



BPSU

BERMUDA PUBLIC SERVICES UNION

2018 ANNUAL GENERAL MEETING



2018 ANNUAL REPORT • MARCH 2017 - FEBRUARY 2018

Bermuda Public
Services Union



Annual General Meeting

15th March, 2018

2018 Annual Report

March 2017 – February 2018

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BERMUDA PUBLIC SERVICES UNION



BERMUDA HOSPITALS BOARD VALUES THE SERVICE OF ALL ITS BPSU MEMBERS

956
at
King Edward VII Memorial Hospital

162
at
Mid Atlantic Wellness Institute

Through your professionalism and dedication we are able to provide
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Bermuda Hospitals Board

King Edward VII Memorial Hospital
7 Point Finger Road
Paget DV 04

Mid-Atlantic Wellness Institute
44 Devon Springs Road
Devonshire FL01

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Mission Statement



“TO PROMOTE
EFFECTIVE LABOUR
AND
COMMUNITY RELATIONS”

The Union will achieve this by:



Encouraging fair workplace practices;



Safeguarding the conditions of service through consultation, negotiation, education and collective agreement, and;



Encouraging members to be proactive in maximizing their potential through continuous education to meet the changing trends in the workplace.

**AVOID
THE EXPENSE
AND HASSLE
OF SITTING
EXAMINATIONS,
OVERSEAS!**

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2018 ANNUAL GENERAL MEETING

AGENDA

1. Call to Order and Prayers
2. President's Remarks
3. General Secretary's Remarks
4. Presentation of Annual Report
5. Discussion of Report
6. Motions and Questions
7. Closure





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\$10 Menu Special

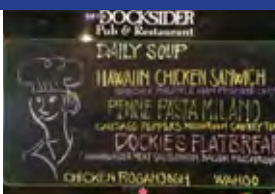
**Making your life easier and cheaper!!
Eat in or take it to go!!**

BPSU RECEIVE 10% DISCOUNT ON FOOD AND DRINK OUTSIDE HAPPY HOUR

Mon.	Johnny's Chicken Curry served with a Poppadom	<div style="background-color: #003366; color: white; padding: 5px; text-align: center;"> \$10 Daily Soup & Sandwich </div>
Tues.	Southern Fried Chicken served with fries or small salad	
Wed.	English Style Fish n Chips	
Thurs.	10" Pizza with 2 toppings	
Fri.	Breaded Chicken Burger or Hamburger with 2 toppings served with fries or small salad	



**WEEKLY SPECIALS
NEW EVERY MONDAY**



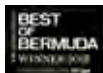
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BEST OF BERMUDA AWARDS 2013
SPONSORED BY BPSU

THE BERMUDIAN AWARDS
BEST OF BERMUDA AWARDS 2012
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THE BERMUDA PUBLIC SERVICES UNION

NOTICE OF ANNUAL GENERAL MEETING

In accordance with 2(a). (i). of the Constitution (as amended 2017) of the Bermuda Public Services Union, the General Council has directed the President to convene an Annual General Meeting.

Members are invited to attend the 2018 A.G.M. which is to be held on Thursday, March 15, 2018 at St. Paul A.M.E. Church Centennial Hall Victoria Street, 59 Court St., Hamilton commencing at 5:30pm.

AGENDA

1. Call to Order and Prayers
2. President's Remarks
3. General Secretary Remarks
4. Presentation of Annual Report
5. Discussion of Report
6. Motions and Questions
7. Closure

Motions:

Members are reminded that according to the Constitution:

"To be valid, a motion shall be proposed and seconded in writing by members of the Union who shall be present at the meeting at which the motion is put."

Members are advised that all motions must be submitted by Wednesday, February 28, 2018 to the BPSU office either by post or by hand to 2 Angle Street, Hamilton, HM 10, or via email at info@bpsu.bm.

PROTECT YOURSELF FROM TELEPHONE SCAMS AND ONLINE FRAUD. HERE ARE SOME TIPS.

- Safeguard your voicemail passwords or pin codes and change them periodically. Avoid using any of the sequenced digits of your telephone number.
- If you get a call from someone you don't know who is trying to sell you something you hadn't planned to buy, say "No thanks".
- If you get a call from someone congratulating you on winning a contest that you don't even remember entering, then hang up.
- Don't click on any suspicious email links or images on your computer or mobile phone.
- Only allow someone to remotely access your computer if they are from a trusted source.
- Use antivirus software and keep it up to date. This will check for malicious computer programs and monitor files before they are opened.
- Understand what software you are installing on your computer, tablet or phone and make sure you are using a secure site. A secure site will have a web address beginning with 'https' not 'http'. The 's' stands for 'secure'.

2018 ANNUAL GENERAL MEETING



2017 marked a momentous milestone for the Bermuda Public Services Union and I was honoured to have led this great organisation on the occasion of its 65th Anniversary. Since inception in 1952, the BPSU has had an unwavering commitment to promote effective labour and community relations.

The BPSU has grown from a small civil service association to one of the most powerful and influential organisations in Bermuda. Our motto '*Onward & Upward Together*' highlights the BPSU's commitment to advancing the lives of its members and the greater community.

This organisation has endured many challenges and weathered many storms, and whilst the war against unions has been waging for many years, the BPSU has remained steadfast and resilient.

I would like to extend a very special note of appreciation to all the former Presidents, Executive Officers, General Council, staff and members who have made significant contribution to the BPSU; without their efforts, we would not be positioned as the premium organisation that we are today.

This annual report highlights the BPSU's work programme and continued commitment to the BPSU membership during the period of March 2017 - February 2018. During the year under review, the BPSU has made noteworthy progress in the areas of:

- Strategic planning
- Organising new members
- Bargaining new collective agreements
- Labour relations and dispute resolution
- Public advocacy
- Community outreach

The BPSU is guided by constitutional objectives and continues to transform itself from a reactive service-based organisation to one which is proactive and respected. For the betterment of its members and the community, the union promotes active involvement and development of its membership, maximises its resources to foster a culture that supports bottom-up decision-making, facilitates open communication channels and embraces collaboration with stakeholders.

DELIVERY OF OUR STRATEGIC PLAN 2014 - 2017

Throughout 2017, the BPSU continued to work on implementing its 2014 - 2017 Strategic Plan with key deliverables including:

I. ENHANCED EDUCATION AND TRAINING FOR SHOP STEWARDS

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

i. Basic Shop Stewards Training

On 24th April, 2017, the BPSU Education Committee's Basic Shop Stewards workshop was held. Seventeen (17) new Shop Stewards participated in the all-day workshop which included the following subjects:

- *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)
- *Effective Notetaking* presented by Sis. Ashley Smith (Div. 12 Chair) and Sis. Dena Phipps (Div. 12 Secretary)



The objective of the Basic Shop Stewards Workshop is to provide new stewards with a foundation of introductory information that prepares them for advanced courses and defending the rights of workers.

ii. The BPSU/CLC (Canadian Labour Congress) Summer Education Forum

The BPSU/CLC (Canadian Labour Congress) Summer Education Forum was held from 5th to 8th June, 2017 at the Bermuda College. Two representatives from CLC, Chris MacDonald and Darla Deguire, facilitated the Advanced Shop Stewards Training Course, engaging twenty (20) Shop Stewards.



This year's workshop concentrated on:

- Facing Management
- Critical Thinking
- Communication
- Decision Making Styles
- Emotional Intelligence
- Facilitating the Grievance Process

The BPSU/CLC Education Forum was a rousing success and continues to receive positive feedback.



II. STRATEGIC TRAINING AND DEVELOPMENT OF SECRETARIAT STAFF

Bro. Kevin Grant, who currently holds the position of Assistant General Secretary, is on a two (2) year training plan to strengthen competencies in negotiations arbitration and labour relations.

III. ANNEX REDEVELOPMENT

The Annex was built at the turn of the 19th Century and was in disrepair, requiring major structural work. As part of the BPSU Strategic Plan, it was decided that the Annex would be refurbished to create a multipurpose space to serve as a boardroom, library and resource centre. In April 2017, construction began on the refurbishment of the Bermuda stone building which mainly entailed:

- replacing the dilapidated roof, windows and doors
- major re-wiring and re-plumbing
- a new washroom
- the creation of a new pump/storage room
- new flooring
- installation of a smartboard

The refurbishments of the Annex building was completed at the end of January 2018.

BEFORE



AFTER



**2014 – 2017 STRATEGIC PLAN
SUMMARY UPDATE**

GOAL		STATUS
EXECUTIVE & GENERAL COUNCIL	1. Education & training focused on improving: governance, grievance handling, negotiating & parliamentary procedures	COMPLETED
	2. President: Office space to operate/secondment to the Union	COMPLETED
	3. Increase presence in workplace	ON-GOING
	4. Proactive decision making	ON-GOING
	5. Strengthen Divisional Councils	ON-GOING
	6. Increase Officer participation at Union activities	ON-GOING
UNION STAFF	1. Development of a formal succession plan (Staff Audit)	COMPLETED
	2. Strategic training and development	ON-GOING
	3. Designated Communications Officer	COMPLETED
	4. Implement staff Collective Bargaining Unit	COMPLETED
UNION COMMITTEES	1. New Political Action Committee	COMPLETED
	2. New Community Outreach Committee	COMPLETED
	3. Increase membership involvement in committee activities	ON-GOING
	4. More frequent events	ON-GOING
	5. Recruitment of new committee members	ON-GOING
UNION MODERNISATION	1. Modernise communications system	COMPLETED
	2. Improve office facilities	COMPLETED
	3. Improve main hall	OUTSTANDING
	4. Free WiFi zone	COMPLETED
	5. Modernised Grievance Management System	OUTSTANDING
	6. Transformation of the Annex	COMPLETED
	7. Convert paper historical files to electronic files	COMPLETED
ORGANISING	1. Legislation that will make union certification easier	ON-GOING
	2. Develop a strategy to target non-unionised environments	ON-GOING
	3. Work to convert agency shop members to active members	ON-GOING
	4. Increase interaction between Shop Stewards and new hires	ON-GOING
COMMUNICATION	1. Improve internal communications	ON-GOING
	2. Improve external communications	ON-GOING

GOING FORWARD: STRATEGIC PLAN 2017 - 2020

With 65 years behind us, it is now equally important that we effectively prepare for the years to come in order to continue with our mission to remain strong, steadfast and resolute. To do so, we must always unapologetically and uncompromisingly place workers first. We must also embrace a sustainable business model that sees us remain relevant and adaptable in this ever-changing world.

To this end, and in keeping with the President's commitment to the principles of collaboration and transparency, the Executive, General Council, Delegates, Shop Stewards and the Secretariat staff were invited to participate in a *Strategic & Operational Planning Session* in April 2017. The purpose of this session was to have all persons provide input into the development of a new three-year strategic plan.

As a result of the strategic planning process, five (5) strategic priority areas were identified including:

1. Organising
2. Grievance, Negotiation & Arbitration Management
3. Finances
4. Union Modernisation
5. Communication

I. Organising

The Union's strength comes from the number of members it has. New organising must be a priority if the Union is to grow stronger. Some say *"Organising 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 de-certification. As a result, this Plan seeks to ensure that the Union has a new organising strategy moving forward.

II. Grievance, Negotiation & Arbitration Management

Grievances, negotiations and arbitrations are critical components of the BPSU's work programme. It is important that we have proper processes and management systems in place that will allow the organisation to increase its effectiveness and efficiency in these areas. Targeted training for key officers will allow them to strengthen their capacity. Tracking progress in these areas and creating repositories for reference will greatly benefit the organisation.



Strategic & Operational Planning Session

III. Finances

In order for an organisation to attain its objectives, it needs financial resources to survive, grow and meet the needs of its rank and file members. Funds are necessary to attract and retain competent staff and to pursue activities that benefit the Union members.

IV. Union Modernisation

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

V. Communication

One of the most important areas of the Union is an organised system of communication. 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 communication strategies.

INDUSTRIAL RELATIONS ACTIVITIES

I. ORGANISING

As a result of the BPSU's continued organising efforts throughout the period under review, the following new bargaining units joined the Union in 2017/2018:

- Bermuda Civil Aviation Authority
- Bermuda Shipping & Maritime Authority
- Black & McDonald Bermuda

II. COLLECTIVE BARGAINING AGREEMENTS

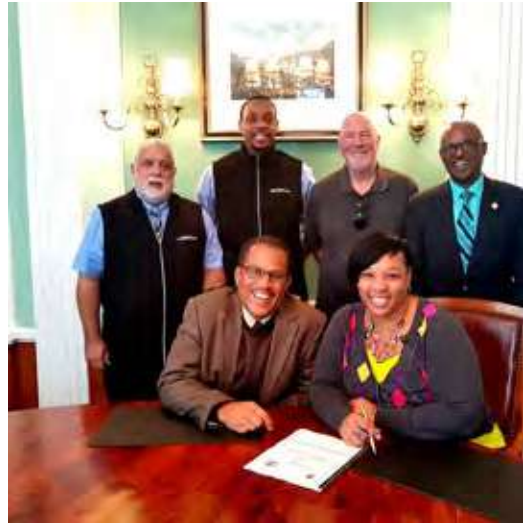
i. CBAs signed in 2017/2018

- BAS - Serco CCTV
- Bermuda Government
- Bermuda Housing Corporation
- Bermuda Monetary Authority
(salaries only)
- CedarBridge Academy
- CI2 Aviation Services Bermuda Ltd.
- Corporation of Hamilton - Supervisors
- Corporation of Hamilton - Office Staff
- Phoenix Stores (1 year)
- Salvation Army
- WEDCO (1 year)



ii. Negotiations currently in process:

- Bermuda Civil Aviation Authority
- Bermuda College
- Bermuda Shipping & Maritime Authority
- Black & McDonald Bermuda
- School Principals



iii. Negotiations at a standstill:

Berkeley Institute

iv. To be negotiated in 2018:

- BPSU Secretariat (salaries & benefits)
- Bermuda Health Council
- Bermuda Hospitals Board
- Clarien Bank Ltd.
- Phoenix Stores
- WEDCO



On 28th April, 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.



SUMMARY OF COURT & TRIBUNAL CASES

I. BPSU vs BAS-Serco

This matter has been settled and the agreed severance package has been paid to our members.

II. NEW PUBLIC SERVICE COMMISSION REGULATIONS STILL UNDER THE MICROSCOPE

On 29th May, 2017, Governor John Rankin signed into effect a new set of Public Service Commission Regulations (PSC Regs) 2017, which revoked a number of previous provisions in the Public Service Commission Regulations 2016. Senior civil servants and the Union, however, voiced concerns that there were still ambiguous gaps in the PSC Regs 2017 that required further amendments. The Union has met with the Governor and the Premier to remedy these areas of concerns.

The overarching reasons for the amendments are to ensure the effective enhancing and establishment of objectives and to address the issue of performance assessments for senior civil servants by the Public Service Commission.

III. COMMISSION OF INQUIRY

The Commission of Inquiry was tasked with investigating a number of findings from the Report of the Auditor General on the Consolidated Fund of the Government of Bermuda for the financial years 2010, 2011 and 2012.

In February 2017, as a result of this investigation, a report was submitted by the Commission of Inquiry members Sir Anthony Evans, the Hon. John Barritt JP, Kumi Bradshaw and Fiona Luck. Key recommendations included:

- Ensure that ministers and senior civil servants have more effective relationships
- Improve transparency and strengthen safeguards against conflicts of interest
- Improve the effectiveness of financial instructions
- Clarify accounting officers' responsibility
- Strengthen the officers' responsibility for safe guarding the public purse
- Enhance parliamentary oversight of government spending
- Hold civil servants responsible for responses to auditor general reports
- Increase transparency and make government's financial reporting more timely
- Urgently review personnel and processes in the civil service
- Hold quangos more responsible
- Review Financial Instructions and the civil service *Conditions of Employment and Code of Conduct* to ensure appropriate language
- Grant greater protections for whistle blowers by enhancing the wording in the civil service *Conditions of Employment and Code of Conduct*
- Provide for sanctions of non-compliance with the ministerial code, with particular attention to their relationship with the Permanent Secretary

- Ministers should have no role in the placements of Permanent Secretaries
- Provide Ministers with an aide-de-camp
- Require Ministers to provide full disclosure to Cabinet of Technical Officers' recommendations, even if they chose to recommend an alternative course of action
- Where decisions are taken by Cabinet or Ministers that are contrary to or deviate from the recommendations of Technical Officers, these decisions must be documented and signed by the relevant Permanent Secretary and Minister

IV. THE PRESIDENT'S CASE

In response to the court summons issued on President Jason Hayward, the General Council advised that the President had their unanimous and unequivocal support. The Council stated that they considered these criminal charges as a blatant attack on this Union's leadership.

On 7th April, 2017, the Executive, General Council, Secretariat and members marched together with the President to his court hearing as a symbol of their support.

On 26th May, 2017, the Magistrate ruled that the President had no case to answer to.



UNION BUSINESS

I. 6TH TRIENNIAL DELEGATES CONFERENCE

On 9th and 10th March, 2017, the Bermuda Public Services Union held its 6th Triennial Delegates Conference at the BIU. The theme of the Conference was “*Modernising the Union to Navigate Current & Future Challenges.*”



i. OPENING CEREMONY

The Conference opened at Liberty Theatre with a prayer from Rev. Dr. Danette W. Ming of New Testament Church of God followed with welcoming remarks by Bro. Edward Ball Jr.

The main feature of the opening ceremony was a panel discussion on “*Tackling Unemployment & the Change in Bermuda’s Job Market.*” The discussion was moderated by Mr. Glenn Blakeney and panelists included:

- Bro. Jason Hayward - BPSU President
- The Hon. Sir John W. Swan, K.B.E., J.P.
- The Hon. Walter H. Roban, JP, MP - Deputy Leader of The Bermuda Progressive Labour Party
- Mr. Cordell W. Riley, JP - Institutional Research and Planning Coordinator at the Bermuda College

To ensure that a wide audience had access to this dialogue, the panel discussion was live-streamed on Bernews and broadcasted later in the month on HOTT 107.5.

ii. CONFERENCE BUSINESS

Following the opening ceremony, the Conference moved to the Sweeting-Ball Hall at the BIU. According to Section 2(c) of the BPSU Constitution, “*the business of the Triennial Delegates’ Conference shall be to receive reports from the General Secretary and other Principal Officers, to review the work of the Union, to plan future tasks, and to consider all matters on the agenda.*”

Delegates reviewed and approved minutes of both the 5th Triennial Delegates Conference and the reconvened meeting held on 20th February, 2015. Discussions centered on the reports presented by the President, General Secretary, Vice-Presidents and Divisional Chairs. Additionally, Delegates gave consideration to motions and questions tabled by the membership. Prior to the closing of the Conference, the Executive Officers for 2017-2020 were installed. Immediately following the Conference, a reception was held at the BPSU hall for all members.

iii. REVENUE GENERATION COMMITTEE

The vast majority of the Union’s revenue results from its membership fees. Revenue growth has been marginally unchanged over the last five (5) years due to decline in

membership and stagnant membership wages. With this understanding, the Union approved the formation of a Revenue Generation Committee to explore options on how the Union can diversify its revenue streams.

iv. EXECUTIVE OFFICERS

The new slate of Executive officers were duly installed at the 6th Triennial Delegates Conference on 10th March, 2017. The new Executive Divisional assignments include:

- **President** - Bro. Jason Hayward (Div. 9, 15, 16)
- **General Secretary** - Bro. Edward Ball Jr (Div. 6, 14)
- **1st Vice President** - Bro. Wendell Burchall (Div. 1, 8, 10)
- **2nd Vice President** - Sis. Linda Mienzer (Div. 2, 4, 5, 13)
- **3rd Vice President** - Bro. Robin Minors (Div. 3, 7, 11, 12)



L to R: 3rd VP Bro. Robin Minors, Asst. Recording Secretary Sis. Larissa Burgess, Recording Secretary Sis. Lloyquita Symonds, General Secretary Bro. Edward Ball Jr., President Bro. Jason Hayward, 1st VP Bro. Wendell Burchall, Treasurer Sis. Jewel Robinson, 2nd VP Sis. Linda Mienzer.

II. RECONVENING OF THE BPSU'S 6TH TRIENNIAL DELEGATES CONFERENCE

On 26th October, 2017, there was a reconvening of the BPSU's 6th Triennial Delegates Conference. Included on the agenda was a presentation by President Jason Hayward on the Union's *Strategic Plan: Vision 2020* as well as a status update on two (2) resolutions passed by the Delegates in March 2017.

Delegates voted to accept proposed changes to the Constitution to reflect their approval for a full-time Treasurer. In addition, the Delegates passed a motion for the creation of a diversity committee. This Committee will be primarily responsible for developing strategies on how the BPSU can better serve minority groups within the membership and raise awareness to their concerns.



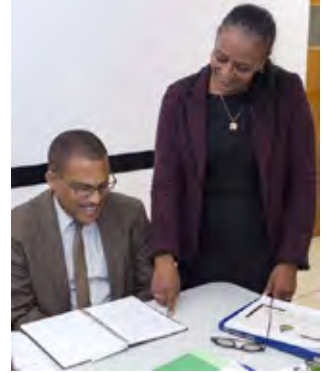


NATIONAL POLICIES IMPACTING OUR UNION & OUR MEMBERS

The BPSU will remain watchful and provide input where necessary on the following:

I. GOVERNMENT REFORM

Minister for the Cabinet Office with Responsibility for Government Reform, Lovitta Foggo, held her first Government Reform Agenda meeting on 25th January, 2017. She stated that, *“We believe their input and active participation is imperative to the success of innovation in Government.”*



II. LIVING WAGE

The President has been charged with chairing the *Labour Advisory Council Living Wage Sub-Committee*, which is responsible for making recommendations pertaining to the implementation of a living wage. The remit of the Committee will include establishing a national living wage standard and benchmark appropriate for Bermuda, which would be a sufficient measure to support workers and their families. The desired outcomes are to:

- reduce an individual’s financial stress
- increase the standard of living for workers
- reduce the dependency on Government resources and social agencies
- aid in the country’s economic development
- restrict foreign labour at wage rates that are below the established threshold

III. LABOUR LAW REFORM

Bermuda’s trade union and employment legislation is considered outdated and not aligned with international employment trends and practices. As a result, both Unions and employers are often frustrated by the obstacles to trade union recognition, delays in the swift handling of arbitration cases, adequate compensation for wrongful and unfair dismissals, etc. In an effort to resolve these issues, a *Labour Law Reform Committee* was established which aims to:

- strengthen the employment rights of workers
- provide guidelines to both employers and employees on employment law best practices
- simplify the social dialogue
- standardise workers’ rights in line with the International Labour Organisation

BPSU COMMITTEES

I. BENEFITS COMMITTEE

During 2017, the Benefits Committee continued to assist our members with financial support, food hampers and vouchers. The Committee continues to provide direction and make referrals to other helping agencies where appropriate. Members are also advised of the

opportunities available through the Bermuda Credit Union and the BPSU's Community Outreach Committee. It hopes to increase the number of members willing to serve on this Committee and will be looking to develop a promotion and awareness initiative for the BPSU membership.

II. BUILDING COMMITTEE

The Building Committee is responsible for the upkeep of the Union's physical plant. The Committee held regular meetings and continually maintained the property at a high standard throughout the year.

During this period, the main building, roof and surrounding walls were in need of painting. In keeping with the Union's tendering policy, the Building Committee sought three (3) quotes and chose the most economical bid. The Committee is happy to report that the painting was completed in a timely fashion and the building is now looking fresh for the upcoming years.

The members of the Building Committee include: Bro. Robin Minors - Chair, Sis. Alicia Trott - Secretary, Bro. Damon Walker and Sis. Yolanda Bashir.



III. COMMUNITY OUTREACH COMMITTEE

2017 was a busy year for the Community Outreach Committee. In conjunction with the Union's 65th Anniversary celebrations, the Committee led the charge of decorating a float and participating in the Bermuda Day parade. The float won 3rd place for the Natural Heritage Float and the Minister's Award for Most Original Float. Special thanks is extended to the Salvation Army Harbour Light brothers who tirelessly assisted the Committee with the float.



In addition, the Committee participated in the following events:

- Relay for Life
- The West Indian Association Telethon
- The Bermuda Race Weekend
- North Shore Medical Centre Turkey Shoot Road Race
- The Argus Road Race



The Community Outreach Committee continued with the Christmas Hamper Food Drive, a brainchild of President Jason Hayward. This initiative has been assisting our members for the past four (4) years with the Committee distributing between 50 and 60 hampers annually to members.



IV. EDUCATION COMMITTEE

This past year has seen the Education Committee continue in its efforts to provide education, training, and development within the ranks of the Bermuda Public Services Union. On 24th April, 2017, the Education Committee's Basic Shop Stewards workshop was held for seventeen (17) new Shop Stewards. The objective of the Basic Shop Stewards Workshop is to provide new stewards with a foundation of introductory information that prepares them for advanced courses and defending the rights of workers.

In addition, twenty (20) Shop Stewards attended the BPSU/Canadian Labour Congress Summer Education Forum which was held 5th to 8th June, 2017 at the Bermuda College. The BPSU/CLC Education Forum continues to receive very positive feedback.

The Education Committee members include: Bro. Kevin Grant - Chair, Bro. Kenneth Bartram - Vice-Chair, Sis. Kitwana Mendoza - Secretary, Sis. Lalisha Simmons, Sis. Dena Phillips, Sis. Gremarie Armstrong, Bro. Gladstone Thompson and Sis. Kewanna Swan.

V. THE FUTURE LEADERS COMMITTEE

The Future Leaders Committee has had a slow 2017, however, the Committee met to establish a new strategy going forward which includes:

- new membership drive
- raising the Committee's profile
- community service initiatives
- working with other BPSU Committees
- in-house succession planning

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
Wheelock 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



At the BPSU's 25th Annual Education Awards Ceremony held on 20th July, 2017, twelve (12) recipients received education awards.

Since 1993, the BPSU has been offering scholarships to its members and their dependents for both local and overseas education. This year, six (6) awards of \$1,500 were given for local/online education and six (6) awards of \$3,500 were given for overseas education.

Chairman of the Education Committee, Bro. Kevin Grant emphasised the strong support and commitment of the Executive and General Council of the BPSU to provide educational opportunities for members and their dependents. The BPSU congratulates all recipients and wish them well in their studies.



VI. PUBLIC RELATIONS COMMITTEE

The primary functions of the Public Relations (PR) Committee are to facilitate effective communication within the membership, manage information sharing and market the Union. The PR Committee has been diligently working to ensure the members stay up-to-date and informed of the Union's activities. Although the Committee has only four (4) members, it continues to meet monthly and strives to achieve the objectives set forth. In 2017, the BPSU celebrated a milestone with its 65th Anniversary. Some highlights included:



- the creation of the 65th Anniversary Commemorative Booklet, PowerPoint Presentations and Banner
- the purchase of union memorabilia for the 6th Triennial Delegates' Conference
- the production of the quarterly Feedback Newsletter which serves to motivate, inform, educate and inspire our members
- an increase in the number of followers of our social media accounts

VII. RETIREES' COMMITTEE

The Retirees' Committee focused on the following:

i. Community Involvement

The Retirees' Committee visited the Serenity Gardens Nursing Home in Warwick and lifted the residents' spirits. Committee members attended a church service at the Bermuda Cathedral.

ii. Education

To celebrate International Women's Day, the Committee invited guest speakers, Dr. Tracy Grant and Dr. Lana Talbot, to speak on the theme: *Be Bold for Change*. For Heritage Month, the guest speakers were Mr. Anthoni Lightbourne and Mr. Raymond DeShield who spoke about their maritime experiences in Dockyard and overseas.

iii. Social Activities

The Retirees' Committee members participated in the following social activities:

- The Retirees Annual Picnic held at Somerset Long Bay Beach
- The Retirees Annual Buffet Lunch at Grotto Bay Beach Resort
- Assistance with the construction of the BPSU Heritage Day Parade float

The Committee was saddened by the passing of Sis. Cynthia Postlethwaite, one of the founding members of the Retirees' Committee. She was a very active member of the Women's Committee, a trustee and a Board Member; she will be greatly missed. The Committee was pleased that Sis. Leleath Bailey, the chief founding member of the Retirees Committee and a former President of the BPSU, was awarded the Queen's Certificate and Badge of Honor in the Queen's New Year's List.



The Committee aims to increase their membership by enlisting workers prior to them reaching retirement age and to increase their awareness of the Committee and its agenda.

VIII. SHOP STEWARDS' COMMITTEE

This year, the Shop Stewards' Committee focused on explaining the Stewards' role with the view to ensure that they meet the needs of our members. Shop Stewards engaged in role play and in-depth discussions to reinforce how they can effectively manage grievances and be proactive. The Shop Stewards' Committee meets monthly and offers two (2) opportunities for Stewards to meet at either 12:30pm or 5:30pm. It is worthwhile to note that Shop Stewards' attendance at these meetings has increased year-over-year. Any member interested in becoming a Shop Steward is invited to reach out to the Union.

IX. SOCIAL ACTIVITIES COMMITTEE

The Social Activities Committee's annual events included:

- *The BPSU Annual Members' Children's Party* which was held at Clearwater Beach on 24th June, 2017. The theme for this event was "Survivor." Children were entertained with extreme games, fun castles, food, DJ and more. Each child received a Survivor's bag containing various gifts.
- *The Annual BPSU Members' Cruise*, aboard the M.V. Bermudian, held on 8th July, 2017 was well attended. The theme kept in line with our 65th Anniversary celebration.
- *The BPSU Annual Members' Christmas Party* was held on 9th December, 2017 at Cedarbridge Academy. The theme for this event was *Casino Royale*. The night included gaming, a live band, DJs and a buffet dinner.



X. TRUSTEES' COMMITTEE

This period was marked by the official welcoming of Bro. Donald Scott as a new Trustee in April 2017 by Chairman Leon Simmons. In thanking Chairman Simmons for his warm welcome, Bro. Scott stated that it was an honour to have the trust of the Delegates and is looking forward to keeping their confidence. In August 2017, Bro. Leon Simmons relinquished his position as the Chairman of the Trustee Committee. The position of Chairman was assumed by Bro. Roy Wright.



The Trustees continue in their efforts to produce a Code of Conduct for the Union. This exercise originally emanated from the President’s desire to implement a Code of Conduct specifically for Trustees, but later evolved to creating one for the entire organisation. The Trustees anticipate that this undertaking will be completed in short order.

The following are members of the Trustees’ Committee:

- Bro. Roy Wright
- Sis. Thelma Hart
- Sis. Yvonne Joseph
- Bro. Donald Scott
- Bro. Leon Simmons
- Bro. Edward Ball Jr., General Secretary, Ex-Officio
- Bro. Jason Hayward, President, Ex-Officio



XI. WOMEN’S COMMITTEE

The Women’s Committee continues to provide networking, educational and community outreach opportunities for our sister members. This Committee consists of six (6) devoted members from various divisions and one honorary member.

During the period under review, the Women’s Committee held two events:

- The marshalling of the *BF&M Breast Cancer Awareness 20th Anniversary Walk* which was held on 18th October, 2017. This is an event that the Women’s Committee supports annually and provides an opportunity for our members to contribute to a community organisation that serves women.
- On 3rd June, 2017, the Women’s Committee hosted a networking opportunity in the form of a Vision Board Workshop entitled “*Charting Your Future.*” This event was facilitated by Mrs. Patrice Frith-Hayward, Executive Director of Women’s V.I.P. Network. During the event, members learned how to create a Vision Board. The participants reflected on where their journey has led them and created personal vision boards through images that charted their future goals, dreams and visions.





BPSU 65TH ANNIVERSARY



In recognition of the BPSU's 65th Anniversary, the Union hosted a series of events throughout the month of May. The main event was the 65th Anniversary Banquet which was held on 27th May, 2017 at the Fairmont Southampton Hotel Amphitheatre. In attendance were former BPSU Presidents, Presidents and Executives of our sister unions, employer groups, BPSU members and representatives from both political parties. Master & Mistress of Ceremony, Bro. David Minors and Sis. Linda Mienzer, provided guests with an overview of the Union's impressive and impactful history.

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. Edward 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 past 37 years. Tributes were also given to Sis. Leleath Bailey and Sis. Betty Christopher for their years of service as past presidents and progressing women's rights.

Additional events to commemorate this milestone included:

- 65th Anniversary Commemorative Journal
- 65th Anniversary Church Service and Brunch
- 65th Anniversary Float in the Bermuda Day Parade
- 65th Anniversary Children's Party
- 65th Anniversary Celebration Cruise



65th ANNIVERSARY BANQUET



The Bermuda Public Services Union

65TH ANNIVERSARY CHILDREN'S PARTY



LOCAL AFFILIATIONS

I. BERMUDA TRADE UNION CONGRESS (BTUC)

In keeping with the BTUC's Constitution, the positions of President and Vice-President are rotated among the Presidents of the affiliate unions and as a result, on 28th March, 2017, Bro. Jason Hayward was named as the President of the BTUC.

President Hayward advised that high on the BTUC's agenda will be advocating for the implementation of a living wage, addressing systemic income inequality, strengthening workers' wages and benefits and exploring the development of co-operatives.

II. BTUC: 2017 WORKERS' AGENDA

In June 2017, under President Hayward's leadership, the BTUC released the *2017 Workers' Agenda*. It proposed that the next Government "*adopt and commit to this agenda that will empower Bermudians as well as support and improve the lives of all workers in Bermuda. The BTUC strongly believes that the next Government of Bermuda must establish and maintain a healthy balance between the interests of business and the interest of workers. For a number of years, Bermuda has been experiencing a declining Bermudian workforce, high levels of youth unemployment, wages below the low-income threshold, deteriorating quality of life due to stagnant wage growth, an increased dependency of able-bodied persons on social assistance.*"



The BTUC specifically called on the next Government to:

- Develop and implement a living wage
- Develop a Workforce Development Plan
- Address youth unemployment
- Institute unemployment insurance
- Establish cost of living adjustments (COLAs) for all workers
- Establish May 1st (International Workers Day) as an additional national holiday
- Address age discrimination in employment
- Reform labour and pension legislation

III. BPSU PARTNERSHIP WITH THE BIU CREDIT UNION

The BPSU entered into a strategic partnership with the Bermuda Credit Union (BCU - formerly BIU Members Credit Union). By providing greater access to credit, the BPSU believes that this partnership will make a significant difference in the lives of our members. This is the second time that the BPSU has partnered with the BCU to provide greater access to credit for its members. Under the previous partnership, eighty-two (82) members gained access to over \$350,000 in loans.

As a result of this partnership, the collateral requirement for loans up to \$5,000 and the six (6) month membership requirement will be waived for all BPSU members. The BPSU will guarantee the collateral requirement for the loans up to \$5,000 for its members on a needs-based assessment. A BPSU member may approach the BCU directly for this special offer.

IV. EXTERNAL BOARDS AND COMMITTEES

- BIU Credit Union Board - Sis. Larissa Burgess / Bro. Jason Hayward
- Bermuda Trade Union Congress Executive - Bro. Jason Hayward
- Caribbean Congress of Labour General Council - Bro. Edward Ball Jr.
- Caribbean Public Services Association Executive - Bro. Jason Hayward
- Economic Tripartite Committee - Bro. Edward Ball Jr. / Bro. Jason Hayward
- GEHI Board - Bro. Edward Ball Jr.
- Human Resource Reform Working Committee - Bro. Edward Ball Jr. / Bro. Jason Hayward
- Immigration Board – Bro. Edward Ball Jr.
- Labour Advisory Committee - Bro. Edward Ball Jr. / Bro. Jason Hayward
- National Training Board – Bro. Jason Hayward
- Pension and Benefits Working Group - Bro. Jason Hayward
- Pension Advisory Committee - Bro. Edward Ball Jr. / Bro. Jason Hayward

GLOBAL CONNECTIONS

I. PUBLIC SERVICES INTERNATIONAL - 2016 SUBWOC AND SUBRAC MEETINGS

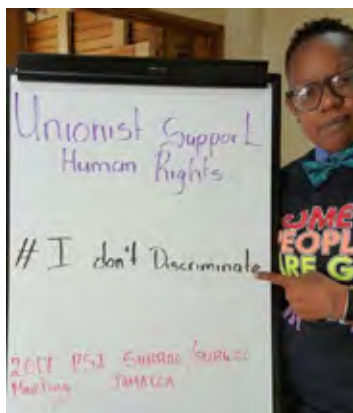
From 15th to 17th February, 2017, Sis. Linda Mienzer, 2nd Vice-President and Sis. Lloyquita Symonds, Recording Secretary represented the BPSU at the Public Service International (PSI) Sub-Regional Women’s Advisory Committee Meeting (SUBWOC) and the Sub-Regional Advisory Committee Meeting (SUBRAC) held in Kingston, Jamaica.

This was a PSI World Congress Year which is held every five (5) years. The focus of this year’s meetings was to provide

affiliates with the opportunity to review and comment on the PSI Draft Programme of Action (PoA) 2018-2022 and the Draft Constitutional Amendments.



Sis. Mienzer presented on the responsibility of trade unions to provide an enabling and safe environment for the LGBTQI community. In addition, Sis. Symonds gave a presentation on the needs of the Health and Social Services sector in the region.



II. INTERNATIONAL VISITOR LEADERSHIP PROGRAMME

In February 2017, President Jason Hayward along with four (4) other Bermudian professionals were invited to take part in a 10-day *International Visitor Leadership Programme*. This programme was facilitated by the United States' Department of State in conjunction with the U.S. Consulate in Bermuda.



The focus of the International Visitor Leadership Programme was “Workforce Development”; a timely topic as this is currently an area of concern for Bermuda. The group travelled to four (4) States, visiting seven U.S. cities and meeting with over twenty diverse organisations that were engaged in workforce development initiatives.

III. 2017 UNI AMERICAS CONFERENCE

The delegation for the *UNI Americas Conference* comprised of Sis. Sharon Symonds, Community Outreach Chairperson and Sis. Ashley Smith, member of the Future Leaders Committee. This conference was part of the UNI’s “*Equal Opportunities*” initiative which focused on mentoring and empowering women within unionised organisations around the world. Delegates were tasked with implementing programmes in their respective countries and report back to the Reconvening of the Women’s Conference in 2018 and 2019 respectively. Delegations were encouraged to continue with the existing UNI programmes to help expand the already successful campaigns including:



- 40 for 40
- Breaking the Circle of Violence
- That’s Why!
- Equal Pay
- Women’s Health

UNI’s *3-year Mentoring Programme* was the core of the conference. It was designed to ensure that the delegates remain connected and drive women’s issues through working with other entities.

IV. 5th UNI AMERICAS INFORMATION, COMMUNICATION, TECHNOLOGY & SERVICES (ICTS) CONFERENCE

From 25th to 26th April, 2017, Bro. Wendell Burchall and Bro. Laurie Harris attended the 5th Conference of UNI Americas ICTS in Buenos Aires, Argentina. Bro. Burchall, 1st VP, had oversight of Division 9 while Bro. Laurie Harris, Chairperson of Division 9, is responsible for the telecommunications companies LinkBermuda, BTC and TeleBermuda.

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 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 and maintains oversight from an international level. This conference was an opportunity to converse with other union colleagues in the telecom industry.

V. THE ATLANTIC CONNECTION LTD: 12TH ANNUAL ECONOMIC & FINANCIAL DEVELOPMENT CONFERENCE

The Atlantic Connection Limited's 12th Annual Economic and Financial Development Conference entitled: ***"Managing Risk in Today's Economic Environment"*** was held from 12th to 14th July, 2017 in Coral Gables, Florida. The Conference provided Caribbean businesses and governments with a forum for educational and consulting services from an array of Canadian and American Ivy League businesses, politicians, municipalities and federal/civil service officers.

The Conference was designed to maximize interactions amongst the presenters and the invitees by fostering and exchanging ideas for greater networking opportunities and economic growth throughout the Caribbean region. Invitees and panelists discussed issues of mutual importance on pension administration, as well as current standards and best practices in the pension industry. Other topics included trends in the real estate market, investment options and portfolio re-tooling, etc. For the first time in the Conference's history, trade union leaders from Canada, America and Bermuda were invited to participate as panelists with business leaders to discuss *"The Role Unions Play in the U.S. and Caribbean in Today's Economic Environment on Pension Administration."*

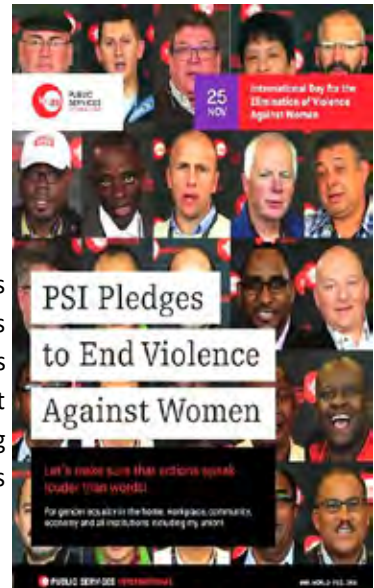
VI. PUBLIC SERVICES INTERNATIONAL (PSI) - 30TH WORLD CONGRESS

From 29th October to 4th November, 2017, Public Services International (PSI) held its 30th World Congress in Geneva, Switzerland. The General Secretary, Bro. Edward Ball Jr. and 1st



VP, Bro. Wendell Burchall joined hundreds of delegates from around the world to discuss labour related items under the theme of *People Over Profits*. Concentration was given to Trade Union Rights, the Global Economy, Respect and Dignity for All, Fighting Privatisation and Building Power to Create the World We Want by Making Sectors Stronger. Workshops included:

- The Women and Young Workers Forums,
- LGBT Workers Rights Forum
- The Whistle Blowing panel discussion



Attendees also participated in a protest demonstration outside the headquarters of the United Nations to point out the injustice of placing profits over people in the workplace. Valuable information on protecting and advancing Workers was discussed and presented with a Programme of Action for the next five (5) years.

VI. 47TH ANNUAL CARIBBEAN PUBLIC SERVICES ASSOCIATION CONFERENCE (CPSA)

A six-member delegation from the BPSU travelled to the beautiful island of Anguilla to attend the 47th Annual CPSA Conference. The delegation included President Bro. Jason Hayward, 2nd VP Sis. Linda Mienzer, Asst. Recording Secretary Sis. Larissa Burgess and General Council members Sis. Lalisha Simmons (Division 1), Sis. Vernelle Harvey (Division 13) and Bro. Damon Walker (Division 11).



Under the theme of *"An Effective Agent for Positive Trade Union Transformation and Human Advancement"*, members attended various workshops discussing topics concerning how unions begin the work of transforming our unions to meet the current needs of its membership.

VII. INTERNATIONAL WORKERS' DAY



May 1st is recognised around the world as *May Day* or *International Workers' Day* and acknowledges the loss of lives which occurred during a peaceful demonstration held at Haymarket in Chicago in 1884. The day is typically marked by international celebrations in recognition of the workers' and their organisations' contribution to the socio-economic success of their respective communities.

Given this backdrop, BTUC called on all workers - Bermudian and guest worker; organised and non-organised; 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 30th April, 2017 at St. Paul A.M.E. Church and participate in a *Solidarity March* on 1st May, 2017. It was, therefore, ironic that on the 1st May, 2017, Bermuda's Labour leaders were in court facing prosecution for exercising their right of assembly.





EVENT & MEETING VENUE

DISCOVERY HALL (Cafeteria)

at CedarBridge Academy

Cedarbridge Academy's campus offers a spectacular venue for your event or meeting. It is centrally located just 5 minutes outside of the city of Hamilton. Positioned above Bermuda's National Sports Centre, our campus boasts views of the North shore and is the perfect place to hold your community or corporate event.

CAPACITY:

350 SEATED WITH TABLES
550 SEATED THEATRE STYLE
650 STANDING

ROOM SIZE:

4816 SQUARE FEET

CONTACT US to request an estimate or to schedule a tour of the facility.



FACILITY FEATURES:

- 30 Foot Ceilings
- Tiled Flooring
- Multiple Entrances
- Wi-fi Access
- Access to Tables & Chairs
- Use of Video Projector & Screen
- Private Entrance & Parking
- 2 Large Outdoor Patios
- Access to Kitchen for Catering



TYPES OF EVENTS HELD HERE:

- Weddings & Showers
- Seminars & Workshops
- Conferences & Exhibits
- Group Meetings
- Children & Adult Parties



AVAILABILITY:

Discovery Hall is available for hire Monday to Friday after 4pm and all day on weekends and school holidays. We have tables, chairs and other audio and visual items for rent, refer to our equipment rental list.

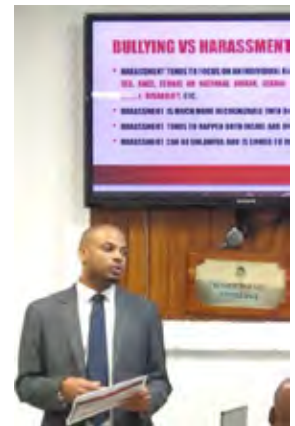
EMAIL STUART CROCKWELL: scrockwell@cedarbridge.doe.bm
OR PHONE: (441) 296-5665

ANTI-BULLYING & HARASSMENT CAMPAIGN

The BPSU is committed to promoting a workplace free of bullying and harassment and continues its efforts to raise awareness of the negative impact of both in the workplace.

To solidify protection of our members from the impact of bullying and harassment, the Union negotiated the inclusion of an anti-bullying and harassment clause in various collective bargaining agreements across its bargaining units.

During the year, President Hayward and 2nd VP Sis. Linda Mienzer conducted numerous Anti-Bullying & Harassment presentations to various bargaining units.



ACKNOWLEDGMENTS



After three (3) years of dedicated service to the BPSU as an Administrative Assistant, Sis. Pamela Wade retired in September 2017. Sis. Wade's strength, gentle guidance and unique sense of humour will be truly missed by her colleagues at the Secretariat. On behalf of the President, Executive, General Council and the Secretariat, Sis. Wade is wished a happy, healthy and travel-filled retirement.



The BPSU extends a warm Union welcome to Sis. Donna Jacobs in her role as Administrative Assistant. Sis. Jacobs brings to the Union an extensive administration background. She was a former civil servant with nearly 30 years at Government, having spent eleven (11) years with the Department of Education at Francis Patton Primary School.



**ISLAND
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SERVICES LTD**

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**ICS
TIRES**
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2018 MEMBERSHIP SATISFACTION SURVEY

Summary Highlights

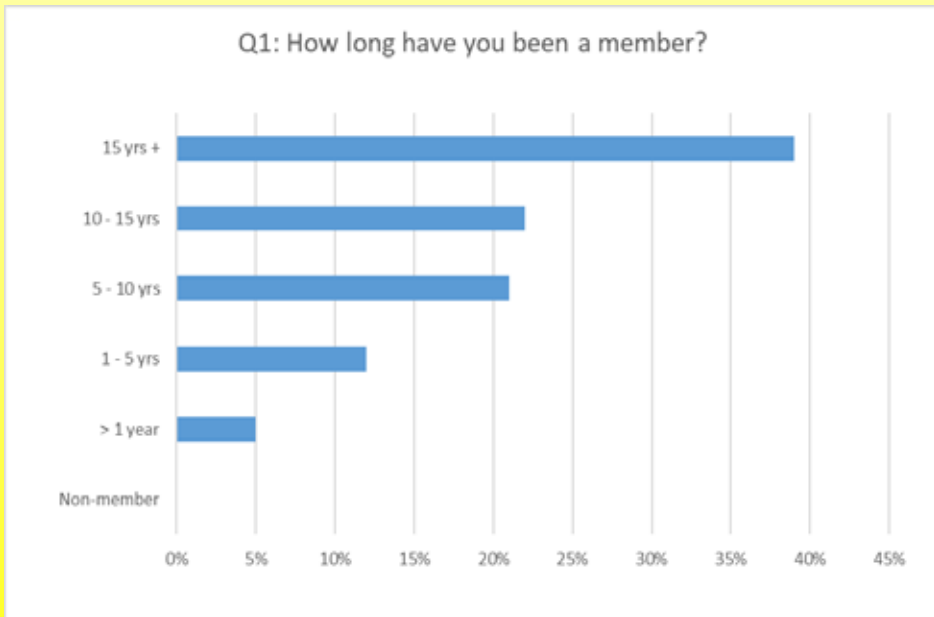
To gauge members' satisfaction levels on key aspects of the Union, we sought feedback from members through an online satisfaction survey. This anonymous survey was conducted from January 24 to February 2, 2018 and comprised of twelve (12) questions, including one (1) open-ended question.

These results will enable the Union to track the membership's satisfaction levels over time and the information will be used to formulate an action plan for the ongoing development of our Union. This was the third time under President Hayward's leadership that our members were invited to participate in a survey of this type. This survey is a continued commitment to open dialogue with our membership.

Profile of Survey Respondents

Representing approximately 11% of our membership, 353 persons participated in our survey.

Of those members that completed the online survey, 39% had been a member of the BPSU for 10 years or more. While still the largest cohort, the percentage of respondents in this group has decreased from 43% in 2016 and 55% in 2015.





Body/Paint Shop



Car & Truck Mechanical



Parts Department



Rayclan Chevrolet

- WE SERVICE ALL MAKES & MODELS
- GENUINE & AFTERMARKET PARTS
- SPECIAL ORDER PARTS AT COMPETITIVE PRICES
- BERMUDA'S ONLY CHEVROLET DEALERSHIP
- BODY & PAINT SHOP - FREE ESTIMATES
- TCD TESTING

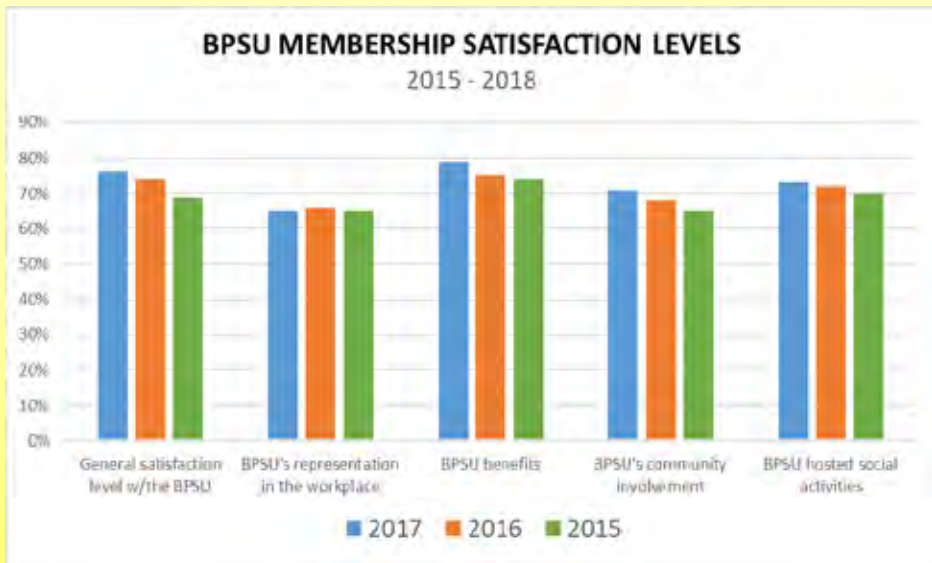
4 Addendum Lane South,
Pembroke, Bermuda HM 07
Email: rayclan1@northrock.bm

www.rayclan.bm
Tel: **292-8383**

Satisfaction Levels

Membership satisfaction levels continued to be strong. In response to the question: “*In general, how satisfied are you with the way the BPSU is handling the affairs of the membership?*”, 76% of respondents were either satisfied or very satisfied. This marked a 2% increase from the general satisfaction level of 2016 and an 11% increase from 2015.

Nearly unchanged from 2016, this year’s survey reported that 65% of respondents were *satisfied or very satisfied* with the way in which the Union represented employees in the workplace.



With regards to the benefits that the BPSU provides to its members, 79% of respondents were either *satisfied or very satisfied*. This marked a 4% increase from the level reached in 2016 and a 5% increase from 2015. Participants were invited to provide suggestions for additional benefits that they would like for the BPSU to provide.

The responses were varied and included requests such as:

- increase the number and variety of membership discounts
- access to financing for further education and training
- improve health insurance coverage and pension benefits
- increase sick, maternity and paternity leave
- grant long service awards
- provide daycare for members’ children
- host additional educational and training forums, etc.

PROGRESSING TOGETHER

West End Development Corporation recognizes that true progress can only be achieved through celebrating diversity and standing together.

We look forward to continuing to achieve true progress with the Bermuda Public Service Union.

WEDCO welcomes all **BPSU** Members to experience the Royal Naval Dockyard this 2018 season.

SHARE YOUR EXPERIENCE:
#DOCKYARDBERMUDA



THE WEST END
BERMUDA

KEEP UP-TO-DATE BY VISITING:
THEWESTEND.BM

CONNECT WITH DOCKYARD:



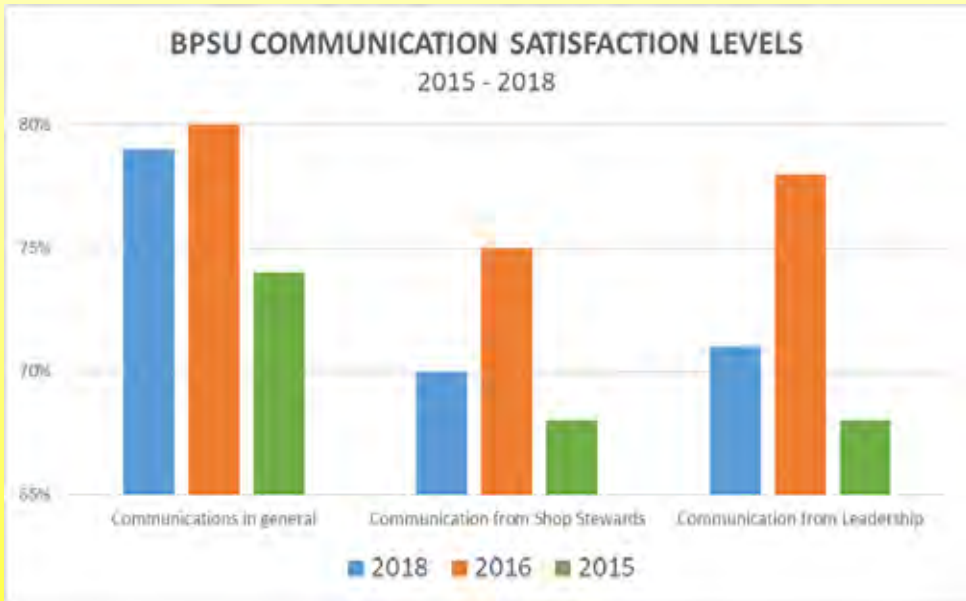
These recommendations have been forwarded to our Executive Committee for consideration.

Members were 71% *satisfied or very satisfied* with BPSU's involvement in our community and 73% were *satisfied or very satisfied* with the social events hosted by the Union. Both of these areas were up from the satisfaction levels recorded for 2015 & 2016.

Communications

The survey revealed that 79% of respondents were *satisfied or very satisfied* with the way in which the BPSU communicates with them. In addition, 70% reported that they were *satisfied or very satisfied* with the standard of shop stewards' communication.

With regards to communication emanating from the BPSU leadership, 71% of respondents stated that they were *satisfied or very satisfied*.



Handling Grievances

Similar to 2015 and 2016, this year approximately 22% of those members that were surveyed had a grievance or a workplace dispute in the last two (2) years. Of these respondents, 48% were either *very satisfied* or *satisfied* with the manner in which BPSU handled their grievance or dispute, representing a marginal increase of 1%.



BERMUDA PUBLIC SERVICES UNION

Structure Chart

2017-2020



Edward Ball Jr.
General Secretary



Jason P. Hayward
President



Jewel Robinson
Treasurer



Wendell Burchall
1st Vice President



Lloyquita Symonds
Rec. Secretary



Linda Mienzer
2nd Vice President



Larissa Burgess
Asst. Rec. Sec.



Robin Minors
3rd Vice President

Division 1
Lalisha Simmons
Chairperson
HM Customs

Division 8
David Minors
Chairperson
Airport Operations
Marine & Ports
Public Transportation
Transport Control
Dept.
Transport HQ

Division 10
Meisha Easton
Chairperson
Accountant General
Attorney General
Auditor Gen. Office
Cabinet Office
DCI
DPP
Finance
Human Resources
ITO
Internal Audit
Lands, Survey & Reg.
Min of Eco Dev HQ
Min of Legal Affairs
Registrar of Cos.
Social Insurance
Stats Office
Tax Commission
Rent Commission

Division 2
Mellonie Furbert
Chairperson
Allied Health
Child & Family Svcs.
Dental
Environmental Health
Financial Assistance
Hamilton Health Centre
Health Insurance Dept
Lefroy House
Matilda Smith-Williams
Ministry of Health HQ
National Drug Control
K Margaret Carter
Public Health Nurses
Sylvia Richardson Care
Men's Treatment Center

Division 4
Michelle James
Chairperson
BHB Nursing

Division 5
Julie Walker
Chairperson
BHB Clerical
Pharmacists
Technical
RDC Pharmacists

Division 13
Vernelle Harvey
Chairperson
MWI

Division 12
Ashley Smith
Chairperson
Archives
Child Development
Court Services
Dame Marjorie Bean
Hope Academy
Min. of Education
Government House
House of Assembly
Judicial
Libraries
Workforce Develop.

Division 3
Barbara Ingemann
Chairperson
GPO

Division 7
Kewanna Swan
Chairperson
Community, Cultural
& Sports
Defense
Dept. of Corrections
Dept. of Tourism
E-Commerce
E-Government
Human Affairs
Immigration
Home Affairs
Labour Relations
Min of National
Security
Ombudsman
PATI Office
Parliamentary Registry
Police Administration
Registry General
Telecommunications
Traffic Wardens
Youth & Sport

Division 6
Holly Richardson
Chairperson
Permanent Secret. /
Heads of Depart.
School Principals
City of Hamilton
Mgmt.

Division 14
VACANT
Chairperson
Bermuda College
Berkeley Institute
CedarBridge Academy

Division 9
Laurie Harris
Chairperson
LinkBermuda
TBI
KeyTech
BTC

Division 15
Whayman Butterfield
Chairperson
BEDC
Bermuda Health Council
BHC
Bda. Civil Aviation
Corp of Hamilton
Bda. Shipping &
Maritime Authority
WEDCO

Division 16
VACANT
Chairperson
American Airlines
BAS-Serco
BMA
BPSU Secretariat
Black & McDonald Ltd
CI²
Clarion Bank
Phoenix
Salvation Army

Division 11
Damon Walker
Chairperson
Environment &
Natural Resources
Fire Services
Land Valuation
Parks
Planning
Ocean View Golf
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The persons listed on this chart are members of the BPSU General Council Committee. The Chairperson and Secretary are the official representatives of each Division. Alternates, i.e. Vice Chairperson and Assistant Secretary, may stand in upon prior notification to the Secretariat. The Secretariat consists of the General Secretary: Edward G. Ball Jr., JP, LLB, FCM; Assistant General Secretary: Kevin Grant; Senior Administrator: Lauren Bell; Accounts Administrative Officer: Angela Todd; Administrative Assistants: Jamee Jones and Donna Jacobs; Receptionist/Clerk: Marilyn Scott.

* Color denotes respective Officer's portfolio

UPDATED: 25Jan18

EXECUTIVE COMMITTEE MEETINGS

ATTENDANCE RECORD March 2017 – February 2018

OFFICER	OFFICE	MEETINGS HELD/ MEETING ATTENDED
Bro. Jason Hayward	President/Treasurer	18/19
Bro. Edward Ball Jr	General Secretary	18/19
Bro. Wendell Burchall	1 st Vice President	11/19
Sis. Linda Mienzer	2 nd Vice President	14/19
Bro. Robin Minors	3 rd Vice President	12/19
Sis. Jewel Robinson	Treasurer	6/19
Sis. Lloyquita Symonds	Recording Secretary	18/19
Sis. Larissa Burgess	Assistant Recording Secretary	11/19



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GENERAL COUNCIL MEETINGS

ATTENDANCE RECORD

March 2017 – February 2018

EXECUTIVE OFFICER	OFFICE	MEETINGS ATTENDED/HELD
Bro. Jason Hayward	President/Treasurer	8/10
Bro. Edward Ball Jr	General Secretary	11/11
Bro. Wendell Burchall	1 st Vice President	7/11
Sis. Linda Mienzer	2 nd Vice President	10/11
Bro. Robin Minors	3 rd Vice President	11/11
Sis. Jewel Robinson	Treasurer	3/10
Sis. Lloyquita Symonds	Recording Secretary	10/11
Sis. Larissa Burgess	Assistant Recording Secretary	8/11

DIVISION	OFFICE	MEETINGS ATTENDED/HELD
1	Chairperson / Vice Chairperson	8/11
1	Secretary/ Assistant Secretary	8/11
2	Chairperson / Vice Chairperson	9/11
2	Secretary/ Assistant Secretary	10/11
3	Chairperson / Vice Chairperson	10/11
3	Secretary/ Assistant Secretary	VACANT
4	Chairperson / Vice Chairperson	8/11
4	Secretary/ Assistant Secretary	9/11
5	Chairperson / Vice Chairperson	10/11
5	Secretary/ Assistant Secretary	4/11
6	Chairperson / Vice Chairperson	9/11
6	Secretary/ Assistant Secretary	9/11
7	Chairperson / Vice Chairperson	3/11
7	Secretary/ Assistant Secretary	11/11
8	Chairperson / Vice Chairperson	3/11
8	Secretary/ Assistant Secretary	3/11
9	Chairperson / Vice Chairperson	6/11
9	Secretary/ Assistant Secretary	6/11
10	Chairperson / Vice Chairperson	1/11
10	Secretary/ Assistant Secretary	9/11
11	Chairperson / Vice Chairperson	4/11
11	Secretary/ Assistant Secretary	1/11
12	Chairperson / Vice Chairperson	10/11
12	Secretary/ Assistant Secretary	8/11
13	Chairperson / Vice Chairperson	10/11
13	Secretary/ Assistant Secretary	4/11
14	Chairperson / Vice Chairperson	3/11
14	Secretary/ Assistant Secretary	VACANT
15	Chairperson / Vice Chairperson	1/11
15	Secretary/ Assistant Secretary	VACANT
16	Chairperson / Vice Chairperson	VACANT
16	Secretary/ Assistant Secretary	VACANT

BPSU SECRETARIAT STAFF



Sis. Angelia Todd
Accounts Administrative Officer



Bro. Edward Ball Jr.
General Secretary



Bro. Kevin Grant
Assistant General Secretary



Sis. Jamée Jones
Administrative Assistant



Sis. Lauren Bell
Senior Administrator



Sis. Donna Jacobs
Administrative Assistant



Sis. Marilyn Scott
Receptionist



STANDING & AD HOC COMMITTEES

COMMITTEE	CHAIRPERSON
Appeals Committee	Bro. Kevin Grant
Bar Committee	Sis. Kewanna Swan
Benefits Committee	Sis. Dwanita Grant
Building Committee	Bro. Robin Minors
Community Outreach Committee	Sis. Sharon Symonds
Disciplinary Committee	Sis. Larissa Burgess
Education Committee	Bro. Kevin Grant
Election Committee	Sis. Marlene Christopher
Finance Committee	Sis. Jewel Robinson
Future Leaders Committee	Sis. Lalisha Simmons
Political Action Committee	<i>Vacant</i>
Public Relations Committee	Sis. Lloyquita Symonds
Retirees' Committee	Sis. Marlene Smith
Shop Stewards' Committee	Sis. Linda Mienzer
Social Committee	Sis. Lisa Christopher
Sports Committee	<i>Vacant</i>
Trustees Committee	Bro. Roy Wright
Women's Committee	Sis. Lenneir Darrell-Hewey

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- American Airlines 
- BAS – Serco CCTV  
- BPSU Secretariat 
- Bermuda Civil Aviation Authority 
- Bermuda College 
- Bermuda Economic Development Corp. 
- Bermuda Government 
- Bermuda Health Council 
- Bermuda Hospitals Board 
- Bermuda Housing Corporation 
- Bermuda Monetary Authority 
- Bermuda Shipping & Maritime Authority 
- Bermuda Telephone Company Ltd. 
- Berkeley Institute 
- Black & McDonald Bermuda 
- CI² Aviation Services Bermuda Ltd. 
- CedarBridge Academy 
- Clarien Bank Ltd. 
- Corporation of Hamilton – Supervisors 
- Corporation of Hamilton – Office Staff 
- LinkBermuda 
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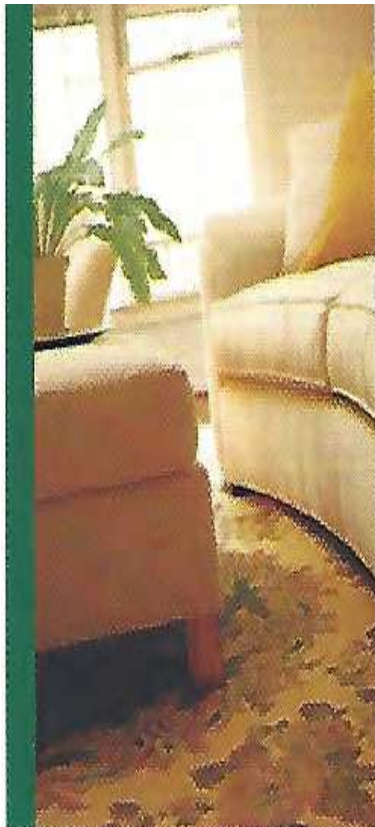
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