



ANNUAL GENERAL MEETING

October 20, 2016

2016 ANNUAL REPORT

October 2015 - September 2016

BERMUDA PUBLIC SERVICES UNION



Annual General Meeting

October 20, 2016

2016 Annual Report

October 2015 - September 2016

2 Angle Street
Hamilton HM10
P.O. Box HM763
Hamilton HMCX
Telephone: 441-292-6985
Fax: 441-292-1149

Website: <http://www.bpsu.bm>

Email: info@bpsu.bm

Facebook: [bermudapublicservicesunion](https://www.facebook.com/bermudapublicservicesunion)

Twitter: [@BermudaPSU](https://twitter.com/BermudaPSU)

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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.*

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THE BERMUDA PUBLIC SERVICES UNION

Annual General Meeting

AGENDA

1. Call to Order and Prayers
2. President's Remarks
3. General Secretary's Remarks
4. Reading and Approval of 2015 AGM Minutes
5. Presentation of Annual Reports
6. Presentation of the Union's Financial Position
7. Discussion of Reports
8. Closure



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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 2015) 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 2016 AGM which is to be held on Thursday, October 20th, 2016 at St. Paul A.M.E. Church Centennial Hall Victoria Street, 59 Court St, Hamilton at 5:30pm.

AGENDA

1. Call to Order and Prayers
2. President's Remarks
3. General Secretary Remarks
4. Presentation of Annual Reports
5. Presentation of the Union's Financial Position
6. Discussion of Reports
7. Motions and Questions
8. 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 September 29th, 2016 to the BPSU office either by post or by hand to 2 Angle Street, Hamilton, HM 10 or via email at info@bpsu.bm.

By order of the President, Bro Jason Hayward

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2016 ANNUAL REPORT

October 2015 - September 2016



The Bermuda Public Services Union (BPSU) has worked extremely hard over the last year to effectively advocate for and represent its members. Despite the many challenges BPSU has faced over the year, as President I am proud of the professionalism that members of this organization exhibited in addressing those challenges and finding resolve.

I am pleased to report that in addition to achievements that were reported at the last AGM, significant progress continues over the period in review. Along with executing our core functions of grievance handling, negotiations and Joint Consultative Committee (JCC) meetings during the past year, this report highlights the progress the organization has made in a number of areas.

OUR STRATEGIC PLAN

In order to achieve our desired objectives for the period 2014-2017 in an effective manner, the BPSU continued to work through implementing its strategic plan. This strategic plan will allow the BPSU to:

- Set direction and priorities
- Get everyone on the same page
- Simplify decision-making
- Drive alignment
- Communicate our message

This strategic plan establishes a proactive path for the BPSU to follow in order to carry out our mission and achieve our vision. It allows for us to determine:

- *Where are we now?*
- *Where do we want to go?*
- *When do we want to get there?*
- *How are we going to make it happen?*

The overall aim of the plan is to establish clear goals and specific action plans that the Union will carry out during the next three years. Key highlights include:

I. Enhanced education and training for Stewards and General Council
i. Advanced Shop Steward Training:

As part of the ongoing partnership with BPSU, trade unionists from the Canadian Labour Congress (CLC) engaged 23 shop stewards in an intense 3-day workshop held on June 22 - 24, 2016. The workshop focused on building the skills and knowledge that stewards need to effectively represent their members and included topics such as:

- legal concepts
- grievance investigation techniques
- representing members at meetings
- connecting with members, and
- shop stewards as mobilisers and activists



BPSU / CANADIAN LABOUR CONGRESS - SHOP STEWARDS TRAINING

ii. Basic Shop Steward Training:

Sixteen shop stewards participated in an all-day workshop that involved presentations from past and present Union Executive Officers and Secretariat staff covering subjects such as:

- the History of the Union
- the relationship of the Department of Workforce Development and Trade Unions
- the Role of the Shop Steward, and
- the Grievance Procedure



BASIC SHOP STEWARD WORKSHOP

II. Strategic training and development of Secretariat staff

Strategic training and staff development are key components to the continued growth and resourcefulness of the Secretariat and to the future success of the Union. Staff development is one of the most important investments any business can make and the BPSU has made a commitment to building the capacity of its human resources. The overall training strategy is based on the following criteria:

- analyzing the Union's business needs
- identifying skill gaps

- prioritizing the types of training by organizational needs and matching employee skill sets; and
- planning the delivery of the training and following up to ensure the objectives are being met

III. Development of a formal succession plan

With the pending retirement of the General Secretary in two years' time, the Union hired the services of a human resource firm to identify and develop talent within the Union membership in order to fill key leadership positions. The objective is to ensure continuity in maintaining the Union's objectives and future growth.

We are delighted to announce that Brother Kevin Grant was the successful candidate for the Assistant General Secretary post as of October 1, 2016. Brother Grant, a former President of the BPSU, has served as a Union Officer for over a decade and brings a working knowledge of trade unionism principles. He will undertake a number of courses to fulfil the succession plan's development objectives.



IV. Improved IT systems and service contracts

The Secretariat continues to ensure that our IT and service contracts are meeting the needs of the Union and that services are efficient and cost effective. The BPSU contracted the services of a new IT specialist and will be reviewing other service contracts throughout the course of the year.

V. Progress towards Annex building redevelopment

The Annex building was built at the turn of the 19th Century and is now in disrepair, requiring major structural work. Plans were submitted to the Department of Planning to replace the roof and install new electrical wiring and plumbing. On completion of these renovations, the building will serve as a modernized meeting and reading room.

VI. Modernized website

The BPSU successfully launched its new website during the second quarter of 2016.

The new website platform is easier to navigate and more visually appealing.

The website can be accessed at

www.bpsu.bm.



VII. Increased advocacy towards the reform of labour laws

Repeated calls from Bermuda's trade unions and some employers for Bermuda's labour laws to be updated was reinforced by the recommendations that came as a result of the recent *Pathways to Status* citizenship protest. As a result, the OBA Government has agreed to allow a subcommittee of the **Labour Advisory Council** to review and make recommendations with respect to the following:

1. *“Amendments to work permit policies to address a living wage and training requirements for Bermudians*
2. *Cracking down further on unscrupulous business tactics that undermine Bermudian labour*
3. *Working with the International Business sector to provide summer employment opportunities for Bermudians*
4. *Continuing with Government's efforts to similarly provided such summer employment*
5. *Continued robust enforcement of Work permit policies; and*
6. *Such other matters of mutual interest as may be agreed.”*

INDUSTRIAL RELATIONS ACTIVITIES

I. ORGANIZING

As a result of the BPSU's continued organizing efforts throughout the period under review, the Union received certification from the Department of Workforce Development for the following:

i. BAS-Serco CCTV Operators

BPSU was officially certified as the exclusive bargaining agent for BAS/Serco's CCTV Operators after successfully winning a certification ballot on November 3, 2015. The BPSU is currently in the process of commencing negotiations.

ii. CI² Aviation

The BPSU was successful in the certification of the maintenance staff, air traffic controllers, and ground electrical staff of CI² Aviation on May 19, 2016. Negotiations for a new CBA are due to commence October/November 2016.

iii. Salvation Army

The BPSU was certified as the exclusive bargaining agent for Salvation Army on July 18, 2016.

The BPSU extends a warm welcome to the members of BAS-Serco CCTV Division, CI² Aviation and the Salvation Army.

Unfortunately, the BPSU lost the ballot to organize workers at Clarien Bank (Middle Office) and withdrew a certification application for Menzies Aviation Bermuda Ltd. (supervisors).

II. COLLECTIVE BARGAINING AGREEMENTS

- i. **BHB** - Negotiations are now complete and a new Collective Agreement was signed on July 16, 2016.
- ii. **The Berkeley Institute** - Negotiations are currently underway.
- iii. **Bermuda Government** - Negotiations are due to commence with the Bermuda Government in Q3 2016. Preparations have begun, the bargaining team has been formed and is currently working with the membership to complete a negotiation package.
- iv. **Bermuda Monetary Authority** - Negotiations were completed on December 16, 2015.
- v. **Bermuda Telephone Company (BTC)** - Negotiations are currently underway.
- vi. **Cedarbridge Academy** - Negotiations are currently underway.
- vii. **Clarien Bank Ltd.** - The BPSU will engage the bank in the last quarter of 2016 to discuss salary uplifts for the 2017 fiscal period.
- viii. **Corporation of Hamilton (supervisors)** - Negotiations are currently underway.
- ix. **LinkBermuda / Quantum Communications** - Negotiations were completed and a new collective bargaining agreement was signed on July 1, 2016.
- x. **Schools Principals** - Negotiations are due to commence with the Bermuda Government in Q3 2016.
- xi. **WEDCO** - Negotiations are currently underway.
- xii. **BPSU Secretariat** - Talks have commenced for the development of a Collective Agreement.



In preparation for the upcoming Government CBA negotiations, President Jason Hayward along with members of the Executive, held meetings with Divisional representatives and Shop Stewards to outline BPSU's collaborative approach to the negotiation process.

SUMMARY OF COURT/ TRIBUNAL CASES

I. BPSU vs BERMUDA GOVERNMENT COURT CASE

On January 15, the court case between the Bermuda Government and the 5 public sector trade union respondents concluded with Chief Justice Mr. Ian Kawaley ruling in favor of the Unions by refusing to grant a permanent injunction.

The Government, however, did succeed in securing declarations in respect to minor breaches that were in direct reaction to the inappropriate behavior by the Government. In response to the Chief Justice's ruling, the BIU, BPSU and BUT filed an appeal on February 25. A court date has been scheduled for October 2016.

On March 21, the Chief Justice awarded the BPSU and the other union respondents 50% of their costs from the original trial, as the Government had failed to secure the permanent injunction.

II. BPSU vs CLARIEN

BPSU's attempt to certify Clarien's middle managers has been referred to a tribunal. The BPSU is alleging that Clarien management team contravened the Trade Union Act 1965 by intentionally intimidating and dissuading members from voting in favour of union certification.

III. BPSU vs BAS-Serco

Contracts of employment ended for all BAS-Serco employees on March 31, 2016, by reason of discontinuance of the services provided by BAS Serco to the L. F. Wade International Airport and associated aircraft and weather services. It is the opinion of the Union that the workers were entitled to severance, as defined in the respective collective bargaining agreements and pursuant to Section 30 Employment Act 2000. The matter is currently being mediated by the Department of Workforce Development, as both BAS-Serco and the Bermuda Government are steadfast in their position that the employees are not entitled to severance. The matter of liability may ultimately be decided in the Supreme Court of Bermuda.

NATIONAL POLICIES IMPACTING OUR UNION & OUR MEMBERS

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

I. PUBLIC SERVICE COMMISSION REGULATIONS

In 2016, Governor George Fergusson announced that new provisions would be issued covering the relationship between the Public Service Commission and senior civil servants. These provisions would formalize the annual evaluation and reporting structure with the independent Public Service Commission taking responsibility for the performance appraisals in consultation with the Premier, relevant Ministers and other stakeholders.

The Union sought advice from a Queen's Counsel on the constitutionality and legality of the proposed Public Service Commission Amendment Regulations 2016 ('the Amendment Regs').

The ethos of the Amendment Regs is the introduction of new performance management procedures for the Cabinet Secretary and all senior civil servants. Of particular concern for the Union is the extent to which third parties, including Government Ministers, might have input into the evaluation of civil servants' performance. A recent draft of the Amendment Regs was received from the Government reflecting some of the Union's concerns. However, it appears the Government is eager to obtain Cabinet approval and have the new Amendment Regs in place by 2017.

The Union will continue consultation with the OBA Government in order to obtain mutually accepted Amended Regs.

II. COMMISSION OF INQUIRY

Under the Commission of Inquiry Act 1935, a Commission of Inquiry was established by the Premier, the Honourable Michael Dunkley JP, MP, on February 24, 2016. The Commission has been directed to inquire into the findings of the Auditor General's report on the Consolidated Fund for the Financial Years 2010, 2011 and 2012.

The Commission is chaired by international jurist and former Bermuda Court of Appeal Judge, Sir Anthony Evans, and its members include lawyer and former MP John Barritt, businesswoman Fiona Luck and businessman Kumi Bradshaw.

Under Section 9 of the Commission of Inquiry Act 1935, the Commission of Inquiry has the power to require the attendance of witnesses and the production of documents. Over a dozen public servants from all ranks of the Service have received formal letters from the Commission's lawyers, instructing them to supply witness statements with answers to specific questions involving their knowledge and/or role in certain capital expenditures and/or capital acquisitions from the period of 2010 - 2012 as denoted in the Auditor's Report.

The Commission's powers are wide-sweeping and the failure to supply the said information by any public officer could potentially lead to prosecution. In addition, information supplied could also result in a fine or prosecution if the officer's performance has violated Financial Instructions, the Appropriation Act, the Public Accounts Act, the Code of Conduct, the Public Service Commission Regulations or any other Act and/or policy that governs the spending of public funds.

The Union has retained the services of a lawyer to assist the officers with producing their witness statements.

COMMITTEE REPORTS - HIGHLIGHTS

I. BENEFITS COMMITTEE

While the Benefits Committee experienced a lull over the past year, we were pleased to offer continued support to members who sought the Committee's assistance. Of the persons who

made inquiries or applications to the Committee, the majority were referred to other agencies or organizations for support and/or education. This allowed us to maximize the limited resources available in-house. We note the agreement with the BIU Credit Union provided our members with an outlet for assistance in areas not covered by the Benefits Committee.

Highlights of our activity for the past year included:

- Successfully assisting or referring members to alternative agencies relative to their specific need(s), and
- Provided an article for the Q4 2015 BPSU Feedback newsletter informing members regarding the scope of the Committee.

II. BUILDING COMMITTEE

During the past year, the Building Committee has worked diligently to monitor, maintain and take steps to improve the facilities of the BPSU headquarters. The Committee was also responsible for managing all maintenance requests and upgrades of the facilities.

The Committee has overseen the following projects in the last year:

- erecting the staging by which both our current and retired members could observe the Bermuda Day festivities
- replacement of two air conditioning units
- painting both the indoor and outdoor of the facility; and
- beautifying the perimeters of the facility with the planting of various flowers and shrubbery.



President's quarterly meeting with all Committee Chairs

III. THE COMMUNITY OUTREACH COMMITTEE

This is a new Committee which was formed by President Bro. Jason Hayward as part of his Strategic Plan with a view to increase the Union's footprint in the community through hosting, sponsoring and participating in community activities.

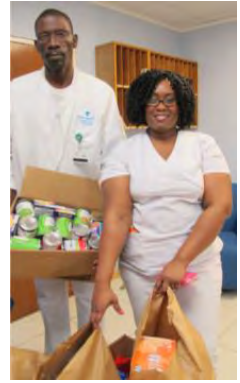
This Committee consists of 8 dedicated members from various divisions of the Union. Since its inception, the Committee has been very visible throughout the community volunteering for various activities including:-

- Planned and participated in several health fairs
- Breast Cancer Walk
- Royal Bermuda Regiment Tattoo
- The Salvation Army's Red Shield Appeal
- Lindo's to Lindo's Race
- Bermuda Race Weekend
- Fundraising for Age Concern
- Belco Cup - gatekeepers for The Bermuda Cricket Board
- Annual Agricultural Exhibition
- Held an educational "Sex Talk for Teens"
- Provided 100 personal hygiene care packs to middle school students
- Bermuda Police Gymkhana
- Dellwood School Big D Run
- Relay for Life
- End-to-End
- 24th May Marathon Derby
- Labour Day Marshall
- Assisted at Special Olympics Run



In addition to the events listed above, the Committee has assisted many charitable organizations including Kiwanis, the Salvation Army, Teen Services "Bermuda Outstanding Teens", Bermuda Nurses Association to name a few.

The Community Outreach Committee was also responsible for arranging food hampers at Christmas for members. Last Christmas, through generous donations provided by our members, over 50 Christmas food hampers were provided to fellow BPSU brothers and sisters in need.



IV. FUTURE LEADERS COMMITTEE

The Future Leaders Committee was represented at the Caribbean Public Services Association's (CPSA) 4th Annual Future Leaders Workshop and the CPSA's Annual Conference held in Grenada on February 17 - 19, 2016. The theme of this year's Future Leaders Workshop was "Creating Channels to Prepare Young Workers to Embrace Global Challenges".



This year, the Committee also completed their annual "soup run" with the Salvation Army. The Committee is committed to this programme and has pledged to keep it on our future to-do list.



V. EDUCATION COMMITTEE

The results of the **2015 Needs Assessment Survey** revealed that our membership wished for the Union to host a variety of educational seminars. In direct response to this feedback, the BPSU Education Committee conducted the following:

LUNCH & LEARNS

January 18th - Financial Health

The BPSU President Bro. Jason Hayward gave a presentation on Financial Health focusing on topics such as *budgeting, financial planning, and guidance for seeking sound financial advice*. Given the overwhelming response we had from our membership and the depth of the participants' discussions, further Lunch & Learn sessions will be held on this subject matter.





February 15th - Your Pension

The presenter was Bro. Gershon Gibbons, Manager of Compensation and Benefits in the Accountant General's Office. The hall was packed to capacity as Bro. Gershon informed and engaged the



audience on subjects such as *Pensioners' Contributions to the Fund, Beneficiary Entitlement, and Pension Calculations at Retirement.*

March 28th - Planning Your Financial Future

Mark Ahronson, Financial Advisor of International Financial Planning Ltd., presented topics that included: *Introduction to International Financial Planning Ltd., Retirement Planning and the Mechanics of a Regular Savings Vehicle.*

April 25th - Government Employee Health Insurance (GEHI)

Keechia Tuckett, Government Employee Health Insurance Manager in the Accountant General's Department, gave a presentation on the GEHI plan which was well received by the members in attendance. With her wealth of knowledge and experience, Sis Keechia provided the audience with pertinent information on the GEHI Plan and entertained a number of questions and concerns.



June 14th - BPSU Education Committee enabled Kaplan University to use BPSU's auditorium and present to members on accessing higher education through distance learning.

BPSU EDUCATION AWARDS - The BPSU continues to invest in our members and their dependents. On July 14, 2016 the Education Committee presented 6 overseas and 6 local awards to successful applicants totaling \$30,000.



BPSU Education Award recipient A'Zaryah Edwards stated: *“In September, I will be embarking on my new educational journey at the Bermuda College; which I am looking forward to. This scholarship has been a significant blessing for which I am grateful.”*

VI. FINANCE COMMITTEE

The Finance Committee was re-established in 2015 and is chaired by the President and Treasurer, Bro. Jason Hayward. During the period under review, the Finance Committee worked diligently to ensure the proper stewardship and management of the Union’s finances.

The Finance Committee consists of six (6) members including:

1. Bro. Jason Hayward - Treasurer - M.B.A. in Finance
2. Bro. Edward Ball Jr., JP, LLB, FCMI - General Secretary
3. Sis. Shakia Smith - B.A. in Accounting
4. Sis. Jewel Robinson - Qualified Accountant
5. Bro. Dwight Furbert - Qualified Accountant
6. Sis. Angela Todd - BPSU Accounts Administrative Officer

The Chairman of the Trustees Committee also attends Finance Committee meetings as Ex-officio.

In addition to the production of quarterly income and expenditure statements and the monitoring of the Union's cash investments, the Finance Committee has also engaged in the following activities:

I. Reduced the Risk on the Defined Benefit Pension Plan

In June 2016, after consultation with the BPSU pension plan actuaries, a decision was made by the Finance Committee to reduce the current and future liability of the Union's Defined Benefit Pension Plan by purchasing an annuity from BF&M valued at \$452,000. This value will be reflected on the BPSU 2015/16 Financial Statement. This move will also equate to saving BPSU over \$100,000 annually.

II. Policies and Procedures

In an effort to improve financial management and controls of the BPSU, the Finance Committee implemented the following policies during the period:

- BPSU Credit Card Policy
- BPSU Purchasing Policy and Procedures
- Revised the BPSU Honorarium Policy

III. Quarterly Bar Analysis

The Finance Committee was tasked by the General Council to ensure that the BPSU Bar remains financially viable. To this end, the Finance Committee now produces Quarterly Bar Analysis reports as a means of monitoring the Bar's financial performance.

VII. PUBLIC RELATIONS COMMITTEE

The Public Relations Committee has been working diligently to ensure that our members are kept up-to-date and informed of the Union's activities. The Committee continues to meet on a monthly basis and has six active members.

Committee highlights during the 2015-2016 period included:

- Increased the stock and variety of promotional items "Union Swag" including polo shirts, baseball caps, flags, BPSU tent, banners, etc.



- Rebranded our Facebook page with regular updates that include postings of opinion pieces and pictures highlighting “*Union in Action*”, both locally and internationally. As a result, there has been a rise in the number of shares of the content on our BPSU Facebook page as well as an increase in the number of “likes” and followers of the page. Follow your Union at: www.facebook.com/bermudapublicservicesunion



- Quarterly production of the Feedback Newsletter which serves to motivate, inform, educate and inspire our members. The PR Committee has increased the number of submissions in the newsletter.



- The creation of an Instagram page: [bermuda_public_services_union](https://www.instagram.com/bermuda_public_services_union)
- Maintains an active social presence via Twitter @BermudaPSU

VIII. RETIREES' COMMITTEE

Last year during Senior Citizens Week, three members of the Retirees Committee received citations for service from the Department of Community and Cultural Affairs: Sis. Ione Smith, Sis. Lovett Trott, and Sis. Edna Smith.

Highlights of the Retirees' Committee 2016 calendar included:

- February 17 - Annual Holiday Luncheon

-
- March 16 - Health & Wellness Talk - Dr. Ayesha Peets-Talbot (physician), Beth Hollis (physiotherapist) and Sabrina Famous (nutrition coach) gave a presentation to retirees on health and wellness
 - April 20 - Walk at Spittal Pond
 - May 18 - BPSU History - presentation made by Sis. Leleath Bailey
 - June 15 - Picnic at Clearwater

The Committee meets every third Wednesday at 12pm at BPSU Headquarters. An invitation is extended to all retiring members to join.

IX. SHOP STEWARDS COMMITTEE

Shop stewards are chosen to stand in the “gap” to ensure that the voice of the members and the Union is heard. To this end, the Shop Stewards Committee is committed to fortifying our Stewards to remain strong in that gap.

Over the past year, the Committee has seen a significant increase in participation by stewards at our regularly scheduled meetings. In an effort to encourage maximum participation from shop stewards and to accommodate their very busy schedules, the Committee Chair organized two meetings on the same day: one at 12:30pm and one at 5:30pm.

Meetings now include an educational component involving role play and presentations. The Committee has instituted a buddy systems to support stewards which is proving to be very effective.

X. SOCIAL ACTIVITIES COMMITTEE

The Social Activities Committee hosted 3 annual events this reporting period, each of which was well attended:

- ***BPSU Annual Members’ Christmas Party*** - Held on December 12, 2015 at Cedarbridge Academy, the theme for the 2015 Christmas party was “Mardi Gras”. The Committee created a New Orleans’ party-feel with a live band and decorations complimented with creole cuisine by Wilks Catering.
- ***BPSU Annual Members’ Children’s Party*** - This event was held at Cedarbridge Academy on January 16, 2016. The theme was “Children’s Carnival”, with highlights of carnival games, rides, fun castles, a magician, sweets station, a DJ and more. Although it rained that day, it did not seem to stop our members and their families from participating and enjoying the event.
- ***BPSU Annual Members’ Cruise*** - In keeping in line with Bermuda hosting its 2nd Carnival, the theme for this year’s cruise was “*BPSU Mas Pon De Water*”. This ever-popular cruise was held aboard the Bermudian on June 11, 2016.



BPSU CHILDREN'S CARNIVAL PARTY



CEDARBRIDGE ACADEMY

JANUARY 16, 2016

XI. WOMEN'S COMMITTEE

The BPSU Women's Committee held 3 annual events this reporting period:

- The annual marshalling of **the Breast Cancer Walk** was held in October 2015. In conjunction with the Community Outreach Committee, the BPSU had over 50 volunteers to come out and support this worthwhile event.
- The **Annual International Women's Day** forum was held on March 8, 2016. Guest speaker, Senator Renee Ming JP gave a powerful speech on the United Nations Theme: "Pledge for Parity", focusing on the timeframe that led to change in Europe and the United States. She presented statistics on women worldwide, including Bermuda, revealing the steps that still needs to be taken in the 21st century to achieve parity.



- The **Annual Mother's Day Tea**, whose theme "*A Mother's Message*", was held on May 17, 2016. The guest speaker, the Honorable Kim Wilson, JP, MP, spoke on the topic "*A Better You*". In attendance were the Head Girls from Cedarbridge Academy, Bermuda High School, Saltus Grammar School and Bermuda Institute.



BPSU ACTIVITIES

I. Public Services International - 2016 SUBWOC and SUBREC Meetings

The Public Services International (PSI) 2016 Sub-Regional Women's Advisory Committee (SUBWOC) meeting was held on March 1, 2016 in Georgetown, Guyana.

There were 30 women present representing 15 Affiliates. The BPSU was represented by Recording Secretary, Sis. Lloyquita Symonds and Women's Committee Chair, Sis. Lisa Christopher. The theme of this year's meeting was *"Working Together for Sustainable Development."*

The Sub-Regional Executive Committee meeting was held on March 2 and 3. Discussion and presentation were made in alignment with PSI's sub-regional work agenda.

II. BTUC May Day Symposium

The BTUC held a May Day Symposium which examined the topic *"What is a Living Wage?"* The panelists included our own President, Brother Jason Hayward, Bermuda College lecturer, Craig Simmons, Nathan Kowalski from the Bermuda Chamber of Commerce and Erika Smith from the Bermuda Economic Development Corporation.

III. Caribbean Public Services Association (CPSA)

The 46th Annual CPSA Conference was held in St. Vincent and the Grenadines this past July. It was an enormous success in terms of the experience and exposure gained by the BPSU delegation. The delegation was led by President Jason Hayward who played a prominent role throughout the entire week.



President Hayward stood shoulder-to-shoulder with our Caribbean union leaders as a panelist on various forums including:

- **The Men’s Forum:** “Current Regional Issues: Politics, Leadership, Regional Integration, Social Services and Employment”
- **The Future Leaders Forum:** “Strengthening your Trade Union: The Role and Responsibilities of Young Workers”
- **Public Service and Political Party Affiliation:** “Should we Re-align our Relationship”
- **BPSU’s Affiliates Report:** This report covered areas such as: Our strategic plan, educational activities, industrial relations and local work program



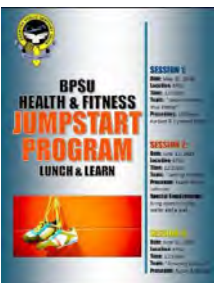
During the opening ceremony President Jason Hayward was presented with an award “in recognition for his dedicated and resolute support” to the CPSA work program. The award was presented by the Prime Minister of St. Vincent and the Grenadines, Dr. Hon. Ralph Gonsalves on behalf of the CPSA.

IV. BIU Credit Union/BPSU PARTNERSHIP

The BPSU strategic partnership with the BIU Member’s Credit Union continues to provide BPSU members greater access to credit. As a result of the partnership, members have received over \$270,000 in capital from the BIU Credit Union. Typically, there is a six-month membership requirement and credit union members are obliged to provide a four to one collateral ratio for loans up to \$5,000. However, for our members, this requirement has been waived as the BPSU has guaranteed the 1/4 capital on a needs assessment basis.

V. Health & Fitness Six Week Jumpstart Programme

The BPSU launched its Health & Fitness Jumpstart Program. This program included six weeks of fitness training sessions, a two week boot camp and three Lunch & Learn sessions:



- Understanding Your Eating
- Getting Started
- Ensuring Success



VI. ANTI-BULLYING & HARASSMENT CAMPAIGN

In recognition of United Nation's Anti-Bullying Day, the BPSU dedicated the week of May 2, 2016 to highlight issues related to bullying in the workplace by introducing various initiatives including:

1. **Anti-Bullying & Harassment Open Forum** - Held on May 4 at the BPSU Headquarters, the discussion provided a unique opportunity to examine the impact that bullying has on both the victim and the workplace environment.
2. **BPSU Anti-Bullying Magazine** - This publication was created to provide members with a reference guide on matters related to workplace bullying and harassment which included the following articles:
 - i. Bullying in the Workplace
 - ii. How Bullying Effects the Organization
 - iii. A Guide to Dealing with Bullies at Work
 - iv. Dignity at Work: *A Model & Process for Bermuda's Workplaces* by Bro Ed Ball Jr.
 - v. Support for Victims of Bullying
 - vi. Advice for those Accused of Bullying
 - vii. Advice for Witnesses of Bullying
 - viii. Advice for Employers
3. **Anti-Bullying & Harassment Survey**
4. **A Public Awareness Campaign**
5. **Anti-Bullying & Harassment Posters** - These were distributed to all BPSU bargaining units.



ANTI-BULLYING & HARASSMENT SURVEY HIGHLIGHTS

Purpose:

The Union conducted an online survey between April 15 & April 21 comprising of sixteen (16) questions of which six (6) were open-ended questions. The purpose of the survey was to gather data directly from our membership to measure the prevalence of bullying and harassment and to provide the Union with insight into the far-reaching impact that bullying has on both the victim and the work environment. The results of this survey will be used to help formulate an action plan to address this issue and will also serve as a benchmark to gauge the finding of future bullying surveys.

Profile of respondents:

The summary results showed that 212 persons participated in this survey representing approximately 7% of our membership. Respondents were predominately female, accounting for 83% of those who had completed the survey. Additionally, 74% of respondents were 40 years old or older with the largest age cohort represented being 50-59 years old (32%). 91% of respondents were employed in the public sector.

Reports of bullying:

The survey revealed that 48% of respondents had reported to have had “personally experienced bullying in the last

months”. In addition, 58% of respondents had “witnessed bullying and/or harassment of other staff at work in the last 6 months.”

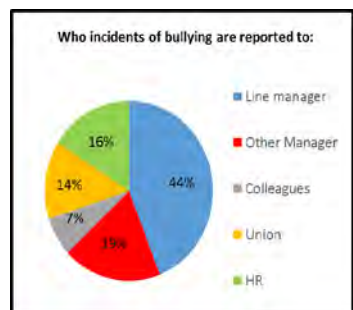
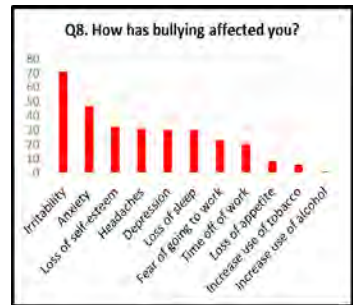
Workplace environment:

It is important that employers are cognizant of the role that the organization’s culture has on whether or not bullying takes place. Organizational factors are often influential in determining whether employees feel safe to report workplace bullying. Unreported incidents of bullying leads to the negative behavior becoming an organizational cultural norm.

The survey reveals that 68% of respondents felt confident to express their opinions at meetings with senior management e.g. at staff meetings, conferences, etc. A significant number of respondents (70%) believed that there was a culture of bullying at their place of employment and only 30% felt that their employer had an effective policy on bullying and harassment.

CONCLUSION

The BPSU believes that all workers have the right to be treated with dignity and respect and, to this end, we are committed to working with employers of our various bargaining units to ensure that the workplace is free from bullying, harassment and discrimination.



ACKNOWLEDGMENTS

Retirement of Assistant General Secretary Bro. Orin Simons

After 17 years of service as the Assistant General Secretary, Brother Orin Simons officially began his retirement on September 27, 2016.

We wish to acknowledge the invaluable service that Brother Simons provided the Union through his knowledge, capability and devotion to the members, especially during the challenging times that required dedication and loyalty to the trade Union movement.

On behalf of the Executive, General Council, Trustees and the Secretariat, we wish Brother Simons every success!



Resignation of Trustee Bro. Colin Blades

In April 2016, Brother Colin Blades tendered his resignation as a Trustee pursuant to Article IV-Trustees of the Constitution as revised February 2015.

Nominees for the position of Trustees will be submitted by General Council to the 2017 Triennial Delegates Conference which appoints Trustees to Office.

Passing of Former General Secretary Bro. Eugene Blakeney

On October 22, 2015, Brother Eugene Blakeney, the Union's first fulltime General Secretary passed. Brother Blakeney negotiated a number of firsts for the Union and Bermuda, and in many instances a first in the western hemisphere, including:

- a 35 hour work week in 1982
- 10 weeks maternity leave, etc.

Along with other renowned local trade unionists, Brother Blakeney was also supportive in the drafting of the present labour legislation, voting in support of Labour Day and advocating for other social changes affecting workers in Bermuda.

We are grateful to the many Bermudians who joined his family and Union members at his homecoming service, and in remembering the many contributions that Brother Blakeney fought for the betterment of local and international workers.



2016 MEMBERSHIP SATISFACTION SURVEY

Summary Highlights

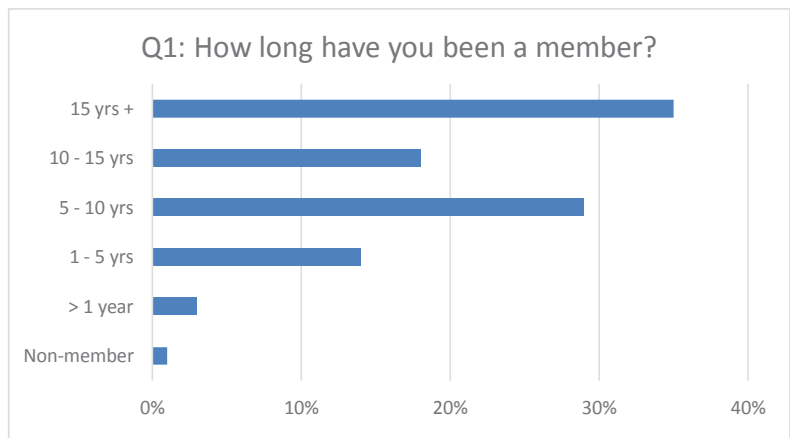
As a part of the BPSU's continued commitment to open dialogue with our membership, we sought feedback from members through an online satisfaction survey. This anonymous survey was conducted from August 10 to August 24, and comprised of 12 questions, including 1 open-ended question.

The purpose of this survey was to gauge members' satisfaction levels regarding key aspects of the Union. The results will be used to track the membership's satisfaction levels over time and to provide information that would be used to formulate an action plan for the ongoing development of our Union. This is the second time our membership was invited to participate in a survey of this type under President Hayward. Prior to President Hayward's tenure, the last time the membership was surveyed on their satisfaction levels was in 1999.

Profile of Survey Respondents

Membership participation in our survey this year increased by an impressive 33% over last year. Representing approximately 13% of our membership, 411 persons participated in our survey this year, up from the 310 respondents recorded in 2015.

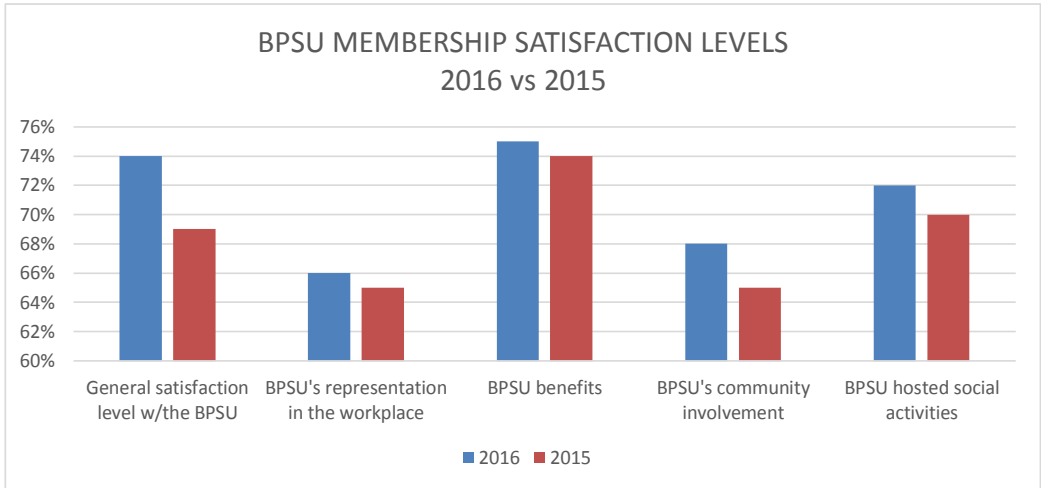
Of those members that completed the online survey, 43% had been a member of the BPSU for 10 years or more. In 2015, 55% of respondents indicated that they had been a member of the BPSU for 10 years or more.



Satisfaction Levels up Year-over-Year

Membership satisfaction levels were up across the board this year. In response to the question: "In general, how satisfied are you with the way the BPSU is handling the affairs of the membership?", 74% of respondents were either satisfied or very satisfied. This marked a 5%

Up from 2015, this year's survey reported that 66% of respondents were *satisfied or very satisfied* with the way in which the BPSU represented employees in the workplace.



In addition, 75% of respondents were *satisfied or very satisfied* with the benefits that the BPSU provided to its members, up slightly from 2015.

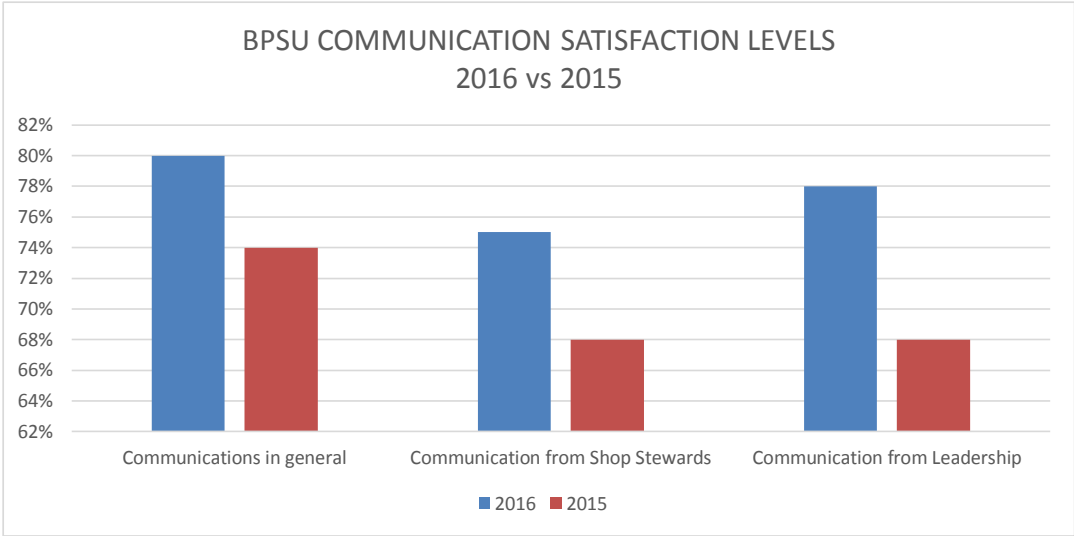
This year, participants were asked to provide suggestions for the types of additional benefits that they would like the BPSU to provide. The responses were varied and included requests such as increasing the number and variety of membership discounts, access to financing for education, wage increases, better health insurance, an increase in vacation, compassionate and sick leave, implementation of daycare for members' children, more BPSU social events, additional educational forums, financial assistance for members who are experiencing financial hardship, a BPSU co-op, etc. These recommendations will be forwarded to our Executive Committee for consideration.

Members were 68% *satisfied or very satisfied* with BPSU's involvement in our community and 72% were *satisfied or very satisfied* with social events hosted by the Union. Both of these areas were up slightly from the 2015 satisfaction levels.

Communication

We are pleased to report that our efforts to improve communication with our members has netted positive results during 2016. Up 6% year-over-year, our survey showed that 80% of

respondents were *satisfied or very satisfied* with the way in which the BPSU communicates with them.



In addition, 75% reported that they were *satisfied or very satisfied* with the standard of shop stewards’ communication, marking a 7% increase for 2016.

With regards to communication emanating from the BPSU leadership, 78% of respondents stated that they were *satisfied or very satisfied* marking a strong 10% increase year-over-year.

Handling Grievances

Similar to 2015, this year approximately 23% of those members that were surveyed had a grievance or a workplace dispute in the last 2 years. Of these respondents, 47% were either *very satisfied or satisfied* with the manner in which BPSU handled their grievance or dispute, representing a 7% increase over last year.



BPSU 2015 AGM

EXTERNAL BOARDS AND COMMITTEES

- Bermuda Trade Union Congress Executive - Bro. Jason Hayward
- BIU Credit Union Board - Sis. Larissa Burgess / 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 - Bro. Edward Ball Jr. / Bro. Jason Hayward
- 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

IN CLOSING

This report demonstrates BPSU's commitment to ensuring the best for its members and the wider community, by keeping in line with the Union's mission statement which is *'to provide effective labour and community relations.'*

2016 has presented a new set of obstacles for the Union. In order to respond to challenges in the workplace, it is critical that the Union remains strong and vigilant. The current economic realities and tougher stance of employers will have to be faced boldly. I would like to reassure our membership that the Union will not waver from its commitment and responsibility to them.



In solidarity,
Bro. Jason Hayward
President



BERMUDA PUBLIC SERVICES UNION

Structure Chart 2014-2017



Jason P. Hayward
President/Treasure



Edward Ball Jr.
General Secretary



Wendell Burchall
1st Vice President



Lloyquita Symonds
Rec. Secretary



Linda Mienzer
2nd Vice President



Larissa Burgess
Asst. Rec. Sec.



Roderick Masters
3rd Vice President

Division 2
Mellonie Furbert
Chairperson
Allied Health
BYCS
CMIT
Child & Family Svcs.
Dental
Environmental Health
Family Treatment Svcs.
Financial Assistance
Hamilton Health Centre
Health Insurance Dept
Happy Valley
Childcare
Lefroy House
Matilda Smith-Williams
Ministry of Health HQ
National Drug Control
Opportunity Workshop
Orange Valley School
Public Health Nurses

Division 8
Winston Lightbourne
Chairperson
Airport Operations
Civil Aviation
Maritime Admin
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

Division 15
Whayman Butterfield
Chairperson
BEDC
Bermuda Health Council
BHC
Corp of Hamilton
WEDCO

Division 4
Michelle James
Chairperson
BHB Nursing

Division 5
Julie Walker
Chairperson
BHB Clerical
Pharmacists
Technical
BDC Pharmacists

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

Division 13
Vernelle Harvey
Chairperson
MWI

Division 6
Holly Richardson
Chairperson
Permanent Secret. /
Heads of Dept.
School Principles
City of Hamilton
Mgmt.

Division 9
Laurie Harris
Chairperson
LinkBermuda
TBI
Quantum
KeyTech
BTC

Division 14
David Dumont
Chairperson
Bermuda College
Berkeley Institute
CedarBridge Academy

Division 16
VACANT
Chairperson
American Airlines
BAS-Serco
BMA
BPSU Secretariat
CIP
Clarian Bank
Salvation Army

Division 1
Terry Ann Burgess
Smith
Chairperson
HM Customs

Division 3
Barbara Ingemann
Chairperson
GPO

Division 11
Robin Minors
Chairperson
Environment & Natural Resources
Fire Services
Land Valuation
Parks
Planning
Ocean View Golf
Port Royal Golf Course
Project Mgmt. & Procurement
Public Lands & Bldgs.
Public Work HQ
Sustainable Dev
W&E

Division 12
VACANT
Chairperson
Archives
Child Development
Court Services
Dame Marjorie Bean Academy
Education Dept.
Government House
House of Assembly
Judicial
Libraries
Min of Education HQ

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, FCMJ; Assistant General Secretary - Kevin Grant; Senior Administrator - Lauren Bell; Accounts Administrative Officer - Angela Todd; Administrative Assistants - Pamela Wade & Jamee Jones; Receptionist/Clerk - Marilyn Scott.
* Color denotes respective Officer's portfolio



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EXECUTIVE COMMITTEE MEETINGS

ATTENDANCE RECORD

October 2015 - September 2016

OFFICER	OFFICE	MEETINGS ATTENDED
Bro. Jason Hayward	President/Treasurer	19
Bro. Edward Ball Jr	General Secretary	18
Bro. Wendell Burchall	1 st Vice President	14
Sis. Linda Mienzer	2 nd Vice President	13
Bro. Roderick Masters	3 rd Vice President	12
Sis. Lloyquita Symonds	Recording Secretary	18
Sis. Larissa Burgess	Assistant Recording Secretary	6



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GENERAL COUNCIL MEETINGS

ATTENDANCE RECORD

October 2015 - September 2016

OFFICER	OFFICE	MEETINGS ATTENDED
Bro. Jason Hayward	President/Treasurer	10
Bro. Edward Ball Jr	General Secretary	9
Bro. Wendell Burchall	1 st Vice President	9
Sis. Linda Mienzer	2 nd Vice President	9
Bro. Roderick Masters	3 rd Vice President	6
Sis. Lloyquita Symonds	Recording Secretary	9
Sis. Larissa Burgess	Assistant Recording Secretary	9

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



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STANDING & AD HOC COMMITTEES

COMMITTEE	CHAIRPERSON
Appeals Committee	Vacant
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	Bro. Jason Hayward
Future Leaders Committee	Sis. Amber Bradshaw
Political Action Committee	Vacant
Public Relations Committee	Sis. Lloyquita Symonds
Retirees' Committee	Sis. Marlene Smith
Shop Stewards' Committee	Sis. Linda Mienzer
Social Committee	Sis. Lisa Christopher
Sports Committee	Bro. Jamal Hart
Women's Committee	Sis. Lisa Christopher



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BPSU BARGAINING UNITS

As at September 2016

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BAS - Serco CCTV  

BPSU Secretariat 

Bermuda College 

Bermuda Economic Development Corp. 

Bermuda Government 

Bermuda Health Council 

Bermuda Hospitals Board 

Bermuda Housing Corporation 

Bermuda Monetary Authority 

Bermuda Telephone Company Ltd. 

Berkeley Institute 

CI² 

CedarBridge Academy 

Clarien Bank Ltd. 

Corporation of Hamilton - Supervisors 

Corporation of Hamilton - Office Staff 

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Salvation Army 

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as at September 2016

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BERMUDA GROCERY BOX (various package discounts)	
BERMUDA PAINT COMPANY	15%
COLONIAL INSURANCE (motor insurance)	10%
CARDOZA'S AUTO GROUP (labour only)	5%
DEMCO FLORIST (Cash only - minimum \$15 purchase. Discount does not apply to weddings / deliveries /overseas orders)	10%
DOCKSIDERS PUB & RESTURANT (dine-in only)	10%
E&B TRADING CO. LTD. (parts & labour)	10%
EI SHADDAI FLORIST (no weddings/overseas orders)	10%
FILTER QUEEN BERMUDA (carpet cleaning only)	10%
THE HUB (20% off phone accessories & 5% off new phones, cash only)	
I.C.S. TIRES (Island Construction Services Co. Ltd)	10%
LITTLE DRAWBRIDGE (cedar & selected merchandise)	10%
LOWE'S TOWING 24 HOUR RECOVERY SERVICES	10%
MAXILOUS	10%
MEDICAL HOUSE LIMITED (uniforms, shoes & accessories only)	10%
OCEANS SALON (formerly Bliss)	5%
POINT FINGER ROAD PHARMACY (prescription discounts)	15%
RAYCLAN	
SEA VIEW ULTIMATE FITNESS GYM (monthly fee \$98.00 fee/no initiation fee)	
TANTS /Affordable Driving School (\$50.00 per lesson)	

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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. Pamela Wade
Administrative Assistant



Sis. Marilyn Scott
Receptionist



