



BERMUDA PUBLIC SERVICES UNION

FEEDBACK

Q4 2018

Holiday Greetings

Bro. Jason P. Hayward, President

Season's Greetings Brothers and Sisters,

On behalf of the Executive, General Council and Secretariat of the Bermuda Public Services Union, we take this opportunity to thank you for your support during this year. Every year challenges arise, but we want to assure our membership that we will remain stalwart and will continue to make sure that your rights as employees are not impeded upon.

We extend greetings to you and your families during this holiday season which is one of the most celebrated holidays for Bermudians. We hope that you have a joyous and peaceful holiday!

The New Year will soon be upon us and the Bermuda Public Services Union look forward to resuming negotiations on your behalf and providing support where and when needed. It is hoped that we will continue to support each other both in the workplace and within our communities, as we are our brother's keeper. Let us always remember, not only during this time, but all through the year those who are in need.

Christmas is a season of great joy: a time to remember the past and hope for the future. May the glorious message of peace and love fill you and your families with joy during this wonderful season. May the closeness of friends, the comfort of your home and the unity of our Union renew your spirits throughout this festive season!



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THE IMPACT OF TECHNOLOGICAL ADVANCES

BRO. JASON P. HAYWARD, PRESIDENT

The world of work is rapidly changing. The jobs of the past are more than likely not going to be the jobs of the future. Academics, futurist, economist and policymakers have all concluded that labour markets globally will undergo huge transformations over the next decade.

The primary driver for the shifts in global labour markets is technological advances, leading to increases in computerisation, automation and developments in robotics and artificial intelligence. Researchers have made bold predictions that these technological changes will result in increased global unemployment. Estimates of technological unemployment include:

- University of Oxford: 47% of workers in America are at high risk of their jobs being replaced by automation
- PWC: 38% of jobs in America, 30% of jobs in the UK, 21% in Japan and 35% in Germany are at risk to automation
- ILO: ASEAN-5 – 56% of jobs at risk to automation in the next 20 years
- OECD: 9% of jobs are at high risk
- World Bank: 2/3 of all jobs in developing countries are susceptible to automation.

We must consider to what extent will these technological changes impact Bermuda's labour force. It is predicted that job losses will be heaviest in the following categories:

- office and administration,
- service and sale,
- transportation,
- manufacturing and agriculture

Blockchain technology is also predicted to have an impact on traditional financial sector jobs such as:

- accountancy,
- banking,
- translation, and
- legal assistance.

In addition to technological advances, Bermuda is also adversely affected by globalisation. Bermuda has experienced declines in the total number of jobs on the Island as a result of companies outsourcing jobs to lower cost jurisdictions. Over the past decade, jobs associated with call centres, HR, IT and accountancy departments all have been outsourced.

Job opportunities are expected to rise in science, technology, engineering and mathematics-related jobs. Additionally, because Bermuda is experiencing a rapidly ageing population, the demand for jobs in the healthcare sector will also continue to rise.

Lower-skilled workers throughout the world have been able to take advantage of agriculture and manufacturing jobs, however, agriculture and manufacturing are the two smallest industries in the Bermudian economy, collectively representing about 2% of Bermuda's total GDP. While these industries may be declining worldwide, there is a potential growth opportunity in these industries in Bermuda.

Consideration must be extended beyond the labour force. Rapid technological advances which displace workers can be catastrophic for Bermuda. Payroll tax, which is a tax on labour, accounts for 41% of total Government revenue; fewer jobs means fewer taxes.

Additionally, the decline in the workforce will also put a greater strain on overall economic growth. The call for an increase in the population is a sensible one, however, new jobs primarily in the demand areas must be created in order to avoid a further displacement of qualified Bermudian workers.

Is it possible for us in Bermuda to embrace a win-win approach to technological changes? I believe it is possible for us to embrace technological advances while safeguarding human advancement.

The Government has been very deliberate in its efforts to expand technical jobs in the economy as it is seeking to attract initial coin offering [ICO] and crypto-currency business to Bermuda through the introduction of regulatory framework. The Government must also be deliberate in ensuring that the population has the skillsets to compete for technology jobs.

In my 2018 Labour Day address, I called on the Government to develop a National Innovation and Technology Plan that will:

- promote advanced science programmes in our schools
- create incentive programs to encourage our youth to become scientists, engineers, and tech-savvy entrepreneurs
- teach innovation and entrepreneurship to everyone
- seed venture capital investments in new innovations
- support radical ideas that may disrupt the status quo.

The impact of technology cannot be ignored. It is critically important that we have a workforce with the skillsets to compete in the future. Individuals will need to commit to upgrading their skillsets as a matter of urgency.

Companies must commit to ensuring employees have access to technical training and development for new career opportunities. Technology will not just have an impact on the future of work; it will have a huge impact on the future of our society.



Unifor HUMAN RIGHTS CONFERENCE



On September 14 - 16, 2018, President Jason Hayward and I were privileged to attend the Unifor Human Rights Conference in Port Elgin, Canada.

We were special guest speakers but benefitted from attending several workshops until it was our turn to speak on the Sunday. Many of these workshops discussed the need to be aware of what the Human Rights Campaign means for us in this ever-changing platform.

Through this conference, Unifor proved that we, as unions, must be at the front of this fight for inclusiveness.

Our members are diverse and to truly represent them, we must set aside our biases and operate from a place of neutrality.

So much has been said on the fight for rights of those marginalised like women, blacks and the LGBTQ community, but little focus has been placed on those with disabilities. In their presentations, speakers reminded us that there is lots of work to be done in bringing our CBAs up to par to protect the rights of those with disabilities.

Many workers with disabilities have seen job losses due to the lack of accommodation and understanding.

Those with mental health disabilities have continued to find it challenging and need our support as the pressures of this recession take its toll.

I am certainly encouraged by the direction our Union has taken in the creation of a Diversity Committee and I look forward to them addressing this under focused area of disabilities.

SIS. LINDA BOGLE-MIENZER
2nd Vice President



REGIONAL YOUTH SEMINAR

TRIP OVERVIEW

The Barbados Workers' Union hosted their annual Regional Youth Seminar on the grounds of the Frank Walcott Labour College in St. Philip, Barbados. The conference was set to run from Monday, 1st October to Friday, 5th October 2018. Bermuda had 3 representatives in total at the conference, 2 representing the Bermuda Public Services Union (BPSU) Sisters Ebony Fray and Lalisha Simmons; 1 representing the Bermuda Industrial Union (BIU) Sister Falasha Gilbert (whom we met once we reached Barbados). The overarching objectives of the conference were to educate, organise and mobilise young workers in preparation for leadership roles.

COURSE OVERVIEW

There were two days of planned seminar workshops on Preparing for Leadership, Public Speaking, The Importance & Structure of a Youth Arm & the Formulation of Youth Programmes, and the Steps to Handling Grievances. For Day 3 unfortunately, planned activities with the Barbados Defense Force did not materialise. Day 4 & 5 included a tour of the Mouth Gay Rum facility and a high school outreach programme at The Barbados Workers Union Headquarters.

SUMMARY

Fellow conference attendees representing unions from Trinidad & Tobago (T&T), St. Lucia, Grenada, Suriname, and even host Barbados made for great dialogue during and after the sessions. Conversing with attendees allowed for first-hand accounts and stories on issues facing their respective unions, countries and young people. It was refreshing and reassuring to hear from other attendees. The dialogue with members from T&T and St. Lucia specifically were valuable as a relationship was struck instantly with these individuals. We were able to foster healthy conversation.

The seminar content was a bit limited for a 5 day conference in my opinion, but this can be easily combatted going forward with agendas/itineraries being requested and forwarded to attendees.

Activities being run in tandem with the Barbados Workers' Union 77th Anniversary often times allowed for "down time" for overseas attendees. The most impactful portion of the entire experience to me was the high school outreach initiative. This initiative was an all-day "conference" held at Solidarity House (BWU Headquarters) for local high school students. The students received presentations from respected union members and community partners on topics such as union history in Barbados and its benefits, Resumé

writing and social media. We felt that this outreach initiative can be easily duplicated in Bermuda.

CONCLUSIONS

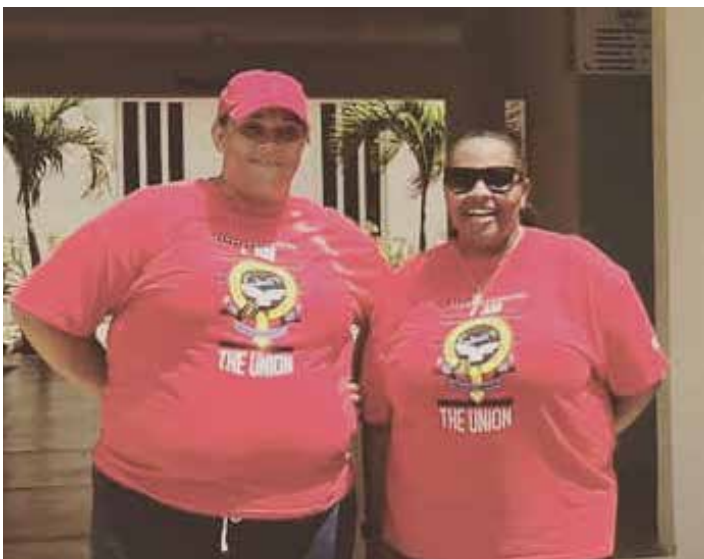
In conclusion, we are thankful for the opportunity to be chosen to represent the BPSU at this annual conference. The high school initiative is definitely a programme we are prepared to write a proposal for or lead discussions on how we can make such an initiative work for Bermuda and our students.

COMMENTS

Finally, we are thankful for the opportunity to travel and learn at the BWU Regional Youth Seminar. We look forward to future growth opportunities our Union and committee membership will afford. We also look forward to working with the team responsible for the upcoming conference Bermuda will host and ensure that our guests have an enjoyable and informative time in leading/lending thoughts to a high school outreach initiative for Bermuda.

Submitted by

SIS LALISHA SIMMONS & SIS EBONY FRAY



BREAST CANCER AWARENESS MONTH

In support of Breast Cancer Awareness Month, it was an honour and pleasure for the Women's Committee to once again be given the opportunity of providing support to Bermuda Cancer and Health's Annual Breast Cancer Walk by marshalling the event.

The annual walk took place on Wednesday, October 17th and was well attended. The Women's Committee would like to thank the dedicated members and their families who generously volunteered their time for such a worthy cause. Your time was important to the successful outcome of the day.

Breast Cancer has had a profound impact on many due to it being the most common cancer among women worldwide, which has contributed to many being affected in one way or another. As many are aware, breast cancer doesn't only impact those individuals who have or had the disease, but also the many people who love and care about those individuals.

With this in mind, the Women's Committee seek ways to provide opportunities to promote and support women's issues affecting our members. This can be achieved by hosting events such as Lunch and Learns and volunteering for community events which highlight topics faced by women.

Please look out for events that will be hosted by the Women's Committee in the upcoming months.

Submitted by
SIS LENNEIR DARRELL-HEWEY



CHRISTMAS HAMPER DRIVE

Every year members assist in collating non-perishable food items for those in need. The BPSU wish to thank all departments who have contributed as we continue to serve our members and community during this festive season. Let us not only remember those in need during this time, but all throughout the year.

Photo left: **Judicial Department**

CPSA EXECUTIVE MEETING



From October 17 – 19, 2018, the Bermuda Public Services Union (BPSU) had the privilege to host the Executive Committee Meeting of the Caribbean Public Services Association (CPSA). A total of 18 delegates from 14 affiliate public service unions and affiliates from across the Caribbean were present.

Over the three-day period, executive members discussed a range of topics, notably, the Impact of Public Private Partnerships (PPPs), the Impact of Technology in the Public Sector and the CPSA's action plans for the upcoming year.

Overall, the meeting afforded executive officers the opportunity to discuss critical issues affecting public service employees throughout the region and formulate strategies on how we can support the quality delivery of public services.

Submitted by **JASON P. HAYWARD, PRESIDENT**



Queen's Certificate in Labour Relations

We wish to congratulate Bro Kevin Grant in obtaining his certification in Labour Relations through Queen's University.

The Queens IRC certificate in Labour Relations is based on a curriculum that reflects the range of skills you require to thrive in Labour relations. In order to receive certification, participants must complete core requirements along with electives on a variety of subjects that are specific to effective Labour relations.

The courses included were Labour Relations, Arbitration Skills and Strategies for Workplace Conflicts. These courses allow one to reinforce the skills required to address the day to day challenges that can happen within the workplace.

Bro Grant said that what he appreciated about these courses was that it created an environment where there are seasoned instructors from both the public and private sectors who focused on theory and practical tools that can be immediately utilized. His personal focus was to ensure that he makes every effort to provide effective representation for our members.

Again, congratulations Bro Grant on your achievements.



Future Leaders' BOWLING NIGHT

The Future Leaders' Bowling night was a great success! Our committee members were able to form 6 teams to participate in the event, having 35 participants. Present were teams from the Child Development Programme, Public Works, Turning Point (MWI-BHB), BHB Finance Team, Auditor General and a mixed team of Union representatives.

Each team played a total of 2 games to battle for 1st, 2nd and 3rd place. Following the friendly competition, a short prize giving ceremony took place. The following teams were rewarded:

- BHB Finance (3rd Place)
- Auditor General (2nd Place)
- Public Works (1st Place)

Positive feedback was provided during the event and in the days to follow. The Future Leaders Committee urges our Union members to remain aware of upcoming Future Leader events.

A special thank you to the Brothers and Sisters of The Future Leaders Committee for organising a successful event for all.

Submitted by **SIS LATYA SIMMONS**



Future Leaders' Spotlight

Sis LaTya Simmons

I am an Internationally Certified Alcohol and Drug Counsellor (ICADC), currently practicing at The Turning Point Substance Abuse Programme (BHB-MWI). Many members of our community are under great pressure, finding it difficult to cope with life stressors; I enjoy my daily work in providing addiction education and counselling to adults, connecting them with available resources to alleviate contributing stressors and guiding them in developing healthy coping skills.

My primary exposure to the Union was through my sister, Sis. LaLisha Simmons, Chairperson of Division 1. Sis. LaLisha would often educate me about current labour relations, the Union's function and her role as a Shop Steward. Having trained as a Social Worker, I have linked the role of the Shop Steward with my social work values.

The relaunch of the Future Leaders Committee provided a platform in which I can gain first hand understanding of the union's function and an opportunity to develop as a leader with the shared mission of advocacy.



LUNCH AND LEARN

INTELLECTUAL PROPERTY

Bro. Kevin Grant, Education Committee Chair

The BPSU Education Committee hosted a Lunch and Learn presentation on Intellectual Property. Ron Pinder, Intellectual Property of the Registry General Department, gave an invigorating and enlightening presentation that focused on giving an overview of Intellectual Property. A diverse and cross generational audience engaged in dialogue and put forward a number of questions on this seldom spoken of subject. Mr. Pinder indicated that the Registry General plan on engaging in a number of Town Hall meetings and presentations on Intellectual Property to inspire innovation and creativity within the community.



LUNCH AND LEARN

POSITIVE PARENTING

On December 5, 2018, the BPSU Education Committee hosted a Lunch and Learn in conjunction with Child Development Programme (CDP) representatives, Sis Judith Brooks and Sis Elenae Anderson who gave a presentation on positive parenting.

Should you seek any information on parenting, contact Sis Brooks at parenteducationcdp@gov.bm.



MEMBER'S SPOTLIGHT

Sis Debrina Simons

I would first like to acknowledge my Lord and Savior, if it was not for Him, I would not have reached my goals. He birthed in me the desire to become a nurse and the strength and perseverance to pursue my dream.

I first realised that I wanted to become a nurse at the age of 16, but it was not until I was 27 that I had the opportunity to go to school. I started the nursing programme at the Bermuda College in 2014. Although I was faced with many obstacles, I continued to have hope, faith and trust.

In 2016, I graduated from the nursing programme at the Bermuda College. All throughout my schooling, as well as obtaining my licensure, I wanted to give up. It took me two years after graduating to obtain my licensure in New York and Bermuda. I encourage nursing students to remain committed and to prioritise their time, as it is very important to not procrastinate. If nursing is one's passion, hold on to that and continue to have faith in your heart and what you believe.

I want to say a big thank you to my mother, children, Chief Nursing Officer Gaynell Hayward-Caesar, as well as my mentor, Valerie Arorash and the Department of Health for encouraging me, allowing me the opportunity and supporting me to pursue my nursing career. Thanks should also be given to the BPSU and the Department of Workforce Development for the scholarships afforded to me during my training.

If anyone wishes to pursue a nursing career, I encourage them to stick to the wicket, stay organised and to never give up on your dream.



Sis Julie Walker

Sis Julie Walker has been Chairperson of Division 5 for the past 3 years, notwithstanding her service as a Shop Steward for the past 20 years. She became a Shop Steward to help fellow workers who needed someone to stand up for them. She has enjoyed being a Shop Steward, especially knowing that she is doing what she enjoys, helping others. As a Shop Steward and taking part in Union activities and classes, it has showed her that she can achieve anything.

She has served on the Executive Committee as Assistant Recording Secretary under the leadership of Bro Nigel Pemberton and Bro Armell Thomas. During this time, she received an award in recognition of her Commitment to Professionalism and the Advancement of Workers' Rights. Sis Julie also received a certificate in Team Leading from the Institute of Leadership & Management in 2006 through a course taken through the BPSU.

In 2010, Sis Julie became involved in the Mirrors Programme as a mentor to help young people. In June 2011, she was awarded a Mentor Certificate from the Bermuda Government.

As a lifelong learner, Sis Julie obtained her High School Diploma in 2013, thanks to the support of KEMH. She gained five awards of achievement, two in writing, one for Excellence in Social Studies, two in Poetry which consisted of Editor's Choice and Outstanding Achievement in Poetry.

Her plans for Division 5 is to make sure that each department under her remit has a Shop Steward and to make sure they understand their role as a Shop Steward and are familiar with their Collective Bargaining Agreement.



Sis Jewel Robinson

Executive Officer Resignation

It is with regret to inform the membership that the Treasurer of the Bermuda Public Services Union, Sis Jewel Robinson has submitted her resignation as an Executive Officer. Sis Jewel served as Treasurer from March 2017 to September 2018. We wish her all the best in her future endeavours.

New Executive Officer

Sis Nadine B. Henry, JP returns to the BPSU after a decade of service to a sports community club. Formerly the Assistant Recording Secretary, Sis Nadine now sits as the Recording Secretary until 2020.

Sis Nadine is the Senior Youth Services Development Officer for the Department of Youth & Sport. She is a former educator who then transferred to the Civil Service in 2006, joining the BPSU and became a Shop Steward.

Sis Nadine was the Division 7 Secretary, member of the Government Negotiation Team, Young Workers Committee and Chair of the Women's Committee. She also represented the BPSU overseas in several Women's Forums and served as the Education Chair for the Caribbean Public Services Association.

Sis Nadine is pleased to return and give back to an institution that has been integral in her training and development.

We congratulate Sis Nadine and wish her every success in her new role.



Sis Nadine Henry

BPSU'S ANNUAL Christmas Party

The BPSU Annual Christmas Party was held on December 8, 2018 at the CedarBridge Academy. With the theme Wakanda brought to life by Tickled Pink, guests felt like they were in the jungles of Africa. Guests, dressed to impress, were serenaded by the band Set in Soul and were treated to an exceptional array of foods by Wilks Catering. Outdoors, DJ Donnie livened up the scene by playing music from all genres for all ages. Thanks to our Social Activities Committee - Sis Lisa Christopher (Chair), Sis Johnette Wolffe, Sis Janea Lambert and Bro Chad Townsell for putting on a first-class event for our Members and their guests to enjoy.



BPSU'S ANNUAL CHRISTMAS PARTY (CONTINUED)





Public Relations Committee

Sis Jamée Jones, Chairperson
Sis Adrienna Forbes
Sis Tiphani Philip

Calendar of Events

January 10, 2019

Lunch and Learn - Fintech

January 16, 2019

Retiree Planning Meeting at 12 noon

WORD SEARCH

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

BPSU Committee's Seeking Members

The following BPSU Committees are seeking members:

- **Building Committee** – Bro Robin Minors (rminors@bpsu.bm)
- **Community Outreach Committee** – Sis Sharon Symonds (sesymonds@gov.bm)
- **PR Committee** – Sis Jamée Jones (jjones@bpsu.bm)
- **Social Activities Committee** – Sis Lisa Christopher (lrchristopher@gov.bm)
- **Bar Committee** – Sis Nicole Young (nykkiyoung7572@gmail.com)

If you are interested in joining any of these Committees, please make contact with the relevant Chairperson mentioned above.

How many words can you find?

AWARENESS
CHEER
CHRISTMAS
COMMUNITY
FAMILY

FESTIVE
FRIENDS
GIVING
HOLIDAY
JOY

LAUGHS
LOVE
PARTY
PEACE
THANKFUL

TOGETHERNESS
TREE
UNITY

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