



BPSU

**ANNUAL
GENERAL
MEETING**

2019 ANNUAL REPORT

MARCH 2018 - FEBRUARY 2019



Annual General Meeting

Thursday, March 21, 2019

2019 Annual Report

March 2018 – February 2019

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at
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at
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Mission Statement

TO PROMOTE EFFECTIVE LABOUR & 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.



GOVERNMENT OF BERMUDA

Public Officers

YOUR HEALTH AND WELLNESS ARE IMPORTANT!

Coming soon...

The recently appointed Wellness Committee will launch a new Employee Wellness Programme in the coming weeks.

Their priority is to provide the tools that will help to create an environment where Public Officers can thrive. Built on the foundation of physical, mental, financial and preventative health, the Employee Wellness Programme will be actively engaged in creating a variety of wellness initiatives throughout 2019.

As the Public Service embraces a culture of wellness, Officers will be encouraged to participate in the upcoming physical and mental health activities, make healthy life style choices and support each other as we become healthier together.

Interested in learning more?

Send an email to
communications@gov.bm



**CHOOSE
WELLNESS**





2019 Annual General Meeting

AGENDA

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

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 2019 season.

SHARE YOUR EXPERIENCE:
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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 2019 AGM which is to be held on Thursday, March 21, 2019 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. General Secretary Remarks
3. President's 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 advised that all motions **must** be submitted by Thursday, March 7th, 2019 to the BPSU office either by post or by hand to 2 Angle Street, Hamilton, HM 10 or via email at info@bpsu.bm.

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.”*



Thank you to all
BPSU MEMBERS
for your service to
BERMUDA



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2019 ANNUAL GENERAL MEETING

PRESIDENT'S REPORT



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 its stakeholders.

This annual report highlights the BPSU's work programme and continued commitment to the BPSU membership during the period of March 2018 - February 2019.

With 65 years behind us, it is important that we effectively prepared 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 Organisations commitment to the principles of collaboration and transparency, the Executive, General Council, Delegates, Shop Stewards and Secretariat staff were invited to participate in a *Strategic & Operational Planning Session* in April 2017. The purpose of those sessions 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:



**2018 – 2020 BPSU STRATEGIC PLAN
SUMMARY UPDATE**

PRIORITY	GOALS	STATUS
NEW ORGANISING	1. Strengthen Shop Steward capacity	ON-GOING
	2. Work to promote legislation that will ensure that union certification is easier, increase the protection for members and clarify the category of workers who are permitted to be a member of a Union	ON-GOING
	3. Develop promotional strategies to target non-unionised environments	ON-GOING
	4. Work to convert agency shop members to active members	ON-GOING
	5. Strengthen Union councils	ON-GOING
GRIEVANCE, NEGOTIATION & ARBITRATION MANAGEMENT	1. Establish formal training for key employees	COMPLETED
	2. Improve management/tracking systems and database	COMPLETED
	3. Create resource repositories	ON-GOING
FINANCES	1. Strengthen financial reporting	ON-GOING
	2. Facilitate transition to full-time Treasurer	ON-GOING
	3. Improve revenue streams	ON-GOING
	4. Create a committee responsible for seeking alternative revenue sources for the Union	NOT ACTIONED
UNION MODERNISATION	1. Membership database	COMPLETED
	2. Improve the Quinton B. Stovell Hall (Main Hall)	NOT ACTIONED
	3. Create a Wi-Fi zone	COMPLETED
	4. Improve meeting areas	COMPLETED
COMMUNICATION	1. Increase direct communication with members	ON-GOING
	2. Increase social media presence	ON-GOING
	3. Inform members on unionism and the role of the Union	ON-GOING
	4. Increase the frequency of interaction with members	ON-GOING
	5. Ensure the Union keeps members informed of current socio-economic events	ON-GOING

STRATEGIC PRIORITY: *New 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.

GOAL: Strengthen Shop Steward Capacity

The Union has continued to strengthen Shop Steward capacity. In the period under review, the BPSU partnered with UNIFOR. UNIFOR is Canada's largest private sector union, with more than 315,000 members across the country, working in every major sector of the Canadian economy. UNIFOR's approach to unionism involves adopting new tools, involving and engaging members, and always looking for new ways to develop the role and approach of unions to meet the demands of the 21st century. The forum was held at the Bermuda College on June 25 - 28, 2018 and included three (3) workshops:



- Shop Stewarding
- Bullying and Harassment
- Facing Management.



Through these workshops, Officers and Shop Stewards were empowered with knowledge that will enable them to represent members effectively, build confidence by practicing newly acquired skills, network with fellow Unionists and engage in lifelong learning opportunities.

This year, the BPSU Education Committee invited representatives from affiliate Unions of the Bermuda Trade Union Congress (BTUC) to join us in the Facing Management Workshop. This workshop provided participants with the tools required to appreciate the nature of labour-management relations and improve the quality of their management interactions while representing members.





GOAL: Work to Promote New Labour Legislation

The BPSU has worked to promote legislation that will ensure that Union certification is easier, increasing the protection for members and clarify the category of workers who are permitted to be a member of a Union. The BPSU, along with BTUC affiliates, requested that the Government commit to actively participating in an exercise to modernise and consolidate our current labour legislation.

As a result, a *Tripartite Labour Law Reform Committee* was established under the Labour Advisory Committee to make recommendations to the Minister of Home Affairs regarding

amendments to Bermuda’s labour laws. BPSU members, representing the interests of labour, served on this Committee. Draft changes of the legislation have been produced and distributed to stakeholders for review.

GOAL: Work to Convert Agency Shop Members to Active Members

Over the period under review, the Secretariat has been actively reaching out to Agency Shop members and encouraging them to become full members. This will ensure that they can actively participate in the Union and take advantage of Union benefits afforded to our full members.

STRATEGIC PRIORITY: 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.

GOAL: Establish Formal Training for Key Employees

Over the period under review, the Union was able to build stronger ties with Queen’s University Industrial Relation Centre. The Queens IRC Certificate in Labour Relations is based on a curriculum that reflects the range of skills required to thrive in labour relations. In order to receive certification, participants must complete core requirements along with electives encompassing a variety of subjects.

The courses included are:

- Labour Relations
- Arbitration Skills, and
- Strategies for Workplace Conflicts.

These courses reinforce the skills required to address the day-to-day workplace challenges. The BPSU congratulates Bro. Kevin Grant in obtaining his Labour Relations certificate through Queen’s University IRC.



GOAL: *Improve Management/Tracking Systems and Database*

During the period under review, the BPSU successfully installed a new grievance database which aligns with our newly developed grievance forms. The aim is to have the new database fully utilised by the end of April 2019.

STRATEGIC PRIORITY: *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.

GOAL: *Strengthen Financial Reporting*

It should come as no surprise to the membership that the Union is behind on submitting our annual audits. This is a position that the Union does not desire to be in. We fully understand our obligation to abide by the rules in the Trade Union Act 1965 and assure the membership that the Union is appropriately managing Union's funds. To that end, the Union engaged the services of an accounting firm and hired a temporary accounting professional to assist with meeting our obligations.

I am pleased to announce that in the period under review the Union has been able to satisfy its financial reporting requirement for three (3) outstanding financial years including the years ending 2013, 2014 and 2015. Work has commenced of the financial reporting requirements for the years ending 2016, 2017 and 2018.

GOAL: *Facilitate Transition to Full-Time Treasurer*

In 2018, the General Council approved a new BPSU Secretariat Organisational Structure Chart which includes the new Treasurer post. The General Secretary was able to work with an HR professional service firm to produce a job description (JD) for the new post. The new JD was successfully approved by the General Council and the hiring process will commence once all outstanding financial reports have been submitted to the auditors.

GOAL: *Improve Revenue Streams*

During the period under review, the proposed new Revenue Generating Committee was not established. However, the BPSU Finance Committee has been actively exploring ways to improve the Union's revenue streams. One option is to shift the funds currently invested in mutual funds to fixed-term certificates of deposits. This would provide the Union a minimum of \$50K annually. The feasibility of investing in additional commercial property was also considered, however, the Union has decided to wait until it has satisfied its financial reporting requirements before exploring this option further.

STRATEGIC PRIORITY: *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.

GOAL: *Membership Database*

During the period under review, the BPSU was able to complete its strategic planning objective of installing a new membership database that will allow the Union to better track and communicate with our members. The VeryConnect system is a high-quality software that comprises of a complete service component which is tailored it to our operational needs.

GOAL: *Create a Wi-Fi Zone*

The BPSU has worked to improve its Wi-Fi capabilities and as a result the entire BPSU campus is 100% Wi-Fi ready. This means that members, staff and guest can utilise their electronic devices anywhere on the facilities without interruption.

GOAL: *Improve Meeting Areas*

During 2018, the former Annex building renovations were completed, and an occupancy certificate was obtained. The inclusion of a professional and modern meeting room not only increased the BPSU meeting capacity but also allowed us to host an international meeting on our property in 2018. The new boardroom, which is named after our current General Secretary Edward G. Ball Jr, is tech-savvy with wireless networking, Wi-Fi and a SmartBoard for presentations. The boardroom will also feature a selection of books on Bermuda, labour relations, political and current affairs.



STRATEGIC PRIORITY: *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.

GOAL: Feedback Newsletter

In 2018, the BPSU Public Relations Committee worked to improve our Feedback Newsletter. The document received a complete facelift and is now an attractive high-quality, high-resolution document that has increased content and is more appealing to the reader.



GOAL: Emailing Members Directly

In 2018, the BPSU began to transition from communicating with members solely through the use of our Shop Stewards and embarked on an exercise to collect as many members emails as possible in order to communicate with them directly. Members who have submitted their contact information are now able to receive direct communication from the Union through our modernised membership database.

GOAL: App and Website

The BPSU is currently exploring the option of a mobile phone friendly website and a mobile app to enhance direct communication with members. In this tech-savvy age, instant information is key and the Union aims to use tech innovations to ensure that we provide timely and relevant information to members at their fingertips.

INDUSTRIAL RELATIONS ACTIVITIES

NEW ORGANISING	NEGOTIATIONS COMPLETE	NEGOTIATIONS IN PROCESS	NEGOTIATIONS AT STANDSTILL	2019 NEGOTIATIONS
Teen Services / Teen Haven	Bermuda College	Bermuda Hospitals Board	School Principals	American Airlines
				BAS Serco - CCTV
				BPSU Secretariat
				Bermuda Monetary Authority
				Bermuda Shipping & Maritime Authority
				Bermuda Telephone Company
	Bermuda Health Council	Black & McDonald Bermuda		Berkeley Institute
				CedarBridge Academy
				Corporation of Hamilton (Admin)
				LinkBermuda
				Phoenix Stores Ltd.
				Teen Services / Teen Haven
Clarien Bank Limited		TeleBermuda International Ltd.		
		WEDCO		





SUMMARY OF COURT & TRIBUNAL CASES

ARBITRATION: BPSU vs Employer

During the reporting period, there was one arbitration case for a group of supervisory staff who challenged their roles being deemed “management persons”. Pursuant to Section 30A of the Trade Union Act 1965, persons deemed to be management are not permitted to be members of a bargaining unit for the purposes of collective bargaining. While the Union was successful in winning two of the three limbs of their case, it lost on the ground of what constitutes disciplinary control. This case highlights the need for changes to be made to our current labour legislation. It also highlights that the resistance to the advancement of workers rights are still alive. The union must remain steadfast to ensure that all workers have the fundamental rights of freedom of association and collective bargaining.

NEW PUBLIC SERVICE COMMISSION REGULATIONS AGREED

The Public Service Commission Regulations were amended and assented in December 2018. These amendments were well overdue and the withdraw of the previous amendments is a significant win for our workers. The Union would like to give a special thanks to Permanent Secretaries Rozy Azhar and Wayne Carey for their invaluable assistance during the consultation process.

NATIONAL POLICIES IMPACTING OUR UNION & OUR MEMBERSHIP

PUBLIC SECTOR REFORM

The Government has approved the restructuring of the Department of Human Resources and the re-allocation of the Compensation Section which was formerly assigned to the Accountant General. Other public sector reform initiatives have not occurred despite on-going inquiries from the Union.

LIVING WAGE

The Labour Advisory Council Living Wage Sub-Committee submitted its report to then Minister of Labour, the Honorable Walton Brown MP, JP. Additionally, Bro. Jason Hayward was a member of the House of Parliament's bipartisan Joint Select Minimum Wage Review Committee. Both Committees recommended to implement a minimum wage in incremental steps. It is now up to the Government to legislate the recommendations.

LABOUR LAW REFORM

Bermuda's Trade Union and Employment legislation are to be tabled in the second legislative session of the House of Parliament. It is imperative that Section 30A of the Trade Union Act 1965 be amended to afford supervisors bargaining rights. The International Labour Organisation (ILO), the US Supreme Court and the Canadian Supreme Court have all narrowed the definition of a manager in order to reduce the statutory regime affording supervisors employment rights. The Employment Act 2000 will see several amendments focused on improving non-unionised workers, giving them greater protections and rights to benefits.

LABOUR ADVISORY COMMITTEE (LAC)

The BPSU actively participated in quarterly LAC meeting during the fiscal period. There were several active LAC sub-committees established to tackle some of the current challenges facing Bermuda's workforce. The LAC sub-committees are essentially tripartite working groups utilised to advance living and working conditions. There were four (4) active sub-committees during the period under review which included:

- The Sub-committee on Contract Employment
- The Sub-committee on the Retirement Age
- The Labour Law Reform Sub-committee
- The Gratuities Sub-committee

Sub-committee on Retirement Age

It has been recognised that retirement age discrimination affects many people in Bermuda. Workers are prevented from continuing employment after 65 years of age and they are not

being granted employment opportunities as they approach retirement age. The LAC Sub-committee, chaired by President Jason Hayward assessed the current workforce in light of Bermuda's ageing population and proposed practical workplace considerations for an ageing labour force and the issue of retirement age discrimination. The LAC Sub-committee prepared a report containing recommendations for submission to the LAC and Minister of Home Affairs.

Labour Law Reform Sub-committee

The Bermuda Trade Union Congress (BTUC) recognised the vital need to modernise and consolidate Bermuda's current labour legislation and requested that the Government commit to this process. This matter was brought to the LAC and, as a result, the Labour Law Reform Sub-committee was established to provide the Minister of Home Affairs with recommendations on changes to the labour legislation. The Committee has completed its work and the Minister has been provided with the recommendations which were developed via consensus.

Bermuda's Trade Union and Employment legislation are to be tabled in the second legislative session of the House of Parliament. It is imperative that Section 30 A of the Trade Union Act 1965 be amended to afford supervisors bargaining rights. The International Labour Organisation (ILO), the US Supreme Court and the Canadian Supreme Court have all narrowed the definition of a manager in order to reduce the statutory regime affording supervisors employment rights.

The Employment Act 2000 will see several amendments focused on affording non-unionised workers greater protection and rights to benefits.

BERMUDA TRADE UNION CONGRESS (BTUC)

The Bermuda Trade Union Congress (BTUC), under President Jason Hayward, held a Special Convention on Thursday, March 29, 2018. The BTUC comprises of the Bermuda Entertainers Union, Bermuda Fire Services Association, Bermuda Industrial Union, Bermuda Police Service (associate member), Bermuda Prison Officers Association, Bermuda Public Services Union, Bermuda Union of Teachers and the Electrical Supply Trade Union. Collectively, the BTUC affiliated unions represent approximately 9,000 workers which equates to 25% of Bermuda's workforce. The Convention was open to the public and featured a debate by The Dynamic Debaters on the topic: *"Should the Government take responsibility for Bermuda's high rate of youth unemployment?"*

The Convention focused on the business of the BTUC and was for BTUC delegates and members only. President Hayward reported on the work of the Congress and provided delegates with an update on the progress of items featured in the 2017 BTUC Workers' Agenda including:

- Developing and implementing a living wage
- Developing a workforce development plan
- Addressing youth unemployment
- Instituting unemployment insurance
- Granting cost of living adjustments (COLAs) for all workers
- Establishing May 1st (International Workers' Day) as a national holiday
- Addressing age discrimination in employment
- Reforming labour and pension legislation



Delegates voted in favour of a motion for the BTUC to petition Government to allow our colleagues in the Bermuda Police Service (BPS) the right to belong to or form their own union. The BTUC will look for ways to lobby Government to ensure that the ILO mandate of the right to belong to any organisation is upheld.

In addition, an election was held for vacant BTUC Executive officer positions which resulted in the appointment of the following BPSU members: Assistant General Secretary, Bro. Edward Ball Jr., JP and Assistant Treasurer, Sis. Lauren Bell.



BTUC: WORKERS' AGENDA

With the election of the Progressive Labour Party (PLP), the Government has embraced the clarion BTUC themes of:

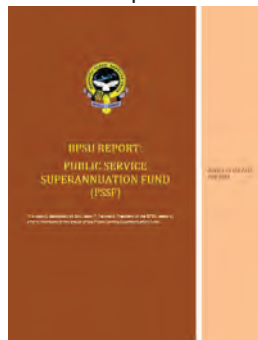
- Develop and implement a living wage – *before the House of Assembly for legislative action*
- Develop a Workforce Development Plan – *In progress*
- Address youth unemployment – *in progress*
- Institute unemployment insurance – *still an active objective*
- Establish cost of living adjustments (COLAs) for all workers – *Public Officers have received two pay increases after a 5-year suspension of COLA adjustments*
- Establish May 1st (International Workers Day) as an additional national holiday – *under discussion*
- Address age discrimination in employment – *at the legislative level for active consideration*
- Reform Labour and Pension legislation – *Labour Law Act reform to be tabled in March 2019.*

KEEPING OUR MEMBERS INFORMED

In keeping with the BPSU's commitment to educate the membership about key issues facing members and the wider community, President Jason Hayward published various reports and articles.

REPORT: *Public Service Superannuation Fund (PSSF)*

The report gives an overview of the Public Sector Employee Pensions (PSSF) and includes the latest actuarial valuation from Morneau Shepell Limited. The report noted that under the Public Sector Reform Initiative (PCRI), a Pension and Benefits Working Group (PBWG) was formed to review all public sector pension plans and make recommendations to Cabinet. These recommendations, along with recommendations from the BTUC are detailed in the report.



REPORT: *Sexual Harassment in the Workplace*

This report provides readers with the definition of sexual harassment as per the Bermuda's Human Rights Act 1981 and the ILO and describes the various types of sexual harassment. An overview of the effects of sexual harassment is presented in the report. Additionally, the report outlines the roles that the Union, employer and Government must play in addressing this issue.



Both reports can be found on the BPSU website: www.bpsu.bm.



Column: The Impact Of Technological Advances

[Opinion column written by BPSU President Jason Hayward] The world of work is rapidly changing. The jobs of the past are more than likely not going to be the jobs of

Column: Progress Towards A Living Wage

[Written by BPSU President Jason Hayward] The recommendation to implement a minimum wage and establish a Wage Commission to determine a living wage standard

Column: BPSU Marks UN International Youth Day

[Written by BPSU President Jason Hayward] In commemoration of International Youth Day, the Bermuda Public Services Union [BPSU] joins our brothers and sisters around

Column: LAC, An Excellent Model Of Tripartism

[Written by BPSU President Jason Hayward] The Labour Advisory Council [LAC] was established by the former Governor Lord Martonmere in response to the labour and

Hayward: 107th International Labour Conference

[Written by BPSU President Jason Hayward] The International Labour Organization [ILO] is a tripartite U.N. agency that brings together governments, employers and

Hayward: Progress Made On Worker's Agenda

[Written by BPSU President Jason Hayward] The recent release of the 2016 Population and Housing Census Report has brought some alarming trends to the

Column: Job Losses In Telecommunications

[Opinion column written by Jason Hayward] The Bermuda Regulatory Authority commenced operations in January 2013, just over a year after the Regulatory Authority

Column: Ministers Responsibility, Accountability

[Opinion column written by Jason Hayward] The events leading up to and following the release of the Commission of Inquiry Report have been highly upsetting and

Column: Unemployment & Shifting Job Market

[Opinion column written by Jason Hayward] Since 2007, Bermuda has lost roughly 6,500 jobs resulting in a decline of 3,696 Bermudian jobs. While Bermuda's economy

UNION BUSINESS

EXECUTIVE COMMITTEE

During the period under review, the Executive Committee experience a number of personnel changes.

Resignation of 1st VP, Bro. Wendall Burchall

For over 15 years, Bro. Wendall Burchall worked diligently as a committed Trade Unionist in serving the BPSU as a Shop Steward, General Council Officer, Chairperson of Division 8 and as an Executive Officer.

The Executive Committee, General Council, Secretariat and membership thank Bro. Burchall for his commitment to the members of the BPSU.

As a result of Bro. Burchall's resignation, a bye-election was held on July 5, 2018. With an overwhelming majority, Sis. Lloyquita Symonds was selected by the membership to fill the role of 1st VP. Having served on the Executive from 2011 as the Recording Secretary, Sis. Symonds brings a wealth of Union experience to the role.



Sis. Nadine B. Henry, JP returned to the BPSU after a decade of service to a sports community club. Formerly the Assistant Recording Secretary, Sis. Nadine now sits in Sis. Symonds vacated post as the Recording Secretary until the next Triennial Delegates Conference.

Resignation of the Treasurer, Sis. Jewel Robinson

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



EXTERNAL BOARDS & COMMITTEES

EXTERNAL BOARD/COMMITTEE	BPSU REPRESENTIVES
BIU Credit Union Board	Sis. Larissa Burgess Bro. Jason Hayward
Bermuda Trade Union Congress Executive	Bro. Jason Hayward - President Bro. Edward Ball Jr. - Asst. General Secretary Sis. Lauren Bell - Assistant Treasurer
Caribbean Congress of Labour General Council	Bro. Edward Ball Jr., JP
Caribbean Public Services Association Executive	Bro. Jason Hayward
Economic Tripartite Committee	Bro. Edward Ball Jr., JP Bro. Jason Hayward
GEHI Board	Bro. Edward Ball Jr., JP Alternate: Bro. Kevin Grant
Human Resource Reform Working Committee	
Immigration Board	To be announced
Labour Advisory Committee	Bro. Edward Ball Jr., JP Bro. Jason Hayward
Labour Advisory Committee Labour Law Review Committee	Bro. Edward Ball Jr., JP
National Training Board	Bro. Jason Hayward
Government Health & Safety Committee	Chair Sis. Linda Bogle-Mienzer
Pension and Benefits Working Group	Bro. Jason Hayward
Pension Advisory Committee	Bro. Edward Ball Jr., JP Bro. Jason Hayward
Bermuda Hospitals Board: Pension Oversight Committee	Bro. Edward Ball, Jr, JP
Labour Advisory Committee Minimum Wage	Chair Bro. Jason Hayward
Bermuda First Health Care Review Committee	Bro. Edward Ball Jr., JP
Parliament Joint Select Committee: Minimum Wage	Bro. Jason Hayward
Bermuda Government Efficiency Committee	Bro. Edward Ball Jr, JP
Ministry of Finance: Tax Reform Consultative Talks with BTUC	Bro. Jason Hayward - President Bro. Edward Ball Jr. - Asst. General Secretary Sis. Lauren Bell - Assistant Treasurer

BPSU PARTNERSHIP WITH THE BERMUDA CREDIT UNION (BCU)

The Bermuda Credit Union Co-op Society and the BPSU joined forces to bring the membership a special loan initiative. The loans, guaranteed by the BPSU, grants members access to a maximum of \$5,000 with a re-payment period up to 24 months. This has proven to be an excellent partnering arrangement.

Today, 151 BPSU members have become members of the BCU with \$600,000 in loans being disbursed. To date, this initiative has an impeccable record with zero delinquency. In addition, members are also taking advantage of investment type accounts available at the BCU. The engagement of the BPSU and the BCU bodes well for the future, and members are encouraged to experience the additional benefits of an authentic financial co-operative.

BPSU SAVING SCHEME

Since its inception in 1980, the BPSU Savings Scheme had increased in popularity with the membership, however, a decision was made on the recommendation of the Finance Committee to cease operating the Saving Scheme at the end of the 2018 payout period. The BPSU was mindful that this necessary decision will inconvenience a significant portion of the membership, however, fiscal stewardship is a requirement of good governance. Factors influencing the decision included:

- **The current interest income received on saving funds in the Savings Scheme was negligible.**
- **The Union had to waive the annual administrative fee to enable members to at least break-even.** This cost the Union to forego approximately \$33,600 in administrative fees over the last six (6) years.
- **A number of members had not cashed their cheques which caused a surplus of unclaimed money sitting on the Union's books.** The January 2012 Auditor's Report by Moore Stephens & Butterfield for the year ending October 31, 2010 stated:
"As disclosed in Note 6 of the Financial Statements, the funds held in trust balance includes the excess of the recorded amounts of distributable funds over the actual fund distributions. The Union has not completed the identification and reconciliation of excess funds in trust. Accordingly, we were unable to determine whether any adjustments might be necessary to other income, excess of revenues over expenses, funds held in trust and unrestricted assets."
- **The reconciliation of the large volume of financial transactions combined with the above events had significantly impacted the Union's ability to submit timely annual audit submissions to the Registrar General, pursuant to the Trade Union Act 1965.** The

lack of audit reporting resulted in the Union having five (5) outstanding audits 2013, 2014, 2015, 2016 and 2017.

- **The BPSU was never designed to be a deposit-taking organisation and, through the growth of the Savings Scheme, the Union was operating as a quasi-financial intermediary.**

GRIEVANCES

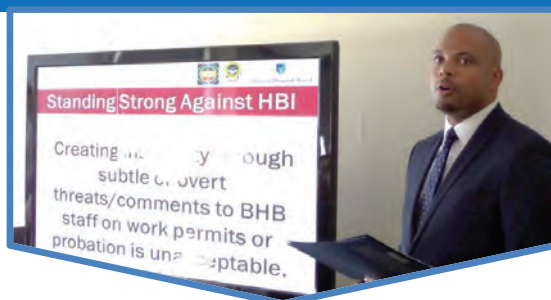
With the increasing number of discipline hearings for gross misconduct and other charges, the Union is continuously having to dedicate resources to represent members for serious grievances. The charges against members are spread across the entire spectrum of our membership from senior managers to junior officers.

The Union is concerned that many managers are placing the worker on administrative leave or seeking to dismiss workers without adequately investigating the alleged wrong-doing or proactively addressing areas of concern. It is the Union's position that if supervisors and managers are to follow the spirit of the Grievance Procedure of the respective Collective Bargaining Agreements (CBA), these matters can be addressed without prolonged periods of paid administrative leave or dismissal while the investigation is on-going.

The BPSU is cognisant of the reputational harm to members and the public ridicule experienced while investigations are on-going. This is often due to the inappropriate public dissemination of information. As noted in the Commission of Inquiry hearing, senior and middle Public Officers were examined and ultimately found not guilty for following instructions. Some Officers, however, are still suffering the residual effects of being unjustly accused of wrong-doings. Respecting the dignity of workers must be sacrosanct and the Union will continue to fight to ensure that dignity is respected.

BULLYING & HARASSMENT CAMPAIGN

In keeping with the BPSU's ongoing commitment to reduce harassment and bullying in the workplace, President Jason Hayward collaborated with the Bermuda Hospitals Board to develop and implement a hospital-wide programme. The purpose of this programme was to reduce the incidences and impact that bullying, harassment and incivility has on the workplace and our members. This was a 9-month initiative which included over twenty (20) presentations.



UNIONISM IN SCHOOLS

President Jason Hayward made a presentation to students at Warwick Academy on *Labour Relations and Collective Bargaining in Bermuda*.



GLOBAL AFFILIATIONS

BARBADOS WORKERS' UNION

Annual Regional Youth Seminar

The Barbados Workers' Union hosted their annual Regional Youth Seminar from October 1 to 5, 2018 on the grounds of the Frank Walcott Labour College in St. Philip, Barbados. The overarching objectives of the Conference were to educate, organise and mobilise young workers in preparation for leadership roles. In attendance were three (3) representatives from Bermuda: two (2) from the BPSU - Sisters Ebony Fray and Lalisha Simmons), and one (1) from the Bermuda Industrial Union (BIU) - Sister Falasha Gilbert.



Seminar workshops included: Preparing for Leadership, Public Speaking, The Importance & Structure of a Youth Arm, The Formulation of Youth Programmes and Steps to Handling Grievances.

CARIBBEAN PUBLIC SERVICES ASSOCIATION (CPSA) 48TH Annual Conference



On July 20, 2018, a contingent of six (6) BPSU representatives attended the 2018 CPSA Conference in Antigua: President Bro. Jason Hayward, Assistant General Secretary Bro. Kevin Grant, Sis. Nicole Young, Sis. Christine Bogle-Mienzer, Sis. Elenae Anderson and Sis. Phillis Butterfield.

The theme of the Conference was: *“Focusing on Quality Public Services for the Advancement and Survival of Public Officers”.*

The Conference was opened by the Hon. Samantha Marshall, Minister of Social Transformation, Human Resource Development, Gender, and Youth Affairs of Antigua and Barbuda.

At the business session of the Conference, Bro. Grant presented the BPSU Country Report. BPSU was represented at the Women’s Forum which focused on topics such as: Sexual Harassment/Violence in the Workplace, Social Justice and Its Impact in Trade Unionism as well as Workers and the Political Landscape in the Caribbean. Sis. Bogle-Mienzer gave a presentation on diversity in the workplace.

President Hayward joined a panel on Good Governance at the Conference’s joint forum. Bro. Hayward also gave a presentation titled: *Sexual Harassment from a Gender Lenses in Men’s Forum.*

During the Business Session, Bro. Hayward was appointed to the Education Committee and Sis. Christine Bogle-Mienzer was appointed to the Standing Orders and Resolutions Committee. Bro. Thomas Letang was re-elected unopposed as CPSA General Secretary.



CPSA Executive Meeting

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

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

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



INTERNATIONAL LABOUR OF CONGRESS (ILC)



From May 28 to June 8, 2018, President Jason Hayward, in his capacity as President of the Bermuda Trade Union Congress (BTUC), took part in a local tripartite delegation at the 107th session of the ILC. Other Members of the delegation included the then Minister of Home Affairs, the Hon. Walton Brown, JP, Manager of Labour Relations Section, Gabrielle Cann and President of the Bermuda Employers Council, Keith Jensen. As a result of Bermuda not being a member state, the Bermuda delegation attended as

advisors of the Royaume-Uni Delegation, which is French for United Kingdom.

All members of the Bermuda delegation took part in the Standard-Setting Committee: *Violence and Harassment in the World of Work*.

The Standard-Setting Committee: *Violence and Harassment in the World of Work* was composed of 515 members (146 Government members, 185 Employer members and 184 Worker members). The committee met 17 times over the two-week period. There was a strong desire from governments, employers and workers to produce an instrument that would assist in ending violence and harassment in the world of work.

Violence and harassment affects all occupations and sectors of economic activity around the world. There is a dire need to rid the world of work of the spectrum of reprehensible behaviour as violence and harassment in the world of work compromises the system of human rights.

PUBLIC SERVICES INTERNATIONAL

Sub-Regional Meetings

Public Services International (PSI) Caribbean Sub Regional Meetings took place in Castries, St. Lucia from July 2 - 6, 2018 and 2nd Vice President, Sis. Linda Bogle- Mienzer represented the BPSU as its affiliate representative for the LGBTQI (Lesbian, Gay, Bisexual, Transgendered, Queer and Intersex) Regional rep.

It was five (5) days of Union networking as PSI presented its sub-regional members with plenty to do and think about over the two (2) year lead up to its World Congress.

Out of the Sub-regional Women’s Advisory Committee (SUBWOC) meeting, women were asked to focus on three (3) areas:

1. Promote and develop the full potential of women in Trade Unions and in their workplaces;
2. Fair and equitable recognition of women’s contributions within unions and in paid employment;
3. Support the work of the wider Trade Union movement in achieving gender equality and equity.



UNION NETWORK INTERNATIONAL (UNI)

5TH UNI Global World Congress

From June 17 -20, 2018, BPSU’s General Secretary, Bro. Edward G. Ball Jr. attended the UNI’s 5th Global World Summit in Liverpool, UK. The theme, “*Making It Happen*”, represented the attainment of five (5) years of delivering on UNI’s 5-year strategic plan. With a large affiliate membership, UNI can foster social and economic changes to benefit workers by:

- Enforcing collective bargaining rights
- Opening doors for female trade unionists to take their rightful places in the boardrooms to influence change for women
- Being a voice concerning the social ills inflicted through capitalism that fosters an air of racism, economic disparity, bias towards LGBTQI workers
- Combating the perils of apartheid and the economic disparity in South Africa
- Not promoting xenophobia which has spread like a plague pushed by the Donald Trump conservative philosophy



-
- Fighting to ensure a safety garment agreement for garment workers in Bangladesh.

UNI has also targeted:

- Sports by assisting in unionising various sports such as football (especially for female athletes)
- A living wage that allows workers to purchase food and have access to affordable housing
- Affordable health care for everyone
- The rights of women and others to receive equitable wages
- The push to find the tax dodgers so the funds can be directed to countries' infrastructures

UNI's continued focus is to urge more governments to improve the global environment with the next steps to include:

- Communicate the vision by networking with the International Labour Organisation (ILO)
- Obtain funds from socialist governments and Trade Unions of Europe who openly and consistently financed causes to break down obstacles affecting UNI's vision
- Mobilise people with expertise to negotiate with Governments in affecting change
- Advocate by directly speaking with Governments on peace such as in Palestine, North Korea and other war-torn countries such as Syria.

The Congress also elected its first female General Secretary, Sis. Christy Hoffman (former Deputy General Secretary) and a South American, Bro. Ruben Cortina as President of UNI.

5th UNI Women's Conference

In June 2018, Sis. Ashley Smith (Division 12 Chair) and Sis. Michelle James (Division 4 Chair) represented the BPSU at the 5th UNI Women's Conference in Liverpool, UK. The UNI Women's Conference seeks to build on their legacy by celebrating powerful women. The primary theme was *"Making it Happen."*

Since 2010, the UNI Equal Opportunities Department has been "Making It Happen" by their continued work on adopting and implementing activities and campaigns that ensure women have the same rights, working conditions and opportunities enjoyed by their male counterparts in the workplace.



The Conference touched on a number of themes with this concept in mind including violence against women, UNI mentoring programme, gender equality rule in UNI and affiliates and, the future world of work and its impact on women workers.

UNIFOR HUMAN RIGHTS CONFERENCE

On September 14 - 16, 2018, President Jason Hayward and 2nd VP Sis. Linda Bogle-Mienzer

were privileged to be invited as guest speakers at the UNIFOR Human Rights Conference in Port Elgin, Canada.



The Conference featured many workshops focused on what the Human Rights Campaign means in this ever-changing platform and emphasised the need for Unions to be at the forefront for the fight for inclusiveness. To truly represent a diverse membership, Unions must set aside biases and operate from a place of neutrality.

While much has been said on the fight for rights of those marginalised, including women, blacks and the LGBTQ community, little focus has been placed on those with disabilities. Speakers reminded attendees that there is a lot of work to be done to bring collective bargaining agreements up to par to protect the rights of those with disabilities. Many workers with disabilities have seen job losses due to the lack of accommodation and understanding.



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

UNIFOR'S ONTARIO REGIONAL COUNCIL MEETING

In November 2018, President Hayward and 2nd Vice President Sis. Linda Bogle-Mienzer attended UNIFOR's Ontario Regional Council. Sis. Bogle-Mienzer was welcomed as the keynote speaker and spoke on creating an organisational environment that embraces diversity and supports minority groups. President Hayward gave a presentation to the Young Workers titled *Young Leaders: Agents for Change*.



UNION ACTIVITIES

SHOP STEWARD & COMMITTEE MEMBERS APPRECIATION NIGHT

In May 2018, the BPSU held an appreciation night for its Shop Stewards and Committee Members. During the night, the renovations to the former Annex Building were revealed and the grand opening of the new *Edward G. Ball Jr. Boardroom* was celebrated.

Presentations were made to the former 1st Vice-President Bro. Wendell Burchall Jr. for his 15 years of dedicated service to the BPSU and its membership.



The winner of the Shop Steward competition, Sis. Phillis Butterfield of Division 12 was revealed and former Shop Steward Sis. Kimberley Anderson was recognised for her years of representation of BHB members.



MAY DAY CELEBRATIONS

On 1st May 2018, International Workers' Day (May Day), the Bermuda Trade Union Congress (BTUC) joined with global fraternal Unions and the rest of the world to remember the struggles and celebrate the contributions that workers have made in the fight for universal rights, privileges and the rule of law.

The BTUC's theme for this year's May Day was "Affordable and Accessible Healthcare In Bermuda For All". The purpose of this theme was to implore all stakeholders to commit to finding solutions to Bermuda's healthcare crisis. According to Bermuda's 2017 National Health Accounts Report, Bermuda's per capita health expenditure stands at \$11,362, out-ranking all other OECD countries.



37TH ANNUAL LABOUR DAY

With Labour Day marking the unofficial end of summer, the Bermuda Public Services Union (BPSU) was represented at a number of activities held over the weekend. The theme for this year was "*Progress Towards a Fairer Bermuda*" which was echoed throughout the weekend.



On August 31, 2018, there was a strong attendance at the Annual Labour Day Banquet where Barrister-at-Law, Bro. Delroy Duncan was the keynote speaker.



September 3, 2018 marked the 37th Labour Day celebration for Bermuda. BPSU members gathered at the Secretariat and marched to the Dr. E. F. Gordon Square to join with our sister Unions for speeches followed by a march throughout the city.

BENEFITS COMMITTEE

Chair: Sis. Dwanita M. Grant

During the past year, the Benefits Committee has continued to service members upon request. We have also provided guidance in relation to accessing resources outside of the BPSU.

The number of requests remains low and the Committee notes that the need is predominately for a one-off or short-term. In some instances, support was offered in the form of an advance of funds. In these instances, funds were reimbursements to the Union.

The Committee seeks additional members and looks forward to providing assistance as we move “Onward and Upward Together”.

BUILDING COMMITTEE

Chair: Bro. Robin Minors

During the past year, the Building Committee has endeavoured to keep the Union Headquarters at the highest of standards.

It has been a quiet year for maintenance as many projects were completed in the previous period. The Committee, however, has held several meetings and ensured that small projects were tackled in a timely fashion. These projects included plumbing, electrical and interior painting. This was to ensure the Headquarters were kept in a fully-functioning state.

The members of the Building Committee include:

- Bro. Robin Minors - Chair
- Sis. Alicia Trott - Secretary
- Bro. Damon Walker - Member
- Sis. Yolanda Bashir - Member

The Building Committee Chair thanks the members for their support and look forward to another progressive year.

If any BPSU member feels they can offer input to the Building Committee and may want to join the Committee, please email rminors@bpsu.bm for consideration.

COMMUNITY OUTREACH COMMITTEE

Chair: Sis. Sharon Symonds

The Community Outreach Committee (CORC) worked diligently throughout the year to support our purpose for the Bermuda Public Service Union. The primary purpose is to increase the Union's footprint in the community through hosting, sponsoring and participating in community activities. The Committee supported the following initiatives:

- BPSU Christmas Hamper Drive
- Salvation Army Red Shield Appeal
- Bermuda National Athletics Association
- "Big Dell Run" - a fundraiser for Dellwood Middle School
- Marshals in the annual Breast Cancer Walk
- Bermuda Race Weekend - served at a water stop
- Relay for Life
- Various donations to organisations to support persons in need.



Our faithfulness in assisting has encouraged annual calls from various organisations for our help. This year's Relay for Life will be held on May 17 and 18, 2019 and members are encouraged to support the cause and register to walk with us under the BPSU banner. The CORC has partnered with the BPSU Future Leaders Committee during the period under review and will continue to combine functions this upcoming year. Our goal this year is to host more events and encourage the membership to be part of the activities.



EDUCATION COMMITTEE

Chair: Bro. Kevin Grant

ORIENTATION SESSIONS:

In an effort to increase membership participation and engagement, the Committee implemented a new initiative in 2018/19 by developing and conducting orientation presentations about the BPSU, its role and responsibilities to its members. To date, this

presentation has been given to WEDCo and the Future leaders and was well received. As a result, this initiative will see the Education Committee host orientation presentations during Lunch and Learn sessions on a quarterly basis this year.

SHOP STEWARD TRAINING:

The Education Committee, in conjunction with UNIFOR, hosted the 2018 Summer Educational Forum on June 25 - 28, 2018 at Bermuda College. The forum comprised of three (3) workshops:

- Facing Management
- Shop Stewarding
- Bullying and Harassment

26TH ANNUAL BPSU EDUCATION AWARDS CEREMONY:

There is a strong commitment of the BPSU Executive and Officers to provide education opportunities for members and their dependents. Since 1993, the BPSU has offered 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 study and six (6) awards of \$3,500 were given for overseas education.



LOCAL STUDIES

- Kimber-lee Bean
- Lauren Bell
- Taylor Eve
- Najah Garcia
- Arianna Hodgson
- Michelle James

OVERSEAS STUDIES

- Tori Cariah
- Asia Denkins
- Dakai Grant
- Kayla Simpson
- Kallan Thomas
- Amber White

Lunch & Learn
ENERGY EFFICIENCY & SOLAR ENERGY

Come with your lunch and learn from Bermuda's leading energy experts, BE Solar. Guests will receive the most cost effective energy advice to reduce their energy bills, save money and help the environment. They will also learn ways to get reliable and inexpensive solar energy for devices. A presentation will be followed by a Q&A session.

MARCH 27 - 12PM @ BPSU

BLOCKCHAIN
The Highway for the Paradigm Shift

Lunch and Learn PRESENTATION
THURSDAY
JULY 12th
12:30PM - 1:30PM

BPSU HQ
#2 Angle St

LUNCH AND LEARN
How the Fintech Industry will benefit Bermuda

THURSDAY, JANUARY 10, 2019
12:30 pm (Lunch provided)

BPSU HEADQUARTERS
2 Angle Street, Hamilton HM 10

LUNCH AND LEARN
THE OLDERHOOD GROUP

Life Transitions, Retirement and Financial Planning Workshops

- Budgeting, Savings and Planning
- Planning for Your Future
- Health & Wellness
- Tax Management
- A Retiree's Reality
- Access Solutions for Elders/Adults
- Planning, Mutual Funds & Portfolio
- A Retirement Guide to Getting There

WEDNESDAY, JANUARY 23, 2019
12:30 PM, 1 Light Lunch provided

BPSU HEADQUARTERS
2 Angle Street, Hamilton HM 10

RSVP: INFO@BPSU.BM BY MONDAY, JANUARY 21, 2019

ARE YOU RETIREMENT READY?
WHAT YOU DON'T KNOW CAN HURT YOU

Attend a Retirement Readiness Lunch & Learn! The Olderhood Group, professionals, advisors, entrepreneurs in this space that all advise in the pension, 401k, and benefits field, will help you get the information you need to get a clear idea of how to best prepare for retirement. You'll also get a chance to ask questions and get answers from the experts.

Co-Facilitator of the "Best Retirement Planning for Professionals" Webinar

Wednesday, November 7, 2018
12:30 - 1:30 pm
1 Light Lunch provided

BPSU HEADQUARTERS
2 Angle Street, Hamilton HM 10

LUNCH AND LEARN

"INNOVATION AND CREATIVITY"
What you should know about intellectual Property and how you can benefit.

WEDNESDAY, NOVEMBER 7, 2018
12:30 pm (Lunch provided)

BPSU HEADQUARTERS
2 Angle Street, Hamilton HM 10

LUNCH AND LEARN
Child Development Programme Promotes Positive Parenting

Calling all Parents! Developmental, Educational, Substantive & Practical Parenting

WEDNESDAY, NOVEMBER 7, 2018
12:30 PM (Lunch provided)

BPSU HEADQUARTERS
2 Angle Street, Hamilton HM 10

LUNCH AND LEARN
Bringing Rights To Life

WEDNESDAY, FEBRUARY 6, 2019
12:00 pm (Light Lunch provided)

BPSU HEADQUARTERS
2 Angle Street, Hamilton HM 10

RSVP: INFO@BPSU.BM BY MONDAY, FEBRUARY 4, 2019



FUTURE LEADERS COMMITTEE

Chair: Sis. Lalisha Simmons

After being dormant for a while, 2018 was productive for the Future Leaders Committee. The year started with a meeting to identify members 35 years and younger who were interested in getting involved with the Union. From there, the Committee was off to a flying start including:



- Global networking with other Union Youth Workers: Future Leaders members attended the Future Leaders Workshop hosted by the St. Lucia Civil Service Association.
- Hosted a BPSU Bowling Night - 6 teams participated in this event (Child Development, Public Works, Turning Point, BHB Finance, Auditor General and General Council).
- Five (5) Future Leaders spotlighted in the Feedback
- Future Leaders Committee participated in all events hosted by the Union and our Sister Unions
- Strong presence at the 2018 Labour Day celebrations
- Hosted a BPSU end of summer family picnic
- Leadership Book Club - 7 Habits of Highly Effective People



Committee members include:

- Sis. Lalisha Simmons - Chair
- Sis. Elenae Anderson
- Bro. Van Dyke Bean
- Sis. Amber Bradshaw
- Sis. Ebony Fray
- Sis Tiphani Philip
- Sis. LaTya Simmons
- Sis. Ashley Smith



PUBLIC RELATIONS COMMITTEE

Chair: Sis. Lloyquita Symonds

The primary functions of the BPSU Public Relations (PR) Committee are to facilitate effective communication within the membership, manage information sharing and market the Union. During 2018, the PR Committee continued its efforts to carry out its duties despite having a reduced committee size. Some of the highlights of 2018 were:

- **A Shop Steward Competition** – the Committee was tasked with obtaining the preferred email addresses of the membership. To this end, the Committee initiated a Shop Steward Competition with the Shop Steward who collected the most preferred email addresses winning a trip to attend the Caribbean Public Services Association Annual Conference held July 2018.
- **BPSU Inventory** - the branding of the new BPSU T-Shirt which is the color of labour – **RED** – which was first seen on Labour Day 2018.
- **Feedback Newsletter** - produced quarterly.

The PR Committee saw a change in its leadership in November 2018 with Sis. Lloyquita Symonds stepping away to focus on her 1st VP duties and Sis. Jamee Jones coming on as the new Chairperson. We look forward to the continued success of the Committee under Sis. Jones.

SOCIAL ACTIVITIES COMMITTEE

Chair: Sis. Lisa Christopher

The BPSU Social Activities Committee has provided 2 annual events which were well attended this calendar year. These events were:

- **The Annual BPSU Members' Children's Party** – A movie night featuring Peter Rabbit was held at Botanical Gardens, June 23, 2018. Members brought their chairs or blankets for a movie night under the stars while enjoying hot dog snowballs, popcorn, fun castles and face painting.
- **The Annual BPSU Members' Christmas party** was held on December 8, 2018. This year's theme was *Wakanda Christmas* with the Committee creating the jungle atmosphere, making members feel like they were in Africa. Back by popular demand was the live band *Set in Soul* from 7:00pm-11:00pm. DJ Donnie kicked off the party until 2:00 am. The decorations were by Tickled Pink and Wilks Catering provided the food. Members embraced the theme as many dressed in African attire.

The Social Activities Committee is hoping to continue to provide creative events for our members to enjoy in 2019. We thank Members for their on-going support.

ANNUAL BPSU MEMBER'S CHILDREN'S PARTY



MOVIE IN THE PARK



SHOP STEWARDS COMMITTEE

Chair: Sis. Linda Bogle-Mienzer

Over the past year, the attendance at the monthly Shop Steward Committee meetings has steadily grown. At these meetings, the Committee has covered a variety of topics with the key focus on building Shop Stewards' confidence and understanding the importance of effective representation. It is important that we support our Shop Stewards and their growth as Shop Stewards are the eye and ears of this union and their role should never be undervalued.

In the upcoming year, the Committee plans to drill down on a number of important topics including:

1. Representation with difficult conversations.
2. The importance of documentation.
3. Helping members to understand why they should know their CBAs.
4. The CBA belongs to management too.

Being a Shop Steward is a noble job and all budding Unionist are encouraged to step up to the plate and begin their Union careers. Whilst often a thankless endeavour, there is no greater joy than saving a member's livelihood.

TRUSTEES COMMITTEE

Chair: Bro. W. Roy Wright

Membership:

There was no change in the composition of the Trustees Committee which remained steadfast in upholding its fiduciary responsibilities to the Union. In 2018, the Committee comprised of:

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



Code of Conduct

The Trustees were involved with the drafting of a Code of Conduct for Union functionaries regarding their interaction with each other and professional relationship with members of other organisations including businesses and the government. The Code of Conduct which holds the Union functionaries to the highest level of Ethical Standards was adopted by the General Council in October 2018.

Treasurer and the Auditing Process

The Trustees are on record in raising concerns regarding the efficiency of the extant Treasurer particularly as it relates to the auditing process and the rate of incompleteness of the Union's audit. While taking no pleasure in the resignation of the Treasurer, the Trustees are confident that with a new Treasurer, the auditing process will be better managed, resulting in a better relationship between the Union and the Registry General's Office.

Union 2020 Strategic Plan

At its April 11, 2018 meeting, the Trustees not only heard from the President that most of the objectives for the 2014 – 2017 Strategic Plan have been met, but he also confirmed that the implementation of the recently approved BPSU Strategic Plan 2020 has begun. To effectuate the latter plan, various organs of the Union have been tasked with specific deliveries. One delivery is the renovation of both meeting halls as well as the upstairs kitchen. Given the fiduciary responsibilities of the Union, the Trustees will do its part to ensure the success of the 2020 Strategic Plan.

Bar Operations

Concerns have been expressed by the President regarding the operation of the Bar. In particular, it was noted that the Bar is operating at a loss and its patronage has been declining in recent years. It was agreed that a new Bar Manager will be hired initially on a part-time basis to improve the performance of the Bar. The Bar Manager has been hired on a one (1) year contract with Sis. Nicole Young as the new Bar Committee Chair.

Banking Decision for the Union

A proposal from the Union's Finance Committee that the Union change its fixed-term deposit from Clarien Bank to Bermuda Commercial Bank (BCB) was endorsed by the Trustees. Although the Union has had a long-standing relationship with Clarien Bank, the latter had become obstinate by offering a lower rate of return than that offered by BCB. The Trustees supported the Union's decision to deposit its funds at BNTB on a fixed-term basis given that it was offering the best rate.

WOMEN'S COMMITTEE

Chair: Sis. Lennier Darrell-Hewey



During the period under review, the Women's Committee held two (2) events. The International Women's Day (IWD) 2018 Lunch and Learn was held on March 8, 2018 at the Reverend Dr. Goodwin C. Smith Hall at the Heritage Worship Centre. The Lunch and Learn was a panel discussion which focused on the theme for IWD 2018 which was *Press for Progress*.

This event provided a platform for four (4) phenomenal ladies to give a snapshot of how they have pressed for progress in their respective careers which are typically in male dominated environments.

The panel members who presented were Keeva Joell-Benjamin, *Acting Commissioner*, Department of Corrections; Shakira Dill-Francois, *Deputy Solicitor-General*, Attorney General's Chambers; Kaitlyn Noyes, *Director of Ocean Academy*, Bermuda Institute of Ocean Sciences (BIOS); and Cherie Dill, *Director Actuary*, Everest Reinsurance Company, Bermuda.



Additionally, there were Unionists who were nominated by members in recognition for their work. The Union members that were presented with awards were Sis. Ashely Smith, *Young Woman of Influence* and Sis. Sharon Symonds, *Distinguished Member*.



On October 17, 2018, the Women’s Committee once again assisted Bermuda Cancer and Health with providing marshals for their annual Breast Cancer Walk. The Women’s Committee takes delight in uniting with and providing support to a community organisation. This event allows Bermuda Cancer and Health to fundraise, educate and fight breast cancer through research and early detection.

RETIRES COMMITTEE

Chair: Sis. Marlene Smith

The Retirees’ Committee is an ad hoc Committee under the BPSU Constitution with the power to elect an Executive Committee, keep minutes of its meetings and submit an annual budget each September to the Treasurer.

The aims of the Committee are:

- To have community involvement
- To provide education of its members
- To engage in social / fun activities

COMMUNITY INVOLVEMENT

- Dorothy Crane Nursing Home, St. George's. The Committee supplied personal items as requested by the Matron. Re-acquaintances were made between our members and some of the residents. Singing, chatting and listening lifted the spirits of all.
- Church Service at St. Andrew's Presbyterian Church in Hamilton. The sermon was followed by fellowship time in the Hall.
- Providing volunteer help for the Bermuda Nurses



Council in elections held at KEMH. Five (5) members were able to assist by issuing ballots and helping maintain an orderly voting process.

EDUCATION

- Heritage Month presentation by Mr. Michael Bradshaw. Topic: "Bermuda Heritage and History: My Story" – with references to Friendly Societies and Lodges.
- Presentation on Intellectual Property by representatives from the Registry General during the Union's regular Lunch and Learn Series.
- Presentation by Dr. Sabrina Famous, co-founder of a holistic wellness practice. Her topic: "Nutrition and Stress."
- Visit to the John W. Swan Building on Front Street where its high-tech features were explained to the Committee.

SOCIAL ACTIVITIES

- Annual Picnic at Spanish Point Park (Pontoon's). Very enjoyable venue.
- Annual Buffet Lunch at Grotto Bay Hotel. As usual, a pleasant occasion.
- Relaxation time: playing table games, and at the end of regular meetings: food & fellowship.

The Committee aim for the immediate future is to increase membership by enlisting workers as they reach retirement age.



2019 MEMBERSHIP SURVEY

Summary Highlights

As a part of the BPSU's continued commitment to open dialogue with our membership, feedback was sought from members through an online survey. This anonymous survey was conducted from February 5 to 14, 2019, and comprised of fifteen (15) questions including three (3) open-ended questions.

The purpose of the 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 will be used to formulate an action plan for the ongoing development of our Union. This is the fourth time our membership has been invited to participate in a survey of this type under President Jason Hayward.

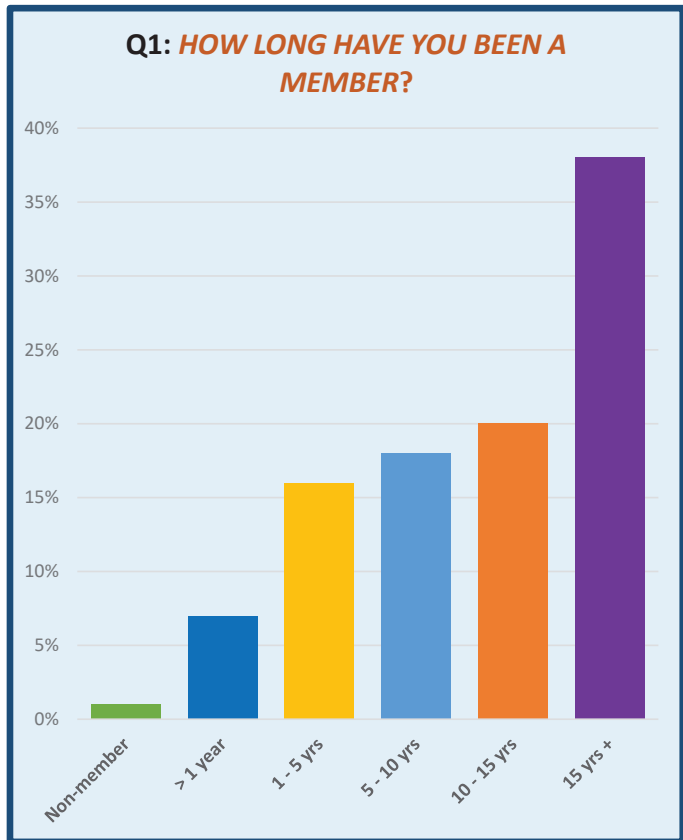
Participation Profile:

Membership participation in our survey this year has increased 40% year-over-year.

Representing approximately 16% of our membership, 494 persons participated in our survey this year, up from the 353 respondents recorded in 2018.

Of those members that completed the online survey, 58% have been a member of the BPSU for 10 years or more, down from the 62% recorded in 2018.

New members (less than a year) accounted for 7% of survey participants, up marginally from 6% reported in 2018.



Satisfaction Levels

General Satisfaction:

Satisfaction levels continue to be strong with 68% of respondents either satisfied or very satisfied with the way in which the BPSU is handling the affairs of the membership. While this marked an 8% decrease from 2018, corresponding dissatisfaction levels did not increase year-over-year. The change was attributed to 13% of respondents answering “I don’t know” to this question.



Representation:

This year’s survey revealed that 61% of respondents were *satisfied or very satisfied* with the way in which the BPSU represented employees in the workplace, a slight decrease of 4% year-over-year.

BPSU Benefits:

72% of respondents were *satisfied or very satisfied* with the benefits that the BPSU provided members, marking a 6% decrease over the levels reported in 2018. Participants were asked to offer 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
- a Union-run childcare facility

-
- a Union-run gym
 - access to better health insurance
 - training opportunities
 - financial assistance for members who are experiencing financial hardship.

Social Events:

Members who participate in the survey were 65% *satisfied or very satisfied* with social events hosted by the Union.

Community Involvement

56% of respondents believed that the Union should increase its community involvement and recommended:

- organising food drives
- hosting/supporting health seminars
- initiating BPSU volunteer days
- attending/actively participating in school events
- adopting a community project
- participating in community clean-ups
- entering a float in the Bermuda Day parade.

Communication

The Union's efforts to improve communication with our members have netted positive results during 2019 with 83% of respondents *satisfied or very satisfied* with the way in which the BPSU communicates with them. In addition, 63% reported that they were *satisfied or very satisfied* with the standard of Shop Stewards' communication.

Lunch & Learns

The BPSU Education Committee has been busy hosting various Lunch & Learn sessions for our membership throughout the reporting period and sought feedback from the membership for ideas for future sessions. In response to this request, members suggested a wide variety of topics including:

- healthcare
- retirement
- investing
- LBGQT-related issues
- money management
- fintech

- estate planning
- caring for elderly parents
- employment rights
- managing stress in the workplace
- Bermuda Credit Union informational sessions
- entrepreneurship.

Looking Forward

Members were asked for their opinion on the following potential future BPSU initiatives:

BPSU Mobile App:

43% of survey respondents expressed an interest in having access to a mobile app.

Investment in Commercial Property:

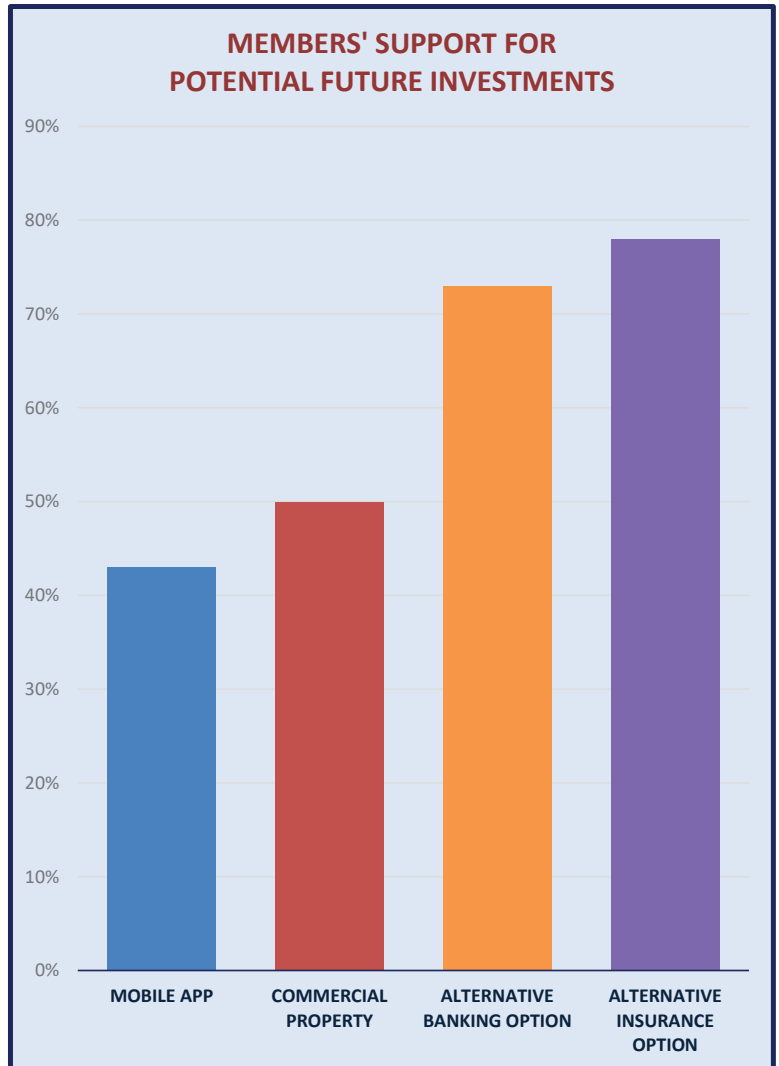
50% of members participating in the survey agreed with the Union investing in commercial property.

Alternative Banking System:

73% of survey respondents supported the Union investing in an alternative banking system.

Alternative Insurance Options:

78% reported that they agreed with the Union investing in an alternative insurance option for members.



EXECUTIVE COMMITTEE MEETINGS

ATTENDANCE RECORD

March 2018 - February 2019

OFFICER	OFFICE	MEETINGS ATTENDED / MEETINGS HELD
Bro. Jason Hayward	President/Treasurer	15/16
Bro. Edward Ball Jr	General Secretary	13/16
Sis. Lloyquita Symonds	1 st Vice President	10/10 *
Bro. Wendell Burchall	1 st Vice President	2/3 **
Sis. Linda Bogle-Mienzer	2 nd Vice President	14/16
Bro. Robin Minors	3 rd Vice President	10/16
Sis. Jewel Robinson	Treasurer	3/10***
Sis. Lloyquita Symonds	Recording Secretary	6/6
Sis. Nadine Henry	Recording Secretary	4/6 ****
Sis. Larissa Burgess	Assistant Recording Secretary	10/16

* Elected in July 2018

** Resigned in July 2018

*** Resigned in October 2018

**** Confirmed in October 2018



GENERAL COUNCIL MEETINGS

ATTENDANCE RECORD

March 2018 - February 2019

DIVISION	OFFICE	MEETINGS ATTENDED/HELD
1	Chairperson / Vice Chairperson	8/10
1	Secretary/ Assistant Secretary	9/10
2	Chairperson / Vice Chairperson	6/10
2	Secretary/ Assistant Secretary	8/10
3	Chairperson / Vice Chairperson	9/10
3	Secretary/ Assistant Secretary	0/10
4	Chairperson / Vice Chairperson	5/10
4	Secretary/ Assistant Secretary	7/10
5	Chairperson / Vice Chairperson	10/10
5	Secretary/ Assistant Secretary	2/10
6	Chairperson / Vice Chairperson	8/10
6	Secretary/ Assistant Secretary	4/8
7	Chairperson / Vice Chairperson	0/10
7	Secretary/ Assistant Secretary	3/3
8	Chairperson / Vice Chairperson	3/5
8	Secretary/ Assistant Secretary	2/10
9	Chairperson / Vice Chairperson	7/10
9	Secretary/ Assistant Secretary	5/10
10	Chairperson / Vice Chairperson	2/10
10	Secretary/ Assistant Secretary	9/9
11	Chairperson / Vice Chairperson	5/10
11	Secretary/ Assistant Secretary	1/10
12	Chairperson / Vice Chairperson	9/10
12	Secretary/ Assistant Secretary	8/10
13	Chairperson / Vice Chairperson	9/10
13	Secretary/ Assistant Secretary	1/10
14	Chairperson / Vice Chairperson	0/10
14	Secretary/ Assistant Secretary	VACANT
15	Chairperson / Vice Chairperson	0/10
15	Secretary/ Assistant Secretary	VACANT
16	Chairperson / Vice Chairperson	VACANT
16	Secretary/ Assistant Secretary	VACANT

GENERAL COUNCIL MEETINGS

ATTENDANCE RECORD

March 2018 – February 2019

EXECUTIVE OFFICER	OFFICE	MEETINGS ATTENDED/ MEETINGS HELD
Bro. Jason Hayward	President/Treasurer	9/10
Bro. Edward Ball Jr	General Secretary	7/10
Sis. Lloyquita Symonds	1 st Vice President	5/6 *
Bro. Wendell Burchall	1 st Vice President	0/2 **
Sis. Linda Bogle-Mienzer	2 nd Vice President	9/10
Bro. Robin Minors	3 rd Vice President	7/10
Sis. Jewel Robinson	Treasurer	1/5 ***
Sis. Lloyquita Symonds	Recording Secretary	3/4
Sis. Nadine Henry	Recording Secretary	2/4 ****
Sis. Larissa Burgess	Assistant Recording Secretary	7/10

* Elected in July 2018

** Resigned in July 2018

*** Resigned in October 2018

**** Confirmed in October 2018





BERMUDA PUBLIC SERVICES UNION

Structure Chart 2017-2020



Edward Ball Jr.
General Secretary



Jason P. Hayward
President



VACANT

VACANT
Treasurer



Lloyquita Symonds
1st Vice President



Nadine Henry
Recording Secretary



Linda Bogle-Mienzer
2nd Vice President



Larissa Burgess
Asst. Rec. Sec.



Robin Minors
3rd Vice President

Division 1
Lalisha Simmons
Chairperson
HM Customs

Division 11
Damon Walker
Chairperson
Environment & Natural Resources
Fire Services
Land Valuation
Parks
Planning
Ocean View Golf
Port Royal Golf Club
OPMP
Public Lands & Bldgs.
Public Work HQ
W&E

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

Division 3
Barbara Ingemann
Chairperson
GPO

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

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

Division 4
Michelle James
Chairperson
BHB Nursing

Division 14
VACANT
Chairperson
Bermuda College
Berkeley Institute
CedarBridge Academy

Division 8
VACANT
Chairperson
Marine & Ports
Public Transportation
Transport Control Dept.
Transport HQ

Division 9
Laurie Harris
Chairperson
LinkBermuda
TBI
BTC

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

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

Division 5
Julie Walker
Chairperson
BHB Clerical
Pharmacists
Technical
BDC Pharmacists

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

Division 13
Vernelle Harvey
Chairperson
MWI

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; Angelia Todd; Administrative Assistants: Jamee Jones and Donna Jacobs; Receptionist/Clerk: Marilyn Scott.

* Color denotes respective Officer's portfolio

UPDATED: 27Feb19



STANDING & AD HOC COMMITTEES

COMMITTEE	CHAIRPERSON
APPEALS COMMITTEE	VACANT
Bar Committee	Sis. Nicole Young
Benefits Committee	Sis. Dwanita Grant
Building Committee	Bro. Robin Minors
Community Outreach Committee	Sis. Sharon Symonds
Disciplinary Committee	Sis. Larissa Burgess
Diversity Committee	Sis. Christine Bogle-Mienzer/Natalie Pitcher
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. Jamee Jones
Retirees' Committee	Sis. Marlene Smith
Shop Stewards' Committee	Sis. Linda Mienzer
Social Committee	Sis. Lisa Christopher
Sports Committee	VACANT
Women's Committee	VACANT

BPSU BARGAINING UNITS

As at February 2019

- 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 
- CP² 
- CedarBridge Academy 
- Clarien Bank Ltd. 
- Corporation of Hamilton – Supervisors 
- Corporation of Hamilton – Office Staff 
- LinkBermuda 
- Phoenix Stores Ltd. 
- Salvation Army 
- School Principals 
- Teen Services/Teen Haven 
- TeleBermuda International Ltd. 
- West End Development Corporation (W.E.D.C.O.) 





BPSU MEMBER DISCOUNTS

As at February 2019

ANCHOR RESTAURANT, BAR & LOUNGE	10%
ASTHMA & ALLERGY RELIEF CENTRE	10%
BERMUDA GROCERY BOX (<i>various package discounts</i>)	
BERMUDA PAINT COMPANY	15%
COLONIAL INSURANCE (<i>motor insurance</i>)	10%
CARDOZA'S AUTO GROUP (<i>labour only</i>)	5%
DEMCO FLORIST (<i>Cash only - minimum \$15 purchase. Discount does not apply to weddings / deliveries /overseas orders</i>)	10%
DOCKSIDERS PUB & RESTURANT (<i>dine-in only</i>)	10%
DOWN TO EARTH (<i>vitamins; herbs; sports supplements etc. Excludes: juice-bar & grocery items</i>)	10%
E&B TRADING CO. LTD. (<i>parts & labour</i>)	10%
EI SHADDAI FLORIST (<i>excludes weddings/overseas orders</i>)	10%
ELITE ADVISORY SERVICES	5%
FILTER QUEEN BERMUDA (<i>carpet cleaning only</i>)	10%
THE FOOT & ANKLE CLINIC (<i>10% off of the co-pay</i>)	
FRESHBREATH DENTAL (<i>refer a friend & receive \$25 off next teeth cleaning</i>)	
THE HUB (<i>20% off phone accessories & 5% off new phones, cash only</i>)	
I.C.S. TIRES (<i>Island Construction Services Co. Ltd</i>)	10%
LITTLE DRAWBRIDGE (<i>cedar & selected merchandise</i>)	10%
LOWE'S TOWING 24 HOUR RECOVERY SERVICES	10%
MAXILOUS SALON	10%
MEDICAL HOUSE LIMITED (<i>uniforms, shoes & accessories only</i>)	10%
OCEANS SALON (<i>formerly Bliss</i>)	5%
POINT FINGER ROAD PHARMACY (<i>prescription discounts</i>)	10%
RAYCLAN	\$500 off the purchase of a new vehicle
SEA VIEW ULTIMATE FITNESS GYM (<i>monthly fee \$98.00/no initiation fee</i>)	
STANDARD HARDWARE	20%
TANTS /Affordable Driving School (<i>\$50.00 per lesson</i>)	
UNIQUE GLOBAL EVENTS & DIGITAL SERVICES	5%
UNIQUE LOOKS	5%

**** Your Membership Card must be presented to receive discounts ****

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



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