey.

Together we made it happen and we moved our Union "onward and upward" in the Community.



SISTER LELEATH GLORIA BAILEY JP, MBE

The Bermuda Public Services Union extends congratulations to Sister Leleath Gloria Bailey JP, MBE.

Sister Bailey gives thanks to God for his blessings upon her to receive the Queens Certificate and Badge of Honour, and MBE (Member of the British Empire) from Her Majesty the Queen of England.

The BPSU is honoured and inspired of Sister Bailey's achievements. We hold Sister Bailey in high esteem as the recipient of this prestigious award from Her Majesty the Queen of England.

Sister Bailey served the BPSU as President from 1994 to 1998 and was the first President to win the first open election of the BPSU. She still remains active, proud, dedicated and committed to the Union after retirement as an Honorary Life Member of the BPSU.

She is the founding President of the BPSU Women's Committee and Retiree's Committee and is still an active member of both committees serving as an Advisor. Sister Bailey is also the co-author of the history book "Labour on the March" and has also presented the history at Basic Shop Steward Seminars.

Sister Bailey was also the Titular Member of the Public Service International World Women's Committee based in Geneva, Switzerland and mainly represented Women's Committees in Bermuda and the Caribbean. She served on this Committee for five years and also travelled to other PSI Regional Women's Committees worldwide including the Americas and Europe.

Her love for community and charity work is through hard work, dedication and commitment. She attributes these guiding principles to a humble upbringing under the guidance of her

mother, Mrs. Gloria Ball (deceased). Sister Bailey touches many lives on a daily basis, and putting others before herself with good reason has been a major part of her life journey.

She has been a member of the Kiwanis Club of Hamilton for fifteen years which is the founding club in Bermuda and is a past Lieutenant Governor which is the second highest position of Kiwanis International. Sister Bailey is the current President of the Kiwanis Club of Hamilton and has also served as its Secretary and Director. She is also the current President of the Midland Heights Association Residential Estate in Hamilton Parish and has served in this capacity for over thirty years.

Sister Bailey is a firm believer in "Joy of Service" found in The Acts Chapter 20 Verse 35 which reads "**It is more blessed to give than to receive**" and "Courage for your Work" "**Be strong and of good courage**" Joshua Chapter 1 Verse 6. She thinks that these biblical verses are a good source of motivation and dedication as we go about our daily lives as trade unionists and members of the community.

In keeping with our Motto "Onward and Upward Together" Sister Bailey reiterates that rising through the ranks of the BPSU was a "Labour of Love" for her and she hopes that these words will help to encourage and inspire others to do the same and be successful in whatever they wish to achieve in life.



WOMEN'S COMMITTEE

Under the direction of Chairperson Sis. Lennair Darrell-Hewey, the BPSU Women's Committee held a VisionBoard workshop entitled: "**Charting Your Future**".

The workshop was held on June 3rd at BPSU Headquarters and was facilitated by Sis Patrice Frith-Hayward.





BERMUDA TRADE UNION CONGRESS

2017 INTERNATIONAL WORKERS DAY

May 1 is recognized around the world as “May Day” or “International Workers Day”. May 1 was chosen as the day to acknowledge the workers’ contributions which resulted in the sacrifice of lives during a peaceful demonstration held at Haymarket in Chicago in 1884.

The day is typically marked by international celebrations, focused on the contribution of workers and workers’ organizations to the socio-economic success of their communities. It is well documented that the rights and benefits won through the efforts of labour organizations readily transfer throughout the community.

It was, therefore, ironic that on May 1 2017, Bermuda’s Labour leaders were in court facing prosecution for exercising their right of assembly.

Given this backdrop, BTUC called on all workers - Bermudian and Guest worker; organized and non-organized; public and private sector; blue and white collar - to join in solidarity to honour the important roles our labour leaders play in supporting our community, driving progress, and safeguarding the interest of working class persons.

The BTUC invited the entire community to:

- ◆ attend a **Solidarity Service** held on Sunday, April 30 at St. Paul A.M.E., and,
- ◆ participate in a **Solidarity March** on Monday, May 1 2017.



CELEBRATING NURSES WEEK

2017 Nurse of the Year

CONGRATULATIONS



BPSU extends congratulations to **CARYS CAISEY**, a mental wellness officer at the Mid-Atlantic Wellness Institute, for being selected as the Bermuda Nurses Association's Nurse of the Year 2017.



Approximately 350 people attended the sold-out Bermuda Nurses Association Banquet held at the Fairmont Southampton in May 2017. Along with naming the 2017 Nurse of the Year, the evening also honoured the association's past presidents. BPSU celebrates Bermuda's Nurses and thanks them for their service and commitment to the community.

RECOGNISING SOCIAL WORKERS



General Secretary Bro. Ed Ball Jr. and 2nd VP Sis. Linda Mienzer were honoured to be in attendance to the Department of Child and Family Services' Social Work Ball held in recognition of the dedication and hard work of Bermuda's Social Workers. It is an honour and privilege to serve as their Union representatives.



BPSU CHILDREN'S PICNIC



CALENDAR OF EVENTS

Sept 1,
2017

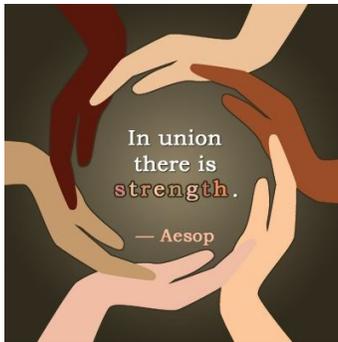
BIU
BANQUET

Sept 4,
2017

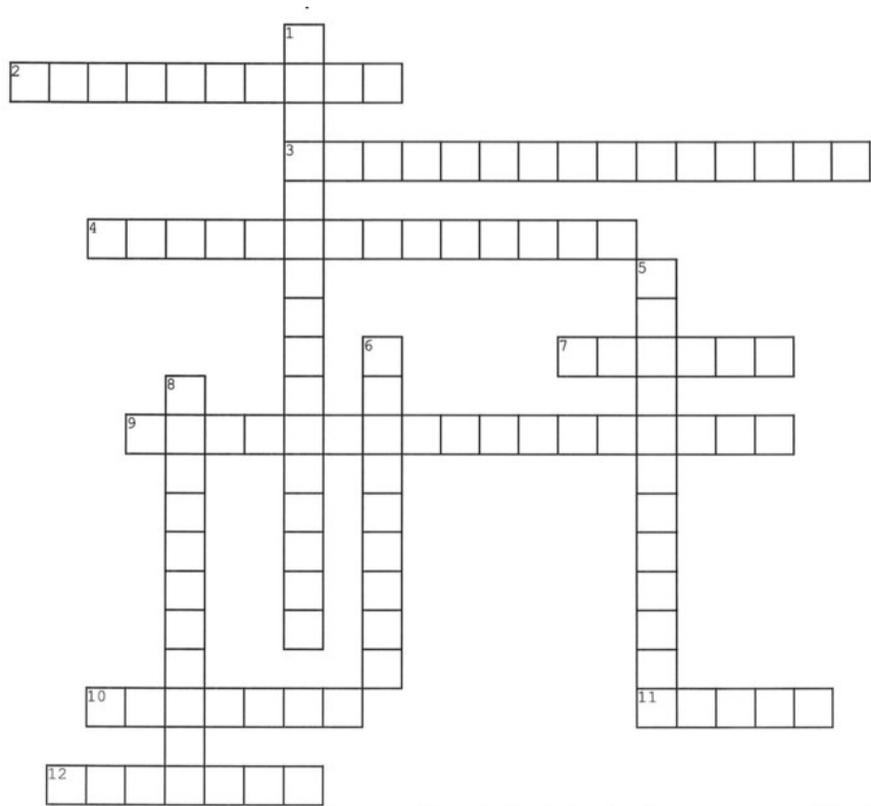
LABOUR DAY

Oct 26,
2017

SPECIAL
DELEGATES'
CONFERENCE



CROSSWORD



Created with TheTeachersCorner.net [Crossword Puzzle Generator](http://www.theteacherscorner.net)

ACROSS

2. The largest bargaining unit
3. What Cup Match originally was started to celebrate
4. Meets monthly
7. Minimum amount of persons need to hold a meeting
9. The supreme body
10. The sport played at Cup Match

11. The number of elected Executive Officers
12. The number of divisions in the BPSU

DOWN:

1. Responsible for the day-to-day running of the Union
5. The eyes & ears of the Union
6. What General Council members cannot be
8. The engine room of the BPSU

ANSWERS
ACROSS: 2. Government 3. Emancipation Day 4. General Council 7. Quorum 9. General Membership 10. Cricket 11. Seven 12. Sixteen
DOWN: 1. General Secretary 5. Shop Stewards 6. Delegates 8. Secretariat

Public Relations Committee

Sis Lloyquita Symonds, Chairperson
 Sis Dwanita Grant, Secretary
 Sis Linda Mienzer
 Bro Robin Minors
 Bro Graham Maule
 Sis Lauren Bell



Bermuda Public Services Union

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