



FEEDBACK

"Onward and Upward Together"

Q2 2016

EXECUTIVE CORNER



Supreme Court of Canada: Civil Servants Can Be Political Activists!

General Secretary, Bro. Ed Ball Jr. JP, LLB, FCMI

Some politicians are of the view that if civil servants are allowed to hear opposing perspectives from either political parties or social activist groups during non-work time, their impartiality could be comprised. The argument is that this could negatively impact civil servants' ability to effectively carry out the policies of the Government of the day.

It is ironic, however, that during the lead up to an election, politicians from both sides of the aisle, canvass the same civil servants for their support, invite them to political rallies and bombard them with political platforms/flyers in an effort to obtain their vote!

So what changed from the duty of loyalty from Civil Servants of yesterday as compared to the last 20 years? There have been three elected Governments - UBP, PLP and OBA! It is my opinion, that the voting public, which includes civil servants, has become more aware of issues that affect them and, as a result, wish to be part (not active participants) of the debate/movement.

In 1991, the Supreme Court of Canada ruled that *"Loyalty to the Government of Canada and the services we perform on behalf of Canadians does not extend to a blind loyalty to one politician's positions."*

The Superior Court's ruling of banning

political activities was based on the principle that a non-partisan public service infringed on workers' **Charter Rights to Freedom of Expression**.

The ruling of Canada's Supreme Court stated *"public servants can now volunteer for election campaigns, post political lawn signs, make phone calls and deliver flyers – so long as they don't use office resources and their activities don't impede their ability to do their jobs."*

Debi Daviau, the former President of the Institute of Public Service of Canada announced that a *"Non-partisan public service is exactly what we are and we have a duty of loyalty to the Government of Canada that we uphold in the highest regard"*.

In light of the Canadian Supreme Court case and supporting case law from other European countries, the Union recognizes that there is opposition from our membership to the agreed policy that certain classes or departments are forbidden to participate or support any non-union rallies that have the appearance of opposing the political objective of the Government of the Day.

As a result, the Union will have to carefully assess its next steps to ensure that civil servants' right to the Freedom of Expression, as protected by the Bermuda Constitution, is not being breached.

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Activists appealing to the Government for Comprehensive Immigration Reform



Minister Fahy greets protesters at the Pro-Pathways to Status candlelight vigil



2009 protest against Premier Dr. Ewart Brown's decision to bring four Guantánamo Bay detainees to Bermuda

FOLLOW US ON





Howzat??????

Sound familiar?

Yup, it is that time of year again, brothers and sisters. Time to get out your red and blue or blue and blue and cheer on your favourite team at the ole Cup Match Classic.

Those that know me, know that I am an avid cricket fan and a true supporter of the reigning champions; but let me not digress.

This article is about the three things that I learned from cricket that we can relate to the union:

LESSON 1: You can't score a century unless you stay to the wicket and bat.

Sometimes we approach matters in our workplace as if we're playing



Twenty20. It's important to recognize that in order to accomplish something big we have to have the patience to stay at the wicket and see through all the ups and downs until we are able to achieve the big prize. We need to stop selling ourselves short and stay to the wicket and bat until we accomplish our century: workplace equality for all members.

LESSON 2: Just because you're the most popular player doesn't mean that you're the best player.

Sometimes in choosing our leaders we go for the most popular person in the workplace but that person may not be the best leader to accomplish what we need to

get done.

Sometimes we need to really look at what people bring to the table before we choose them to lead us. In other words, Shop Stewards should be chosen very carefully.



LESSON 3: Finally, teams that have the best loyal players will always succeed.

I am certain that every player on Somerset's team does not like each other. But when you go out on the field as a team, being loyal and committed to the success of that team it will, nine times out of ten, carry you to victory. When you, as a member, support and are loyal to your union leaders, there is no doubt in my mind we will be successful as a union. We might not always get along but with common goals and loyalty we will achieve our success.



Now, as we prepare to enjoy this year's Cup Match Classic, remember cricket and unionism have a lot in common.

So when you hear the term "Howzat", asked yourself "**Am I out or in for the Union cause?**"

Peace,

Sis. Linda Mienzer
2nd Vice President



BPSU RECOGNIZES...



The BPSU congratulates Magistrate Ms. Nicole Stoneham on her recent appointment as a Puisne Judge of the Bermuda Supreme Court.

Ms. Stoneham, born in Bermuda, attended Purvis Primary School, Warwick Academy and the Bermuda High School for Girls. She graduated from Dalhousie University, with a degree in English Literature and from Buckingham University with a Bachelor of Laws (LLB Hons) in the UK.

Ms. Stoneham was called to the Bar of England & Wales in 1992 and to the Bermuda Bar in 1993 and worked a number of years in private corporate practice and as in-house Counsel within the financial services industry. In addition, she was a Crown counsel in the Attorney-General's Chambers (1995-2000) and has served as a Magistrate since 2010, mainly in the Family Court.



Mrs. Tawanna Wedderburn was recently appointed as the Chief Executive Officer of the Bermuda Health Council and will oversee reporting of health expenditures and financing, feasibility of drug formularies, licensing of health insurers, monitoring employers' compliance with the Health Insurance Act, and coordinating health system reforms.

Mrs. Wedderburn completed graduate studies at the University of Toronto and University of Guelph and obtained certifications from the World Bank and Schulich School of Business. In addition, she completed health leadership training at Harvard University's School of Public Health.

Mrs. Wedderburn has 20 years of clinical experience in mental health and, since joining the Health Council in 2007, she has been involved in health policy development.



Both Mr. Dana Lovell and Mr. Morris White were promoted to the position of Assistant Chief Fire Officer.

In his new post, ACFO Lovell will be responsible for the management and administration of emergency medical services, structural & aircraft rescue firefighting, hazmat & special services to residents, the business community and the L.F. Wade International Airport.

Meanwhile, ACFO White will be responsible for the management and administration of training, information technology and the human resource sections, ensuring that the services are provided in a safe, efficient and economic manner.



The BPSU extends our congratulations to the entire Bermuda Monetary Authority team for recently achieving EU Solvency II equivalence.

Through consultation with local and overseas stakeholders and with over six years of hard work, professionalism and determined commitment of the BMA team, Jeremy Cox's vision to customize EU regulatory controls for the Bermuda market became a reality.

This is truly a momentous accomplishment for the BMA, Bermuda's captive insurance sector as well as the country as a whole and it serves as an example of what we as a country can accomplish together.



In recognition and appreciation of Bermuda's most dedicated nurses, Bermuda Nurses Association selected Mrs. Beverley Howell as Bermuda's **Nurse of the Year** at their 31st Annual Award Ceremony.

The BPSU sends warm congratulations to both Sis Howell along with the other nominees including:

1. Nurse Heloisa Ambrosio
2. Nurse Kim Ball
3. Nurse Christine Bogle
4. Nurse Deondra Springs



ANTI-BULLYING & HARASSMENT CAMPAIGN

WORKPLACE BULLYING STOPS WITH US

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

1. An **Anti-Bullying & Harassment Open Forum** - Held on May 4th 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. This event featured **General Secretary, Ed Ball Jr.** as the moderator and a panel that included:

- ◆ **Sis Linda Mienzer**, 2nd VP of the BPSU
- ◆ **Lisa Reed & Sara Clifford** from the Human Rights Commission
- ◆ **Doris DeCosta**, Executive Director of EAP
- ◆ **Dr. Alicia Hancock**, a psychologist in the private sector

2. **BPSU Anti-Bullying Magazine** - This publication was created to provide members with a reference guide on matters related to workplace bullying and featured the

following articles:

- ◆ *Bullying in the Workplace* by Dr. Alicia Hancock
- ◆ *How Bullying Effects the Organization* by Doris DeCosta of EAP
- ◆ *A Guide to Dealing with Bullies at Work* by Doris DeCosta of EAP
- ◆ *Dignity at Work: A model & process for Bermuda's workplaces* by Bro Ed Ball Jr.
- ◆ *Support for Victims of Bullying*
- ◆ *Advice for those Accused of Bullying*
- ◆ *Advice for Witnesses of Bullying*
- ◆ *Advice for Employers*



3. **Anti-Bullying & Harassment Posters** - These were distributed to BPSU bargaining units.

4. **Anti-Bullying & Harassment Survey**

5. **A Public Awareness Campaign** featured in Bernews [link](#).



The BPSU recognizes that bullying and harassment is a major concern in many workplaces throughout the Island. Many of the incidents go unreported and the negative behaviour becomes organizational cultural norms. As a result, the BPSU has decided to launch a "Workplace Anti-Bullying and Harassment" campaign.

- The campaign aims to:
- Raise awareness to workplace bullying and harassment;
 - Provide support for those who are subjected to bullying and harassment;
 - Promote a workplace free of bullying and harassment

The BPSU believes that all workers have the right to be treated with dignity and respect at work and that workplace bullying and harassment should never be tolerated. The BPSU will work to ensure the workplace is a healthy environment, free of bullying, harassment and discrimination.

This magazine is designed to be a resource for both employers and employees.

In solidarity,

Bro Jason Hayward

President

OPEN FORUM



ANTI-BULLYING POSTERS

WORKPLACE BULLYING STOPS WITH US



WORKPLACE BULLYING STOPS WITH US



WORKPLACE BULLYING STOPS WITH US



ANTI-BULLYING & HARASSMENT SURVEY HIGHLIGHTS

Purpose:

The Union conducted an online survey between April 15th & April 21st 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 survey respondents:

The summary results showed that 212 persons participated in this

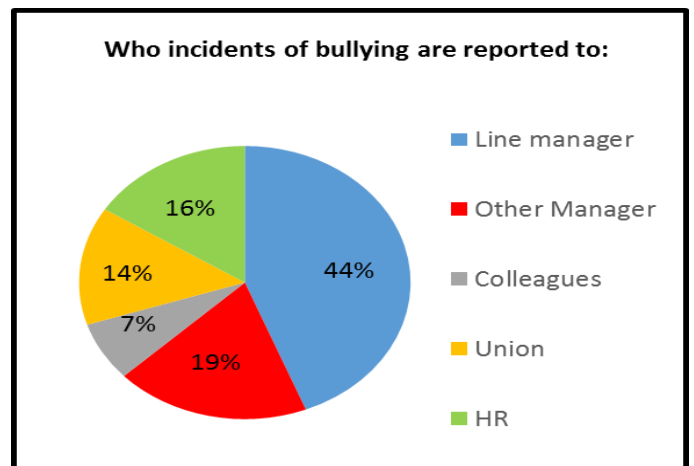
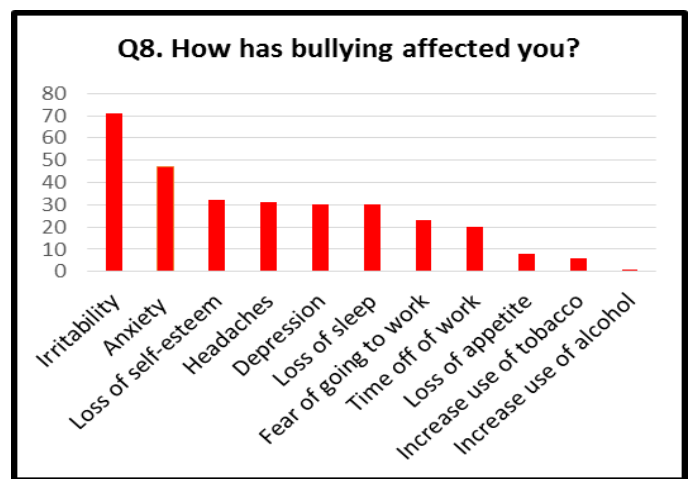
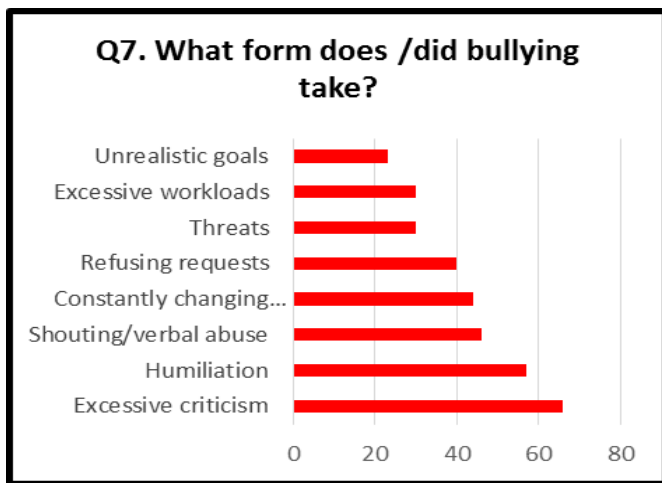
survey representing approximately 7% of our membership.

Respondents were predominately female, accounting for 83% of those who had completed the survey. 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 in the workplace:

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.”

Follows are a few graphs depicting highlights of the survey results:



The 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.

EDUCATION COMMITTEE

ANNUAL SUMMER EDUCATIONAL FORUM



ATTENDEES: Sis Gremarie Armstrong, Sis Yolanda Bashir, Sis Wendy Bean, Sis Idonia Beckles, Sis Christine Bogle, Bro H. Arnold Botelho, Bro Jamel Darrell, Sis Antoinette Dyer, Sis Meisha Easton, Sis Toni Fox, Bro Hedley Furbert, Sis Karmeta Hendrickson, Sis Sharnell Hewey, Sis Kathy Ann Holder, Sis Hattie McHardy, Sis Donna Ingham, Sis Loumeeka Orgill-Bell, Sis Tiriste-Maryam Rogers, Sis S. Jodi Simmons, Sis Linda Simons, Sis Cassandra Trott, Bro Damon Walker, Sis Stacia Wilbourne

The Education Committee hosted its **Annual Summer Educational Forum** on Wednesday, June 22 to Friday, June 24, 2016.

As part of the ongoing partnership with BPSU, trade unionists from the Canadian Labour Congress (CLC) engaged shop stewards in an intense 3-day workshop which focused on building the skills, confidence, and knowledge a steward

needs to effectively represent their members.

Topics covered included:

- ◆ Legal concepts
- ◆ Grievance Investigation Techniques
- ◆ Representing Members at Meetings
- ◆ Connecting with Members
- ◆ Stewards as a Mobiliser & an Activist

Canadian Labour Congress (CLC) Instructors



Bro Chris MacDonald



Sis Darla Leard



EDUCATION COMMITTEE

Cont'd



The **Education Committee** held its fourth Lunch & Learn Session on April 25th at the BPSU with Keechia Tuckett, Government Employee Health Insurance Manager in the Accountant General's Department.

Sis Keechia's presentation on the GEHI plan was well received by the members in attendance. With her wealth of knowledge and experience in this field, Sis Keechia provided the audience with pertinent information on the GEHI Plan and entertained a number of questions and concerns.

The Lunch and Learn session was well attended and the Education Committee will be looking to hold more of these events in the near future.



**BPSU is calling on all its Members to join the
"SEA OF BLUE"
and
participate in the Labour Day March
on
Monday, September 5, 2016**





Bermuda Trade Union Congress 2016 International Workers Day



“The international community clearly considers living wage as a human right. The following international conventions and declarations recognize the need for workers to receive a living wage: United Nations Declaration of Human Rights (1948), American Declaration on the Rights and Duties of Man (Organization of American States, 1948), European Charter (Council of Europe, 1961), United Nations International Covenant on Economic and Social Cultural Rights (1966) and the American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, Additional Protocol (Organization of American States, 1988).”

Excerpt from an opinion piece by President Hayward on the issue of a livable wage.



On Monday, May 2nd, 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 along with Bermuda College lecturer, Craig Simmons, Nathan Kowalski from the Bermuda Chamber of Commerce and Erika Smith from the Bermuda Economic Development Corporation.



United Nations Public Service Day

In recognition of the United Nations Public Service Day (June 23rd, 2016), President Jason Hayward issued a press statement extending his thanks to “*all public service employees for their hard work, dedication and service to the country.*”

“Despite the continuous attacks on Bermuda’s Public Service, public servants have remained productive, committed to driving the country’s economic development and providing value that enables citizens to receive the standard of living that they do in Bermuda.”

“The BPSU will remain steadfast in encouraging our members to provide quality public services while at the same time continue to defend public service employees against unwarranted attacks.”

“On this day, we are asking the country to appreciate the worth of the public service and to recognise that Bermuda could not be positioned as one of the best places in the world to live without the hard work and dedication of public service employees.”

Excerpt from press release by President Jason Hayward

COMMITTEE SPOTLIGHT



Education Committee

Chair: Bro. Kevin Grant

My Union experience began as a Shop Steward. I then moved on to Deputy Chairperson of Division 11, and soon became Chairperson of Division 11. In 2005, I became 3rd Vice President, in 2008 I became 1st Vice President and in 2011, I became President. During this time, I also chaired a number of ad-hoc committees, and was Chairman of the Building Committee for a number of years. For 10 of the years during my employment in the civil service, I have held Executive positions within the Bermuda Public Services Union (BPSU), 3 of those 10 years as President (2011-2014). My dedication and commitment to the BPSU continues up to today as I currently hold the position of Chairman of the Education Committee.

The responsibility of the **BPSU Education Committee** is to advise and assist in developing the Union's training & development policy and program as well as education and training initiatives for the public services and the wider society. I feel that this is appropriate as it aligns itself with the BPSU mission statement which is to provide effective labour and community relations.

The BPSU Education Committee members are as follows:

- ◆ Kevin Grant - Chairman
- ◆ Kenneth Bartram - Vice Chairman
- ◆ Kitwana Mendoza - Secretary
- ◆ Lalisha Simmons
- ◆ Kelly Madeiros
- ◆ Michelle James

The Committee facilitates the **BPSU Education Awards** which provides 6 overseas awards and 6 local awards

to members and children of members. The Committee also researches and recommends local and overseas training and development opportunities for Executive, General Officers, Shop Stewards, and Secretariat staff.

This year in particular has been an exciting year for the Education Committee as we have embarked on an initiative of hosting **Lunch and Learn sessions**. Thus far we have had 4 Lunch and Learn sessions including the following:

- ◆ Financial Health
- ◆ Your Pension
- ◆ Planning Your Financial Future
- ◆ Government Employee Health Insurance

These Lunch and Learns have been well attended and re-affirms the Education Committees' commitment to provide our members with

information that will benefit them, especially during these economic times. A recent survey conducted by the Union indicated that members wanted the Education Committee to host more presentations on union-related matters including retirement planning, and health related issues.

The BPSU Education Committee is a committed group and will make every effort to ensure that our members continue to be informed, and we will endeavor to promote subjects that are both captivating and interesting!

***“Onward and Upward
Together”***

WOMEN'S COMMITTEE

Post Mother's Day Luncheon: *A Mother's Message*

Submitted by Women's Committee Chair Sis Lisa Christopher

Guest Speaker: MP Kim Wilson



On May 17, 2016, the BPSU Women's Committee hosted a Post Mother's Day luncheon titled "A Mother's Message" with Hon. Kim Wilson as our guest speaker. Also in attendance were the Head Girls from Cedarbridge, BHS, Saltus and BI.

We started with a welcome and prayer from Sis. Leleath Bailey.

Sis. Jahkia Bolin read a bio on Sis. Lynn Wade before presenting her with flowers and a plaque of appreciation. Sis. Lisa Christopher then introduced our guest speaker.

MP Wilson's message was about "being one's best self". Oprah said it best "defining ones best self is highly personal, getting the best from your strengths and succumbing to the least of your weaknesses" because when you are your best self you will be at your best for others. We were asked several rhetorical questions including:

1. Are we honest with ourselves and others?
2. Are we surrounding ourselves with people who support us and we them?
3. Do we take responsibility for our choices and the consequences?
4. Do we put ourselves first?

Being our best self means putting ourselves as women and mothers first, without guilt. We typically make sure others are taken care of usually at the expense of taking care of ourselves.



Head Girls from Cedarbridge, BHS, Saltus & BI

"Women we are natural providers and caregivers, when we want something done right we do it ourselves as we multi-task through life". We need to take time throughout our busy days to just focus on our own wellbeing, whether it's going for a

walk, reading a book, or just closing the door in a room by ourselves to reflect or meditate, we just need to do it. There are plenty of times that we think we should do something that is just for us, but get pulled by either our family, work or others and then another week or month goes by and we have yet to take care of ourselves until we are forced to slow down. This is when we realize it has been awhile since we put ourselves first. When we take care of ourselves things just seem to fall into place. We do a daily to-do list but forget to put ourselves on that list. It is crucial that we put ourselves first because as we become happier and healthier, we ultimately become better for those around us.

MP Wilson gave the analogy of the airline stewardess giving the safety instructions when she said "the oxygen mask will deploy if the cabin pressure changes, please put on your oxygen mask first before assisting others". If we are supposed to do that for air safety, we should be doing it for life safety. Mothers, women put yourselves first without guilt, and then help others and:

1. Decide when you will give yourself some "me time"
2. Decide how you want to spend that "me time"
3. Commit to 15-30 minutes of "me time" every day
4. Learn how to say no, without guilt
5. Create a daily ritual

MP Wilson also presented everyone an Impatien which takes 18-28 days to grow, and needs nurturing like us. While it's growing, it will remind us to start taking me time, maybe once a week, then daily. We will be amazed how a little bit of time will make a huge difference and we will be our best selves. MP Wilson concluded with a poem from Veronica A. Stoffstall: "Plant your own garden and decorate your own soul, instead of waiting for someone to bring you flowers".

Sis. Lennier Hewey-Darrell closed by thanked our guest speaker as she presented her with flowers and thanking our guest.



RETIREES' COMMITTEE

Presentation: BPSU History & Present Status

In celebration of Heritage month, the BPSU Retirees' Committee held a presentation on May 18th which focused on the history and present status of the BPSU. The following is an abridged version of a contribution provided by Sis Muriel Roach:

The BPSU Retirees' Committee came into being on 18th June, 1996 and was the brainchild of Sis. Leleath Bailey, former President of the BPSU. Two of our present members were at the inaugural meeting - Sis. Edna Smith and Sis. Cynthia Postlethwaite.

The aims of the Committee are:

- to have community involvement
- to provide education for its members
- engage in social/fun activities

COMMUNITY INVOLVEMENT

We make visits to various rest homes, aiming to enliven and energize the residents by playing games, singing or simply listening and encouraging them by our conversation. Often members present residents with items such as toiletries or non-perishable food products which they had requested.

Dellwood School, the school neighboring the BPSU headquarters, was unofficially adopted by the Retirees Committee. Members have helped the school by providing hot breakfasts for those needy students who arrived at school with an empty stomach. The school also volunteered one of their culinary students to help serve and then restore order at the end of a special dinner held at BPSU Headquarters.

Last year during Senior Citizens Week, three of our members received citations for service from the Department of Community and Cultural Affairs. They were Sisters Ione Smith, Lovett Trott, and,

Edna Smith.

EDUCATION

During the course of a year, several invited speakers gave talks on a variety of topics including:

- Sis. Ruth Thomas, MBE, JP, promotor of the Arts;
- Sis. Rhonda J. Smith-Simmons, RN, BA, MBA, Education Officer of the Bermuda Cancer and Health Centre;
- Sis. Oda Mallory, of Living History;
- Bro. Danny Richardson, storyteller and musician;
- Beth Hollis, Physiotherapist and Sabrina Famous, Nutrition Coach - Co-founders of OceanRock Wellness, a Holistic Healthcare Organization

The Committee has organized visits to parks, museums, bee farms, and schools for Youth Net's Reading program.

SOCIAL & FUN ACTIVITIES

The Committee organizes many group activities including bowling, walking, playing board games, picnics, etc. After attending the annual Church service in October, the Committee meets for brunch or enjoys a meal at a restaurant. The 15th and 20th Anniversaries of the Committee's founding were marked by cruises to the Caribbean and Europe.

CLOSING

At the original meeting of the Retirees' Committee on 18th June, 1996 there were 12 members. Fast forward to today, 20 years later, the average attendance is 15 - 20 people. We extend an invitation to all retiring members to join us. The Committee meets every third Wednesday at 12pm at the BPSU Headquarters.

BPSU HEALTH & FITNESS JUMPSTART PROGRAM

On May 20th, the BPSU launched its Health & Fitness Jumpstart Program. This program includes six weeks of fitness training sessions and three Lunch & Learn sessions:

- ◇ **SESSION 1:** “Understanding Your Eating”
- ◇ **SESSION 2:** “Getting Started”
- ◇ **SESSION 3:** “Ensuring Success”



The first fitness training session



2 mile walk/run



President Hayward with Sis Mellonie Furbert and Sis Cymone Hollis

UNI Americas Finance Caribbean meeting



Uni Global Union, 8-10 Ave Reverdi, 1260 Nyon, Switzerland
Tel: +41 22 365 21 00 | Email: contact@uniglobalunion.org

#ON THERECORD

Last May 7 in Port of Spain, Trinidad & Tobago, the Meeting of the Caribbean Trade Union Finance Sector, which was highlighted by a significant participation of women trade unionists banking was done.

The meeting, which was led by Vice President of UNI Americas Finance, Trevor Johnson of the Banking, Insurance and General Workers Union, BIGWU, and the Regional Director, Guillermo Maffeo, was attended by ABWU, Antigua & Barbuda Workers, BFSU, Bahamas Financial Service Union, BWU, Barbados Workers Union, BITU, Bustamante Industrial Trade Union of Jamaica, NWU, National Workers Union of Santa Lucia and BIGWU host Trinidad and Tobago.

Union representatives gave a clear picture of the employment situation of the Caribbean financial system and outlined the problems in each of the islands, especially the current situation in the loss of jobs and the violation of labor conditions in financial multinational entities with presence in the Caribbean, such as the Royal Bank of Canada, Scotiabank and CIBC / FCIB. Participants raised the urgent need for a joint response to the repeated behavior of these entities throughout the region.

They also highlighted the large number of affiliated bank on some of the islands like Trinidad and Tobago and the Bahamas, with particular emphasis on those rates further increase membership focusing particularly on increasing the participation of young men and women bank workers.

Participants were committed to continue working together and mark the Caribbean role both in the next UNI Americas Finance Conference and 4th Regional Conference to be held in Medellin, Colombia, in December.

COMMUNITY OUTREACH COMMITTEE

RELAY FOR LIFE

On May 27th & 28th, the BPSU participated in the **Relay for Life Bermuda** at the National Sports Centre.

The Mission of Relay For Life is to raise awareness and funds to support cancer prevention and detection and to improve access to treatment with the local establishment of radiation therapy.



MAY 24TH HALF MARATHON

The BPSU entered two teams in the May 24th Half Marathon:

Team #1 Slow and Steady

Sis Rozina Hypolite
Sis Melody Albuoy
Sis Camika Caisey
Sis Latisha Lightbourne

Team #2 Onward & Upward Stars

Sis Susan Jatto
Sis Michelle (Erica) Thomas
Sis Keishae Robinson
Sis Jenae Rodrigues

BPSU race Marshalls: Sis Christine Bogle, Sis Linda Meinzer, Sis Sharon Symonds and Sis. Ashley Smith



The Bermuda Cricket Board acknowledged the **BPSU Community Outreach Committee** for their support during the **BELCO Cup** held on Sunday, May 15th, 2016. All money raised during this event went to the BCB Youth Development Programme which supports various initiatives including:

- Pee Wee Cricket
- Youth Leagues
- various Camps
- BCB National Academy
- Girls Development Program

BELCO CUP



NURSES' MONTH

The BPSU joined with members in celebration of Nurses Month and International Nurses Day (May 13). The theme for this Nurses Month was “Closing the Gap: Millennium Development Goals.”

The Department of Health Chief Nursing Officer, Gaynell Hayward-Caesar, noted that a nurse’s passion was the key to their success stating: “Happy Nurses Month. You are the winds beneath the wings of our healthcare system. You rock-you are it!”

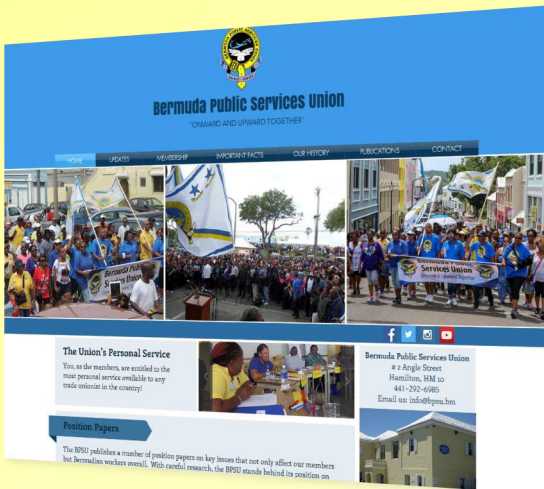


2nd Vice President Sis Linda Miezner celebrating International Nurses' Day with members



Summer Greetings Sisters & Brothers,

We are pleased to announce that after much hard work, the new BPSU website is live!



It has taken months of transferring data, revising forms, updating content, liaising with historians and gathering pictures but here we are!

The Public Relations Committee has been committed and worked diligently to bring you a new website platform; one that is more visually appealing and easier to navigate. The new website can still be accessed at www.bpsu.bm.

It is our hope that this new, fresh look meets all your needs. Please bear with us over the next few weeks as we iron out some kinks; which is expected with anything new.

If you have any questions, queries, concerns or suggestions about the new website please contact us at info@bpsu.bm.

Don't forget to like and follow us on:

- ⇒ **Twitter:** @BermudaPSU
- ⇒ **Facebook:** bermudapublicservicesunion
- ⇒ **Instagram:** bermuda_public_services_union

BPSU BULLETIN BOARD

The BPSU congratulates Sis Lynne Wade on her recent retirement and thanks her for her years of service to the Union.



CALL OUT

If you know of someone who should be recognized for their professional achievement, please send a submission to us at info@bpsu.bm

BPSU POLO SHIRTS

NOW IN STOCK!

BPSU polo shirts

Blue and Yellow

Sizes S-3XL

\$35

Come & get yours while supplies last!



BPSU MEMBERSHIP DISCOUNTS

ASTHMA & ALLERGY RELIEF CENTRE	10%
BERMUDA PAINT COMPANY	15%
COLONIAL INSURANCE	10%
CARDOZA'S AUTO GROUP	5%
DEMCO FLORIST	10%
DOCKSIDERS PUB & RESTURANT	10%
E&B TRADING CO. LTD	10%
EI SHADDAI FLORIST	10%
FILTER QUEEN BERMUDA	10%
THE HUB (20% off phone accessories & 5% off new phones, cash only)	
I.C.S. TIRES	10%
LITTLE DRAWBRIDGE	10%
LOWE'S TOWING, 24 HOUR RECOVERY SERVICES	10%
MAXILOUS	10%
MEDICAL HOUSE LIMITED	10%
OCEANS SALON	5%
POINT FINGER ROAD PHARMACY	15%
RAYCLAN	
SEA VIEW ULTIMATE FITNESS GYM (monthly fee \$98.00 fee/no initiation fee)	
TANTS/Affordable Driving School (\$50.00 per lesson)	

*** Your Membership Card must be presented to receive discounts. Some restrictions apply***



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September 5, 2016 - Labour Day March
September 21, 2016 - Retirees Committee meeting @ BPSU
October 6, 2016 - Motions due for Annual General Membership meeting (AGM)
October 13, 2016 - Reporting of AGM Motions to membership
October 16, 2016 - Retirees Committee Church Service at Christ Church in Devonshire
October 19, 2016 - Retirees Committee meeting @ BPSU
October 20, 2016 - Annual General Membership Meeting @ St. Paul's Centennial Hall

WORD SEARCH

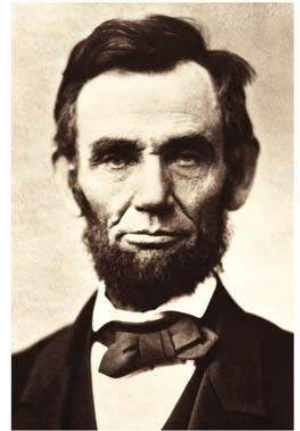
t x e t a v i t o m s s p x o i c b k w
m j k f l p o o p g e q r m z t r j u s
t z j i n g h w p r l o o y y w e g k b
u z z b e e m w v w m t t s s s n u l g
h w b t d r z i p b k i e s t k e l f o
k c h l o m c i p j l c c v n j w g a u
w e p f h e e o n i n k t u e e a g t l
r o e h y a p m b a e p i z m g l c h r
t r r y n v r a b u g q o e y n w u e e
o c r k s m n a t e d r n c o i t b k p
o i n s p i r e s k r h o i l y i n j i
w c f b a a z o y s f s t l p l e b v e
l y x t i a f g f a m x z b m l z u t q
n e s d h y g f n n b e p u e u k a o k
h u r i g h t s z v i s n p r b c f c h
s u n e m p l o y m e n t e u h b y p
z f f b f t e k c i r c e u d e h t v c
a j r t p k r r l d o u w e n s q q k g
v q r q g x p b u z n e e b u y f c h j
r s p g a i j i o i t l y k x z o b t h

Bullying
Cricket
Educate
Harassment
Inform
Inspire
Members
Motivate
Organize
Protection

Public
Reform
Renewal
Rights
Service
Sustainability
Together
Underemployment
Unemployment
Work

“Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration.”

Lincoln's First Annual Message to Congress, December 3, 1861.



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