

FEEDBACK

**Bermuda Public
Services Union**
Q3 2019



COLUMN: CAPITALISM, TAXES & INCOME INEQUALITY

Submitted by: Bro. Jason P. Hayward, President

There is more money in circulation with more billionaires and more millionaires in the world today than in any other period in history. According to Oxfam's 2018 annual report on world wealth distribution, the 26 richest people in the world had the same net worth as the poorest half of the world's population, some 3.8 billion people.

The report also asserts that 2,200 billionaires worldwide saw their wealth grow by 12% while in contrast, the poorest half experienced a 11% decline in their wealth. This is also the trend experienced in Bermuda. The 2016 Population and Housing Census Report revealed that the median annual personal income for blacks experienced a 13% decline over the intercensal period from the 2010 census.

We must ask ourselves: Why is the world experiencing greater levels of income inequality? The answer is not complex; it is evident that the current capitalist system is not designed to ensure that all rise with the tides.

Capitalism itself is not the enemy. Capitalism sparks innovation, creates jobs and is responsible for ensuring goods and services are distributed throughout the world. However, it has many downfalls including fueling the slave trade and contributing to the exploitation of people worldwide. Capitalism also creates economic inequalities, fuels environmental exploitation, reduces competition and corporatises democracy. The current system is best described as one that places profits over people.

While corporations and the business community profit from capitalism, the working class and the poor often find themselves struggling to benefit. Wages have not progressed at the same rate as the cost of living and as a result, an outcome of capitalism is the working poor.

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Employees who have worked hard to ensure that businesses meet their profit targets, do not have viable pensions or access to healthcare benefits beyond retirement.

The Government has a critical role to play in the redistribution of wealth and the regulation of private enterprises. The Oxfam report highlighted that many governments were making inequality worse by failing to invest enough in public services. There can be no debate that the current distribution of wealth is not just failing us, but it is literally killing us. It is, therefore, essential for both governments and unions to act as interventionists to ensure that that people come first.

The Government must ensure:

- its tax system is designed to ensure that corporations and the wealthy pay their fair share of taxes, while at the same time reducing the tax burden on those that can least afford to pay,
- critical public services remain out of the hands of private enterprises,
- quality public services such as healthcare, education and social protections are provided for the people that rely on them most,
- consumers are protected from profit-driven, unfair price gouging and price deception,

- it supports competition in the economy, and
- it puts in place adequate protections to ensure workers receive just and decent remuneration, benefits and rights within the workplace.

Unfortunately, the private sector uses its extensive financial resources and economic leverage to back governments that support corporate interests over the interests of the people. The result is the corporatising of democracy. When governments do not support the corporate agenda, the wealthy, in conjunction with their media allies, work to dismantle the government by using the narrative that governments are corrupt and incompetent.

This is why the role that unions fill is so important; unions are the vessels best poised to challenge the interests of private enterprise head-on and to hold governments accountable for the social contract they have with their citizenry.

Unions have been leading the global fight against corporate, neoliberal and capitalist interests and as social justice warriors, unions have been unabated in their advocacy for workers' rights, tax justice and social protections. Unions extended their work well beyond workplace collective bargaining and have taken up the mantle for all to ensure that we have a future that leaves no one behind.

PRE-LABOUR DAY INTERVIEW



On August 21st, a Pre-Labour Day interview was held with President Jason Hayward, General Secretary Bro. Edward Ball Jr., 2nd VP Sis. Linda Bogle-Mienzer, Sis. Thelma Hart and Sis. Betty Christopher about the past, present and future of the Union.

THANK YOU!

In August 2019, Assistant Recording Secretary, Sis. Larissa Burgess submitted her resignation after 13 years of service to the Bermuda Public Services Union.



The Executive, General Council and Secretariat wish to say thank you to Sis. Burgess for her contributions to the Union in her capacity as Shop Steward, Assistant Recording Secretary and Chair of the Disciplinary Committee.

We wish her success in all of her future endeavours.



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

BPSU EDUCATION AWARDS

The Bermuda Public Services Union (BPSU) hosted its 27th Education Awards Ceremony at which the BPSU Education Committee presented twelve recipients with education awards.

At the presentation President Bro. Jason Hayward and BPSU Education Committee Chair Bro. Kevin Grant emphasised the Union’s strong commitment to providing education opportunities to both its members and their dependents. This initiative began in 1993 with the total value to date of these awards amounting to over \$650,000.

This year, six awards of \$1,500 were given for local/online education and six awards of \$3,500 were given for overseas education.

LOCAL RECIPIENTS

- Sarine Babb - The University of Law
- Davina Cannonier - Walden University
- Marilyn Cupidore - Mount Saint Vincent
- Anil Chatergoon - University of Cumbria
- Crystal Hill - Bermuda College
- Shari Young - Mount Saint Vincent

OVERSEAS RECIPIENTS

- Amara Bartram - University of Plymouth
- Zuhri Burgess - Tyler Junior College
- Jelania Hassell - New England Technology
- Alyssa Paynter - University of Indianapolis
- Vaire Robinson - Howard University
- Johnae Tucker - Hillsong International Leadership College

DIVISION CHAIR PROFILE

Sis. Michelle James



My name is Michelle James and I am the Division 4 Chairperson representing nurses at KEMH. Since 2007 I have been employed at KEMH as a Registered Nurse in the Operating Room. It is a challenging and rewarding profession of which I am most proud.

In 2009 I was encouraged by the then Shop Steward to take on the mantle as no one was interested. I willingly volunteered to be Shop Steward and it has been very enlightening and rewarding amidst the many challenges I faced. I have completed the Basic to Advance Shop Steward training offered by the BPSU, as well as attended the Facing Management Effectively programme in Port Elgin, Canada. In June 2018, I was given the opportunity to participate in UNI Making It Happen Conference in Manchester, England.

I have garnered and gained leadership

skills through the Bermuda Public Services Union education programmes. These programmes have prepared me to represent the members of King Edward VII Memorial Hospital. I have not only represented the members during grievances or disciplinary proceedings but also at negotiations. I am genuinely proud to be a Union activist and will continue to support and serve my members to the best of my ability.

I aim to mentor many young stewards as they seek to understand and represent the members with dignity, integrity, and honesty. The goal of each Shop Steward should be to serve, guide and educate their members on the Collective Bargaining Agreement and policies of the organisation. They should also be transparent and have a good working relationship within their workplace.

Your Steward in Solidarity.

49th Annual CPSA CONFERENCE

The 49th Annual CPSA Conference was held July 21-26, 2019 in Cable Beach, Bahamas with the theme “Stronger Affiliates: Fostering Greater Achievements.” The BPSU delegation comprised of President Jason Hayward, Bro. Kevin Grant, Sis. Dena Phipps, Bro. Laurie Harris, Bro. Van Dyke Bean and Sis. Jamée Jones.

The Conference started with a church service at Zion Baptist followed by an opening ceremony in the evening with speakers from the Bahamas Government and Presidents from representing countries.

From July 22 - 23, 2019 Men's, Women's and Future Leader's Forums were held. The third day was a joint forum with the last two days being business days.



Synopsis from the WOMEN'S FORUM

Many women from the Caribbean were representing their respective unions. It was a time of camaraderie and solidarity amongst the women, especially during and after the dynamic presentations. Topics discussed were:

- World Trade Organization and You!
- Women Leadership and Purpose - Equality vs. Optimization
- The Role of Women in the CARICOM Public Sector
- Facing Adversity as a Female in a Male Dominated Workforce

The overall theme of the women's forum was for women to establish themselves respectfully as leaders within their unions and organisations. The perception of a male dominant world should not hinder our progress as we have the educational capabilities to lead. However, it was continually restated that the women of the union must take time to identify the real needs of its female members, give support and restoration to those who want it. We can only move forward in unity as we restore, respect and represent. (Dr. J. Higgs)



Synopsis from the MEN'S FORUM

The Men's Forum consisted of six sessions including topics such as:

- World Economic Forum
- Enhancing the Role of the Trade Union in Light of Improved Technology
- Ways of Attracting New Members and Retaining Their Membership
- Regional Challenges for Public Sector Services
- What Makes an Effective Trade Union Leader?
- Gender Related Issues within the CPSA

Synopsis from the FUTURE LEADER'S FORUM

In the Future Leaders' Forum, the following topics were reviewed:

- Decent Work and Equal Pay for All
- The Impact of Future Leaders in the Trade Union Movement as it relates to Sustainability
- The Impact and Relevance of the Trade Union Movement in the 21st Century
- Robert's Rules of Order
- Matters Affecting Future Leaders in the Workplace as it relates to Forward Advancement and How They Can Be Resolved

Synopsis from BUSINESS DAYS

- BPSU put a motion forward to commence business on the Wednesday due to circumstances beyond the Conference's control and it was passed.
- President Jason Hayward was appointed as 2nd Vice President for the CPSA and Chair of the CPSA Education Committee

At closing the baton was passed to the National Union of Public Workers, Barbados for the 50th Anniversary of the CPSA Conference, 2020.



**49TH ANNUAL
CPSA
CONFERENCE**



2019 BPSU SUMMER SCHOOL

The BPSU Summer School was held July 1 - 4, 2019 at the Bermuda College campus. The Education Committee, chaired by Bro. Kevin Grant, welcomed representatives from our sister unions including the BIU, BUT & ESTU to this phenomenal training opportunity.

There were three (3) workshops held:

- Young Worker Activist
- Grievance Handling & Workplace Leadership
- Inside Collective Bargaining

The Young Worker Activist workshop was designed specifically for the young worker (35 years and under) to further develop their skills and provide them with the necessary tools to play an active role in the Union. It enhanced their knowledge of the role of unions and gave them an appreciation for membership engagement.

The Grievance Handling and Workplace Leadership workshop was designed to teach Shop Stewards how to effectively defend the rights of workers. Additionally, it further developed an understanding of the role of the Shop Steward in building a strong membership and Union.

It also provided Shop Stewards with the tools required to appreciate the nature of labour-management relations and improve the quality of their management interactions while representing members.

Inside Collective Bargaining was designed to equip our Shop Stewards with the tools necessary to appreciate the nature of Collective Bargaining and improve the quality of their negotiation skills while representing members.



THE BPSU EDUCATION COMMITTEE CONGRATULATES ALL PARTICIPANTS OF OUR 2019 SUMMER SCHOOL



BPSU CHILDREN'S BLOCK PARTY

This year, the Social Activities Committee decided to go "way back" for the annual Children's Party with the theme of an old school block party.

The party was held at the BPSU Headquarters on July 6th with games, fun castles, face painting, popcorn, snowballs and food barbecue style. The party was MC'd and DJ'd by none other than our local comedian, Nadanja.

The Social Activities Committee would like to thank the volunteers, as without them the event would not have been a success.

LABOUR DAY

This year's theme for Labour Day was "Social Justice and Decent Work for All."



Celebrations commenced on Friday, August 30th with a Labour Day Banquet hosted by the Bermuda Industrial Union (BIU) at the Fairmont Southampton Princess. The keynote speaker was Brother Michael Charles, General Secretary of the Bermuda Union of Teachers (BUT). He spoke on how to do things differently, especially when it comes to education, noting its current state. He said that if we still believe that we can provide second rate education, we will end up with second class citizens. Many people before us fought hard for education and he said that he has always tried to encourage more collaboration and consultation between Government and the Unions, especially when trying to set the path for better education.

On Monday, September 2nd, the 38th Anniversary of Labour Day was celebrated in Bermuda at Union Square. It was opened with prayer by Rev. Nicholas Tweed, followed by the unveiling of the BIU Headquarters building being renamed the Ottiwell A. Simmons Building.

Following the unveiling, speeches were delivered by Minister Lovitta Foggo, President Jason Hayward, ESTU President Donald Lottimore, BUT President Shannon James, Sis. Toni Marie Robinson of the Bermuda Entertainers Union and Premier David Burt.

President Hayward in his speech stated that Labour Day emanated from the 1981 Island wide strike, something we must not forget or take for granted. The fight must be continued to ensure the protection and advancement of workers' rights. He

also stated that BPSU appreciates that in spite of conflicts and struggles in the workplace, our members continue to show up to work and perform their duties.

He continued by saying that we all must be proud of who we are as individuals and it is our empathy to others that makes us social justice warriors.

Social Justice and Decent Work for All is a fitting theme, and this is what labour unions ensure takes place; the support that members receive from the unions is real. Unions continuously try to challenge the norms, like fighting for the LGBTQI+ and migrant workers communities. These persons should not be subjected to lesser pay, no overtime or long hours. President Hayward advised that a Migrant Workers Group meeting will take place at BPSU this coming week.

President Hayward noted that we must also focus on our Bermudian workers, as statistics show that Bermudian employment is down, and non-Bermudian employment is up which has to be addressed. As the current Chair of the National Training Board, we must put a process in place for individuals to gain employment. Meaningful progress cannot be made if everyone is not heading in the same direction.

He stressed that workplaces talk about diversity and inclusion, yet there is a pay disparity between men and women, Bermudians and Non-Bermudians, Blacks and Whites in those very same workplaces. One cannot have one foot in the door and one foot out of the door. President Hayward said let us not be fooled as to what justice is; social justice arises from indignation. He ended by stating that the Union will continuously stand with its members and he asked that members continue to stand by them.





LABOUR DAY PHOTOS



National Training Board APPOINTMENT

Please join the General Council, Executive & Secretariat of the BPSU in congratulating President Jason Hayward on his appointment as the Chair of Bermuda's National Training Board.

The National Training Board plays an integral role in ensuring that Bermudians have access to the best training and employment opportunities. It focuses on introducing innovative industry-driven employment solutions, career pathways and training programmes by creating synergies with industry partners.

The Board aspires to become the premier national training and certification organisation by ensuring the sustainability of Bermuda's technical workforce to internationally recognised standards.



“ *The BPSU wishes President Hayward much success in this important role.* ”

PSI'S 12TH INTERAMERICAN REGIONAL CONFERENCE (IAMRECON)



President Jason Hayward & 2nd VP Sis. Linda Bogle-Mienzer attended the PSI's 12th Interamerican Regional Conference (IAMRECON) in Buenos Aires, Argentina.

IAMRECON WAS PRECEDED BY ACTIVITIES WHICH COMMENCED ON JUNE 21ST AND INCLUDED:

- SUBRAC
- Women's committees of Central America, Andean, Southern Cone and Brazil
- Regional Women's Committee
- IAMREC

THE PROGRAMME OF ACTION INCLUDED DISCUSSIONS ON:

1. Quality Public Services: States responsibility for all public services
2. Trade Union Rights: stronger unions with more bargaining power; strengthening democracy and human rights
3. Transnational corporations, 'free trade' agreements and public goods
4. The future of work, digitisation in the public sector and the corporate attack on labour relations
5. Tax justice: Reforms that make the role of the State viable
6. Public debt and its impact on citizenship
7. Climate change and challenges for public services

EFFECTIVE TRADE UNION LEADERSHIP

Submitted by: Bro. Jason P. Hayward, President

I have held many leadership titles including Captain, Executive, Director, Chairman, Senator, Junior Minister and President. Despite what the titles may signify, those titles alone do not make me a leader. Leadership is the process of influencing others toward the determination and accomplishment of shared goals. Leadership is exerting influence positively.

Trade union leaders are the heads of some of the most important institutions in any country. We are duty bound to ensure that we are progressing the lives of workers and ultimately building stronger communities. Due to this critical role, trade union leaders must be effective in order to enable an organisation to achieve results and increase capacity.

There are a multitude of articles which describe the traits of an effective leader; however, I will highlight those which are critical to union leadership. Effective trade union leaders must be change agents. A change agent can be described as someone who engages deliberately to alter the behaviour of the culture, practices and/or policies of an organisation or community. They seek challenging opportunities to change, grow and improve an organisation, and are also prepared to take the right risk at the right time for the right reason.

EFFECTIVE LEADERS BUILD EFFECTIVE LEADERSHIP TEAMS. Without an effective team, a union is incapable of successfully operating and responding to the needs of its members and the community. It is essential for teams to operate with a sense of purpose and be united with a common vision. Members of effective teams understand their role and know their value. Teams must have the ability to work through conflict and adversity, and thrive on the achievement of goals. A team can only be as effective as its leader.

EFFECTIVE LEADERS GET RESULTS.

Leaders who do not get the desired results are not effective leaders. Effective leaders are able to get results by thinking strategically. Strategic thinking is used to develop effective plans that enable an organisation to achieve short-term goals that are in alignment with an organisation's long-term vision. One of the best tools that can be utilised to assist with the attainment of organisational goals is a strategic plan. A strategic plan allows an organisation to set direction and priorities, get everyone on the same page, simplify decision-making, drive alignment of resources and communicate a collective message.

EFFECTIVE LEADERS DEVELOP NEW LEADERS.

Lastly, one of the most important measures of the effectiveness of a leader is their ability to develop new leaders. Leaders must be intentional about developing the capacity of their leadership teams. Effective leadership demands unlocking the potential in others. Effective leaders are not threatened by strengthening others around them as they realise the stronger the team, the greater the opportunity for the organisation to maximise its output. More importantly, the development of leaders will ensure the continuity of an effective organisation.



RETIRES ... STAY CONNECTED!!

We invite all soon to be Retirees to join the BPSU Retirees' Committee and stay connected to YOUR Union. The Committee meets the third Wednesday of every month at 12 noon at the BPSU Headquarters. Come be a part of the various events that are held throughout the year by fellowshiping with old colleagues and meeting new ones.

FOR MORE INFORMATION ON HOW YOU CAN JOIN, PLEASE CONTACT THE SECRETARIAT AT 292-6985 OR INFO@BPSU.BM

2019 NEGOTIATIONS

THE BERMUDA PUBLIC SERVICES UNION HAS BEEN VERY ACTIVE WITH NEGOTIATIONS THIS YEAR.

We are currently in negotiations with:

- Berkeley Institute
- School Principals
- BTC

We will be commencing negotiations this year with:

- American Airlines
- BAS Serco - CCTV
- BPSU Secretariat
- Bermuda Airport Authority
- Bermuda Civil Aviation Authority
- Bermuda Government - Salaries
- Bermuda Hospitals Board - Salaries
- Bermuda Monetary Authority
- Bermuda Shipping & Maritime Authority
- Corporation of Hamilton (Admin)
- Teen Services / Teen Haven

We are pleased to announce the signing of new Collective Bargaining Agreements for:

- BHB
- CedarBridge Academy
- LinkBermuda
- The Phoenix Stores Limited
- WEDCO



NEW BARGAINING UNITS

BPSU WELCOMES THREE (3) NEW BARGAINING UNITS:

1. Bermuda Airport Authority
2. The Pension Commission
3. Teen Services / Teen Haven

With the addition of these recent certifications, BPSU now proudly represents twenty-eight (28) bargaining units. These bargaining units span both the public and private sector and include a diverse cross-section of industries throughout Bermuda's economy.

For over 65 years, BPSU has been providing workers representation by safeguarding and improving conditions of service and ensuring that employee rights are vehemently protected.

The Union embraces collaboration with its multiple stakeholders throughout Bermuda for the betterment of both its members, as well as the wider community and actively networks to instill dignity in the workplace and to secure social and economic equity in Bermuda.

We applaud the workers for taking the initiative to secure representation in their respective workplaces and warmly welcome them to the BPSU family. The BPSU looks forward to collectively forging a partnership with management for the mutual benefit of the workers.



TRIBUTE TO *Myra Jean Durrant*

“*Footprints on the sands of time are not made by sitting down*”

ARE WORDS THAT SUM UP THE LIFE OF MYRA JEAN DURRANT.

If ever there were a thousand reasons for honouring the memory of someone who contributed so much - sister, mother, friend, Bermuda Hospitals' Board Healthcare worker, babysitter, caregiver, trade unionist, retiree member of the BPSU, famous cook, North Village supporter, never afraid to call a spade a spade, a noted community worker in Sandys during the 1960s - 1970s and a committed Christian, then it is Mrs. Myra Jean Durrant.

The Retirees, Secretariat staff of the Bermuda Public Services Union (BPSU) and I agree with the sentiments expressed by many of you and the organisations in which she served. Mrs. Durrant was known for her unselfish life's work of serving others, especially with her "stellar will" to get the job done.

Like many hard-working Bermudian women/mothers, Mrs. Durrant's life's story is worthy of national recognition.

As we reflect on her life's journey on this earth for 85 years, I remember one of her priceless sayings when I needed a pick me up:

"Do not allow someone to tell you that the sky is the limit when men have already left their footprints on the moon. The Universe is the limit, so you will find a solution."

Let us salute the memory of Mrs. Durrant by reflecting on these principles that depicted how she lived:

- We cannot harness and direct the wind, but we can adjust the sails to maneuver through life's challenges.
 - There are times when we regret events that happened in our lives. Life's lessons cannot be changed, undone or forgotten, so take what comes your way and move on.
 - Myra Durrant worked for a cause... not for applause
 - She lived a humble, distinguished life as expressed...
- Mrs. Durrant was never concerned about those who she did not... impress
- But her life's work has been felt by all.

Therefore,

- we should not cry,
- but smile and fill your hearts with those special memories of Myra Jean Durrant.

TO THE FAMILY, ON BEHALF OF PRESIDENT JASON HAYWARD, EXECUTIVE OFFICERS, GENERAL COUNCIL, TRUSTEES, MEMBERS OF THE BPSU RETIREES COMMITTEE AND THE BPSU SECRETARIAT, WE EXTEND OUR SINCERE CONDOLENCES.





BPSU CRUISE

This year's BPSU Summer cruise was held on August 24th onboard the MV Bermudian. It was another successful event and everyone who attended enjoyed themselves while DJ Donnie had the crowd rocking the boat. Wilks Catering made sure everyone was well fed with a meal that did not disappoint.

Thank you to all the members the Social Activities Committee and everyone who assisted with selling tickets. Most of all, thank you to the members and all others who made the BPSU Summer Cruise 2019 a blast and we hope to see you at the Christmas Party in December!



Migrant Workers' Stakeholders Meeting

The Bermuda Public Services Union (BPSU), cognisant of the important and positive contributions that migrant workers make to our economy and community, recognises that they sometimes experience a lack of acceptance from the wider community. Migrant workers are at times subjected to racism and xenophobia which manifests into workplace bullying and harassment. In addition, guest workers who enter Bermuda's economy to fill low-skilled jobs are often subjected to low wages, precarious work, a lack of benefits and unreasonable working hours.



The BPSU believes that the contributions of migrant workers can best be maximised through the promotion of decent work for all. In keeping with this principle, the Union invited various community stakeholders from across

the Island to a meeting on September 4, 2019 to form a partnership which would endeavor to:

- raise awareness about the positive contribution of migrant workers in our economy;
- promote cultural diversity;
- inform migrant workers of their rights;
- actively campaign against xenophobia and combat discrimination;
- raise the specific concerns of migrant workers in the Labour Advisor Committee meetings; and,
- ensure that Bermuda's labour legislation fully protects all migrant workers.

Stakeholders in attendance included the Association of Filipinos in Bermuda, Bermuda Chamber of Commerce, Bermuda Hospitals Board, Bermuda Hotels Association, Bermuda Industrial Union, Bermuda Public Services Union, Bermuda Trade Union Congress, Bermuda Union of Teachers, Electrical Supply Trade Union, Employee Assistance Programme of Bermuda, Human Rights Commission, Bermuda Government Labour Relations Department, Portuguese Cultural Association of Bermuda and the West Indian Association.

The BPSU looks forward to working with representatives from these organisations to ensure decent work for all.

International solidarity is not an act of charity: It is an act of unity between allies fighting on different terrains toward the same objective. The foremost of these objectives is to aid the development of humanity to the highest level possible.

— Samora Machel —

AZ QUOTES

Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved.

Mattie Stepanek



Caribbean Public Services Day (Solidarity Day)

Friday, October 4, 2019

In March 2018, the Executive Committee of the Caribbean Public Services Association (CPSA) passed a resolution declaring the first Friday in October of each year as Caribbean Public Services Day (Solidarity Day).

The primary purpose for establishing this day is to promote public services and give recognition to the achievement and contributions that public services have made to our Caribbean societies and its citizenry. The day will also be used to encourage young people to pursue careers within the public sector.

This year, Solidarity Day falls on Friday, October 4, 2019.

Further details regarding events planned to celebrate this day will be communicated to the membership in the near future.

Calendar of Events

- SEPTEMBER 27TH**
Bar Committee End of Summer Happy Hour
- OCTOBER 4TH**
Caribbean Public Services Day (Solidarity Day)
- OCTOBER 13TH**
Retirees Annual Church Service (Grace Church)
- OCTOBER 16TH**
BF&M Breast Cancer Walk
- OCTOBER 16TH**
Retirees Committee Meeting @ 12pm – Board Games Activities
- OCTOBER 18TH**
Bar Committee – Scavenger Hunt (details to follow)
- NOVEMBER 20TH**
Nursing home visit (details to follow)
- DECEMBER 7TH**
BPSU Christmas Party (details to follow)
- TBA**
Members Orientation
- TBA**
Shop Steward Training

Public Relations Committee Members

- SIS. JAMÉE JONES,
Chairperson
- SIS. ADRIENNA FORBES
Secretary
- SIS. LA TONYA ROGERS

Word Search

How many words can you find?



- | | | |
|----------------|------------|--------------|
| ACTIVIST | EDUCATION | NEGOTIATIONS |
| ADVANCEMENT | EMPLOYMENT | PARTY |
| AFFILIATES | EQUALITY | QUALITY |
| AWARD | FORUM | SERVICE |
| BARGAINING | GRIEVANCE | SOLIDARITY |
| CAPITILISATION | LABOUR | TAX |
| CARIBBEAN | LEADERSHIP | TRAINING |
| CHILDREN | MIGRANT | VOLUNTEERS |
| | | WORKERS |

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

“Opportunity often comes disguised in the form of misfortune, or temporary defeat.”

- Napoleon Hill

“We cannot be separated into interest or divided in purpose. We stand together until the end.”

- Woodrow T. Wilson

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