



# BERMUDA PUBLIC SERVICES UNION

## FEEDBACK

Q2 2018

### *107<sup>th</sup> Session* OF THE INTERNATIONAL LABOUR CONGRESS (ILC)

**F**rom May 28th to June 8th, I participated in a local tripartite delegation while serving as President of the Bermuda Trade Union Congress (BTUC). There I attended the 107th session of the ILC. Other Members of the delegation included The Minister of Home Affairs, the Hon. Walter Brown, JP, Manager of Labour Relations Section, Ms. Gabrielle Cann and President of the Bermuda Employers Council, Mr. Keith Jensen. As a result of Bermuda not being a member state, the Bermuda delegation attended as advisors of the Royaume-Uni Delegation, which is French for United Kingdom.

All members of the Bermuda delegation took part in the Standard-Setting Committee: Violence and Harassment in the World of Work (first discussion).

The Standard-Setting Committee: Violence and Harassment in the World of Work was composed of 515 members (146 Government members, 185 Employer members and 184 Worker members). The committee met 17 times over the two-week period. There was a strong desire from governments, employers and workers to produce an instrument that would assist in ending violence and harassment in the world of work. Most members desired the creation of a convention supplemented by a

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recommendation, in order to send the strongest possible message that international leadership is united on ending violence and harassment in the workplace.

Wholesome and robust discussion was had on the definitions and scope. It was generally accepted that for the purpose of the standard discussed:

- (a) the term violence and harassment in the world of work should be understood as a range of unacceptable behaviours and practices or threats thereof, whether a single occurrence or repeated that aim at, result in or are likely to result in physical, psychological, sexual or economic harm and includes gender-based violence and harassment;
- (b) gender-based violence and harassment should be understood as violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately and includes sexual harassment;
- (c) the term worker should cover persons in all sectors, both in the formal and informal economy and whether in urban or rural areas, including employees as defined by national law and practice, as well as persons working irrespective of their contractual status, persons in training, including interns and apprentices, laid-off and suspended workers, volunteers, job seekers and job applicants.
- (d) violence and Harassment in the world of work should cover situations occurring in the course of; linked with or arising out of work.
- (e) when commuting to and from work;

- (f) victims and perpetrators of violence and harassment in the world of work can be employers and workers and their respective representatives and third parties, including clients, customers, service providers, users, patients and the public

Prevention measures agreed upon included:

- (a) each Member should take appropriate measures to prevent violence and harassment in the world of work.
- (b) each Member should adopt national laws and regulations requiring employers to take steps, as far as it is reasonably practicable, to prevent violence and harassment in the world of work.

With it generally being accepted that a range of unacceptable behaviours and practices along the continuum of violence and harassment affects all occupations and sectors of economic activity around the world; and that the behaviours result in physical, psychological and sexual harm or suffering for millions of workers and employers every year, resulting, in extreme cases, in murder and suicide. The importance of the discussion held this year and the discussion to be held next year at the ILO's Centenary, as there is a dire need to rid the world of work of the spectrum of reprehensible behaviour as violence and harassment in the world of work compromises the system of human rights. I have generally come to the conclusion that we can put measures and policies in place to mitigate the occurrence of violence and harassment in the world of work; however, people need to commit to being better human beings.

## FUTURE LEADERS SPOTLIGHT



### *Sister Elenae Anderson*

#### **FUTURE LEADERS SECRETARY AND SHOP STEWARD**

Sister Elenae Anderson is currently an Early Childhood Specialist with the Child Development Programme. She enjoys her work immensely because it allows her to work directly with young children and families in the community, celebrating the child and empowering the parents as the child's first teachers. She is at her best when enjoying the outdoors with her children.

#### **What made you get involved in the Union and Future Leaders?**

Sis. Elenae's interest in the Union began with casual conversations with CDP's former Shop Steward, Sis. Gwendolyn Creary. Sis. Creary often spoke to her about the history and current affairs of our organization, and inadvertently from these conversations, lessons in unionism often emerged. Following Sis. Creary's departure, Sis. Elenae became CDP's Shop Steward by acclamation. Future Leaders presented itself as a vehicle to connect with other young workers who were also interested in developing as professionals, having a positive impact on our workplaces, and being a change agent in our community.

## *The BPSU* Education Committee

On June 20th, 2018 the BPSU Education Committee hosted a Lunch & Learn for members entitled "Are You Retirement Ready?". This was conducted by the Olderhood Group Limited who provides education, advocacy and research to help people from all walks of life prepare for, and transition from employment to a life beyond work.





# SHOP STEWARD TRAINING





# 2018 SUMMER EDUCATIONAL FORUM

**Bro. Kevin Grant**  
**Bermuda Public Services Union**  
**Assistant General Secretary**  
**Education Committee Chairperson**

**The Bermuda Public Services Union (BPSU)**, in conjunction with UNIFOR, recently hosted its **Annual Summer Educational Forum**.

**UNIFOR** is Canada's largest private sector union, with more than 315,000 members across the country, working in every major sector of the Canadian economy. UNIFOR's approach to unionism involves: adopting new tools, involving and engaging members, and always looking for new ways to develop the role and approach of unions to meet the demands of the 21st century.

The forum was held at the Bermuda College on June 25 - 28, 2018 and included three (3) workshops:

- Shop Stewarding,
- Bullying and Harassment and,
- Facing Management.

Through these workshops, Officers and Shop Stewards were empowered with knowledge that will enable them to represent members effectively, build confidence by practicing newly acquired skills, network with fellow Unionists and engage in lifelong learning opportunities.

This year, the BPSU Education Committee invited representatives from affiliate Unions of the Bermuda Trade Union Congress to join us in the Facing Management Workshop. This workshop provided participants with the tools required to appreciate the nature of labour-management relations and improve the quality of their management interactions while representing members.

The BPSU Education Committee is committed to providing education opportunities to its officers and members and will endeavor to continue this mandate to the best of our ability.

**Onward and Upward Together**





# BPSU CONGRATULATES THE *Nurse of the Year*

The BPSU congratulates Sis. Geneive Williams-Hart for being selected as the Nurse of the Year and extends sincere gratitude to all nurses for their dedication and service to Bermuda.



## 5th Union Network International (UNI) Women's Conference



In June 2018, Sis. Ashley Smith (Division 12 Chair) and Sis. Michelle James (Division 4 Chair) represented the BPSU at the 5th UNI Women's Conference in Liverpool, England. The UNI Women's Conference seeks to build on their legacy by celebrating Powerful Women. The primary theme was "Making it Happen". Since 2010, the UNI Equal Opportunities department has been "making it happen" by their continued work on adopting and implementing activities and campaigns that ensure that women have the same rights, working conditions and opportunities enjoyed by their male counterparts in the workplace. The conference touched on a number of themes with this concept in mind. Themes included: violence against women, UNI mentoring program, gender equality rule in UNI and affiliates and the future world of work and its impact on women workers. Our Sisters enjoyed an enlightening, empowering and enriching experience at the conference which was filled with inspirational speeches and female solidarity. Sis. Ashley and Sis. Michelle look forward to imparting all that was learned and discussed at UNI back here at the BPSU and across our sister Unions locally.

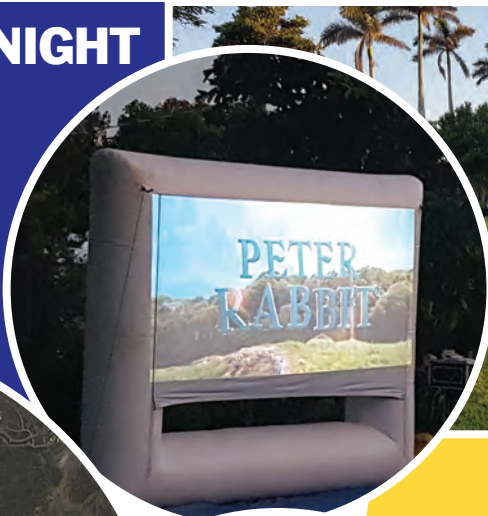
**Onward and Upward Together!**





# THE BPSU MOVIE NIGHT

On June 23<sup>rd</sup>, 2018 the BPSU Social Activities Committee hosted a Family Movie Night. The Feature was Peter Rabbit.





# Shop Steward and Committee Appreciation Night

BPSU held an appreciation night for its Shop Stewards and Committee Members. During the night the renovations to the former Annex Building were revealed and the grand opening of the new Edward G. Ball Jr. Boardroom was celebrated. Presentations were made to former 1st Vice-President Bro. Wendell Burchall Jr for his 15 years of dedicated service to the BPSU & its membership, the winner of the Shop Steward Competition, Sis. Phillis Butterfield of Division 12 was revealed and former Shop Steward Sis. Kimberley Anderson was recognized for her years of representation of the BHB members as she has moved on in her career.









# Progress Made on the Workers Agenda

FROM THE DESK OF  
**President Jason P. Hayward**

**The recent release of the 2016 Population and Housing Census Report has brought some alarming trends to the forefront.**

**The report revealed that the disparity in median annual personal income by race has widened over the intercensal period with Blacks experiencing a 13% decline in income levels in comparison to a 1% increase for Whites.**



This double-digit decline in income for Bermuda's Black population, coupled with the cost of living steadily increasing, has resulted in a marked reduction in purchasing power and, consequently, quality of life. This income disparity by race continues to grow despite educational attainment.

For example, the median salary for Whites and Blacks with bachelor's degrees was \$118,713 and \$81,131 respectively, a difference of \$37,582 per annum. Also concerning, the emigration of Bermudians has increased 55%, leading to a further brain-drain and increased ageing population.

In recognising the struggles that the workers and their families have been facing, the Bermuda Trade Union Congress issued a Workers' Agenda on the eve of the 2017 General Election. The aim of this document was to promote initiatives that would tackle the many issues affecting working-class Bermudians.

The BTUC strongly believed that the next Government of Bermuda must establish and maintain a healthy balance between the interests of business and the interests of workers, and challenged the next Government to adopt and commit to an agenda that empowers Bermudians and improves the lives of ALL workers in Bermuda.

I am pleased to report that considerable progress has been made on items featured in the 2017 Workers' Agenda.

The BTUC advocated for the development and implementation of a living wage.

Moreover, the BTUC advocated for Bermuda to develop and implement a livable wage. We believe that as the economy begins to stabilize, the call for a living wage is a

necessary component for sustainable economic recovery as it will enhance the quality of life for workers.

Progress Update: The BTUC actively contributed to the development of the Labour Advisory Committee [LAC] report on a living wage which was completed and submitted to the Minister of Home Affairs. The Government has taken strides to address the issue of a living wage through the formulation of a Joint Select Committee [JSC] on a living wage. Members of the BTUC have been consulted by the committee and anticipate a report being tabled in the house within the next few months.

The BTUC called for the development of a workforce development plan.

The BTUC requested the development of a Workforce Development Plan [WDP] for Bermuda. We believe that a WDP is fundamentally critical as it will provide Bermudians with positive social and economic outcomes.

The BTUC is alarmed by the high level of youth unemployment. We believe it is critical that the Government develop and implement a comprehensive youth employment strategy which focuses on employment while simultaneously fostering a smoother transition into the labour market.

**“ In recognising the struggles that the workers and their families have been facing, the Bermuda Trade Union Congress issued a Workers' Agenda on the eve of the 2017 General Election. ”**



Progress Update: On 18th January 2018, the PLP Government announced the formation of a new Workforce Development Plan Working Group. The remit of that group was to:

- lay the foundation for a 21st Century Workforce Development System for Bermuda, and,
- develop a comprehensive Workforce Development Plan which is critical for the advancement of Bermuda's workforce.

**“ The BTUC, therefore, challenged the next Government to adopt and commit to an agenda that empowers Bermudians and improves the lives of ALL workers in Bermuda. ”**

A final report was produced by the Committee and has been submitted to the Minister of Education and Workforce Development for his review and implementation. The Workforce Development Plan submitted to the Minister of Education and Workforce Development also outlines appropriate strategies to address youth employment.

The BTUC are protecting workers' wages by calling for cost of living adjustments [COLAs] for all workers.

The primary aim of COLAs is to ensure that employees maintain their purchasing power. Inflation erodes an individual's purchasing power because as prices increase, the amount of goods and services a person can acquire with a fixed amount of money decreases. It is reasonable for COLA increases to be granted to restore workers' purchasing power and improve their quality of life.

Progress Update: The fight to secure COLA increases throughout the island continues. Organised labour has been able to make significant and notable gains in this area, however, wages have been relatively stagnant in non-unionised workplaces. While progress has been made in the public sector, negotiations continue for a number of BTUC affiliates.

The BTUC are fighting for our seniors by requesting age discrimination in employment be addressed.

The BTUC recognizes that age discrimination affects

many people in Bermuda – both young and old. The young are refused employment opportunities and are underpaid. Meanwhile, older workers are prevented from continuing employment after age 65 or are not granted employment opportunities as they approach retirement age.

The BTUC is requesting that the Government addresses age discrimination by amending the Human Rights Act which already establishes a general framework for equal treatment in employment opportunities and continued employment now.

Progress Update: Through the lobbying efforts of the BTUC at the LAC, the Minister of Home Affairs Walton Brown, JP, MP has agreed to the formulation of a tripartite sub-committee that will be responsible for assessing the feasibility for increasing the retirement age beyond age 65.

#### Reform Labour and Pension Legislation

The BTUC recognizes the vital need to modernize and consolidate our current labour legislation. The BTUC requested that the Government commit to modernise and consolidate our current labour legislation.

Specifically, the BTUC requested that the Government:

- modernise the Employment Act
- consolidate the Labour Relations and Labour Disputes Act
- ensure all workers have a right to strike
- ensure all workers have a right to be represented by Unions
- reform pension legislation – vesting periods and eligibility

Progress Update: A Tripartite Labour Law Reform Committee has been established under the LAC to recommend amendments to the Minister of Home Affairs regarding the Modernization of Bermuda's Labour Laws. BTUC affiliates have representation on this Committee and have been working diligently to provide the Minister with a final report, which will include a draft of the newly created draft labour legislation.

The BTUC will continue to work with the Government to empower and improve the lives of ALL workers in Bermuda.





## Public Relations Committee

Sis. Lloyquita Symonds, Chairperson  
Sis. Dwanita Grant, Secretary  
Sis. Linda Mienzer  
Sis. Lauren Bell  
Sis. Alicia Trott

# WORDSEARCH

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

## How many words can you find?

ARBITRATION	CUPMATCH	GRIEVANCE	STGEORGES
CAMPAIGNING	DATABASE	LEADERSHIP	STRATEGIC
CANDIDATES	ELECTION	MANAGEMENT	SUMMER
COMMUNICATION	EMANCIPATION	REPRESENTATION	VACATION
CRICKET	GOVERNANCE	SOMERSET	

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