

MARCH 2014 - SEPTEMBER 2015 ANNUAL REPORT



Bermuda
Public Services
Union



ANNUAL GENERAL MEETING
8TH OCTOBER, 2015



Annual General Meeting

8th October, 2015

Annual Report

March 2014 – September 2015

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BERMUDA PUBLIC SERVICES UNION

Mission Statement:

**"TO PROMOTE EFFECTIVE LABOUR
AND
COMMUNITY RELATIONS"**

The Union will achieve this by:

- Encouraging fair workplace practices;
- Safeguarding the conditions of service through consultation, negotiation, education and collective agreement, and;
- Encouraging members to be proactive in maximizing their potential through continuous education to meet the changing trends in the workplace.



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at
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Bermuda Hospitals Board

King Edward VII Memorial Hospital
7 Point Finger Road
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THE BERMUDA PUBLIC SERVICES UNION

Annual General Meeting

AGENDA

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



The Bermuda Public Services Union

Notice of Annual General Meeting

The General Council, and in accordance with 2(a). (i). of the Constitution (as amended 2015) of The Bermuda Public Services Union, has directed the President to convene an Annual General Meeting.

Members are invited to attend the 2015 AGM which is to be held on Thursday, October 8th, 2015 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
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3. General Secretary Remarks
4. Presentation of Annual Reports
5. Presentation of the Union's Financial Position
6. Discussion of Reports
7. Closure

By order of the President Jason Hayward



Annual Report

March 2014 - September 2015

The BPSU has made significant progress during the period of March 2014 to September 2015. This report highlights the key achievements that the organization has made during this time.

STRATEGIC PLAN

In order to achieve our desired objectives for the period 2014-2017 in an effective manner, the development of a new strategic plan was critical.

This strategic plan will allow the BPSU to:

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

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

It allows for us to determine:

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

The **Vision 2017** reads as follows:

The BPSU is committed to being a proactive and respected union which promotes the active involvement and development of its members, maximizing its resources to foster a culture that supports bottom-up decisions, facilitates open communication channels and embraces collaboration with stakeholders for the betterment of its members and the community.

The overall aim of the plan is to establish clear goals and specific action plans that the Union will carry out during between 2014 and 2017. To date, significant progress has been made including the following key highlights:

I. Enhanced education and training for shop stewards and General Council

In June 2014 and June 2015, the BPSU and the Canadian Labour Congress (CLC) hosted educational summer schools at the Bermuda College. These educational forums were the result of a relationship which had been established between the BPSU and the CLC in 2011.



The BPSU and CLC agreed on a contract that would entail travel, accommodations, and per diem for six instructors from the CLC for six days. The summer schools were held at the Bermuda College campus where we were afforded the use of three classrooms, the

cafeteria facility as well as IT support. The instructors were accommodated at the Coco Reef Resort due to its proximity to the college campus.

During the training periods, seven workshops were conducted with two instructors from the CLC facilitating each of the workshops. Over 100 stewards and officers of the Union participated in the workshops to date. The primary aim of the training was to build greater capacity within the BPSU and to strengthen the Union in critical areas.



BPSU – Summer School at the Bermuda College

The workshops included:

- Shop Stewarding,
- Conflict Resolution,
- Parliamentary Procedure/Membership Engagement,
- Women in Leadership, and
- Facing Management.

II. Strategic training and development of Secretariat Staff

Investors in People

The Union did not renew its 2013 license with *Investors in People* (IIP) and opted instead to hire ONTRU, a local human resource company. Based on ONTRU's recommendations, the BPSU aligned staffing development to the overall **BPSU Strategic Plan**. Secretariat Staff have embarked on targeted training and development initiatives that will assist them with personal development and strengthening organizational capacity.

III. Progress toward a formal succession plan for Senior Officers

Senior Staff

The BPSU recognises the need to develop a cadre of members who have interest, leadership skills and the passion to uphold the tenants of trade unionism and to chart further advances for our members.

This is particularly important considering the impending retirement of key Secretariat-salaried officers and, as such, the BPSU is cognizant of the need to develop a well-constructed succession plan. In 2012, Brother Charles "Gregory" Smith retired from the post of full-time Custodian followed by our Office Manager/Education Officer, Sister Thelma Hart who retired in 2013. By the last quarter of 2018, the Union will have a new slate of full-time Secretariat senior officers including a General Secretary, an Assistant General Secretary, and Union Organiser.

In preparation for this, ONTRU was contracted to interview members of the Secretariat, Executive and General Council to gauge their views on the type of leadership they envisioned to head the Union. ONTRU also had these members provide feedback on what they believed were the critical needs of the membership for both the short-term and long-term basis. Recruitment and selection process was also defined that will be used to earmark under studies for the two senior posts of Assistant General Secretary and General Secretary for 2016 and 2017 respectively.

The General Council has started the succession process by:

- suspending the filling of the Union Organiser post,
- de-classifying the post of Office Manager to Senior Administrative Assistant,
- deciding that the recruitment, interviewing and selection process of candidates for the Assistant General Secretary and General Secretary will commence in January 2016, and
- proposing that a training, under-fill or shadowing programme be formulated to coincide for the retirement dates of both the Assistant General Secretary and General secretary.

IV. *New Union Organizational Chart*

Due to the growth of members in some divisions and the contraction in others (in particular the private sector), divisions have been re-classified by grouping them according to similar business/industry models or by occupations.

The new Divisions are:

- Division 1 - HM Customs
- Division 2 - Health Department and Health Related Departments
- Division 3 - Post Office
- Division 4 - KEMH Nurses
- Division 5 - BHB Allied Health Professionals
- Division 6 - Senior Civil Servants
- Division 7 - Government Departments
- Division 8 - Government Departments
- Division 9 - Telecoms
- Division 10 - Government Departments
- Division 11- Government Departments
- Division 12 - Government Departments
- Division 13 - MAWI
- Division 14 - Schools and Bermuda College
- Division 15 - Quangos and Corporation of Hamilton
- Division 16 - Private sector and BPSU Secretariat

V. *Development of a Political Action Committee*

The **Political Action Committee** was formed and tasked to review and discuss the effects of political actions including legislative, policy and structural changes on our membership. This Committee will determine which political issues are of greatest importance to the membership and will be guided by the *“Ten Rules for Union Political Action”*:

1. Issues come first, candidates and parties second.
2. In election campaigns, unions need to provide members with **information** not voting instructions.
3. Presenting information in a credible and objective manner is critical for overcoming members’ cynicism and distrust regarding politics.
4. Unions must downplay partisan rhetoric in favour of stressing their role as an **independent voice** for workers.
5. Unions should be **“watchdogs”** who approach politicians with a healthy skepticism and work to hold them accountable.

6. Members want unions to represent them as workers, by addressing issues that directly affect them on the job and by advancing a populist economic agenda.
7. Union political action should always be of, by, and for the members.
8. Mobilization is not fundamentally different from persuasion - informing members is also key to increasing participation.
9. Members will best be reached by modern communication methods.
10. Effectiveness is enhanced by addressing the concerns of specific union audiences, instead of relying on a "one-size-fits-all" approach.

VI. Development of a Community and Outreach Committee

The **Community Outreach & Cultural Activities Committee** is primarily responsible for increasing the Union's footprint in the community through hosting, sponsoring and participating in a wide-range of community activities that celebrate our culturally-rich society. The Committee's function include vetting donations request and recommending the appropriate donation, in addition encourage membership involvement in community activities including shows, art, music, poetry, kite-making, union history and traditional cooking.



BPSU Members & staff preparing Christmas hampers for distribution

VII. Renovations to the Secretariat reception area



On 22 July 1981, the Union purchased the BPSU Headquarters and, after renovations were carried out primarily by members who were skilled craftsmen, the building was officially opened on 15 March 1982.

Since which, no major maintenance was required until 2014 when the Secretariat's reception area underwent a well-deserved facelift which now hosts light blue walls, dark

blue upholstery and ceramic-tiled floors. In addition, the western offices were refitted, floors tiled and walls water-proofed. The renovation created a welcoming environment for our visitors and a pleasant working space for the Secretariat staff. The total cost of those renovations was \$60,000.

VIII. Conversion of paper files into election files

An initiative to transfer the Union's archival files (which dated back to the 1970s) to electronic storage was embarked upon during this period. The planning phase began in March 2014 and scanning commenced in July 2014. Extensive preparation for this mammoth task was led by the former Officer Manager, Ms. Thelma Hart.

The undertaking required a keen appreciation of historic events that impacted the Union during its formative years. Each document had to be assessed, prepared for scanning and classified. On completion of this assignment, over 400 archived boxes containing BPSU's historic documentation had been discarded and replaced with electronic storage.

The Union now possesses a data bank of 6,013 archival files contained in 783 computer sub-folders consisting of the following subjects:

- Arbitrations
- Auditor's Reports
- Civil Service Matters
- Collective Agreements
- Constitution Reforms
- Delegates' Conferences
- Executive Committee Minutes
- Management Committee/General Council Minutes
- Government Employees Health Insurance
- Joint Consultative Committee Minutes of the various bargaining units
- Landmark Grievances
- Mediation Hearings
- Membership Meeting Minutes
- Negotiations Records for Bargaining Units
- Staffing Policies for Bargaining Units
- Privatization
- Restructuring
- Staffing and Organizational Reviews
- Union Secretariat Matters
- Union Standing Committees
- Union Recognition

The new archival database should provide an invaluable resource for the Union's future officers and members.

IX. Development of an organizing strategy

Internal Organizing

While we are extremely appreciative of the newly-recruited Shop Stewards for volunteering their time and services, it has become increasingly difficult to find replacements for outgoing Shop Stewards. This shortfall has resulted in some departments where there are no Shop Stewards.

Several reasons have been provided by our members as to why they opt out of becoming Shop Stewards including:

1. the current economic climate has heightened fears of job loss as a result of being an active and vocal member,
2. fear of intimidation from management,
3. time constraints, and
4. lack of interest.

Fortunately, those who have taken on the mantle and have received proper Shop Steward training, go on to do a great job representing the Union.

We continue to have on-going dialogue with members to articulate the important role that the Union plays in creating and maintaining fair conditions in the workplace for both our members and for the country at large. It is important to remind members of the benefits that the Union has secured on their behalf. The BPSU invite members to actively participate in Union events so that they can gain better understanding and appreciation of how the Union operates. Our Shop Stewards are charged with the responsibility to foster open lines of communication with members by engaging in dialogue, sharing information and ensuring that they bring feedback to their respective Chairperson and Vice-President. This will allow members to be connected with their Union. As we move forward, it is my desire that we reintroduce membership seminars with the aim to generate more interest from the members.

External Organizing

Efforts continue to organize workers in the private sector and, as a result, we have received certification from the Department of Workforce Development for the following:

1. School principals,
2. City of Hamilton - managers,
3. Clarien Bank - tellers and administrative staff,
4. Serco – Aviation, grounds and technical support staff,
5. Quantum Communications Limited

We recently lost the ballot to organize workers at the Bermuda Tourism Authority (“BTA”).

Clarien Bank Certification

In May 2014, the BPSU made application for Grant of Certification for monthly paid non-managerial administrative and clerical staff of Clarien Bank Limited. The Department of Workforce Development conducted the ballot on January 15, 2015 and, as a result, the non-managerial administrative and clerical employees of Clarien Bank voted to recognise the BPSU as their sole bargaining agent. The ballot, conducted by Labour Relations officer Ms. Gabrielle Stewart of Workforce Development, revealed that 79% of voters supported Union recognition. The bargaining unit comprises of 57 positions.

The certification ballot came after many months of discussions with Clarien Bank Limited representatives, the Department of Workforce Development and the BPSU. The recognition victory is also an important milestone for the Union as this is only the second time in Bermuda’s history that a local bank has been unionized with the first being the former Provident Bank Limited.

The BPSU are still locked into Collective Bargaining Agreement (CBA) negotiations with the management of Clarien Bank. It is the negotiation team’s aim to have a signed maiden agreement in place by the end of September 2015.

Quantum Communications Certification

The BPSU would like to welcome the members of Quantum Communications. The Union was certified as the exclusive bargaining agent for Quantum Communication after successfully winning a certification ballot on May 19, 2015.

BAS/Serco - GES Department Certification

The BPSU would like to welcome the members of BAS/Serco’s GES Department. The Union was certified as the exclusive bargaining agent for BAS/Serco’s GES Department after successfully winning a certification ballot on June 19, 2015.

ANTI-UNION TACTICS

Organizing workers in this small community is especially difficult as the Trade Union Act 1965 does not protect the employees who are seeking Union recognition. While reports of intimidation by the employer are made to the Department of Labour and Training, there is no relief for the employee. This gives management an unfair advantage over the unions and creates a fear for the unorganized.

In a recent case, the Union attempted to organize another group of private sector workers only to be faced with anti-union tactics. We met all the requirements under Section 30 (B) the Trade Union Act 1965, only to discover that the director/owner of the company disagreed with the makeup of the bargaining unit.

The Department of Labour and Training was working on sending the matter to the Minister in accordance with Section 30D (2) of the Act, however during talks with the Department of Workforce Development, the Director terminated the majority of the employees who he believed had sought union recognition.

The current 1965 Trade Union Act does not afford adequate protection to workers as they wait for the ballot to be taken for union recognition. This matter is currently heading to arbitration. We note some companies are creating titles for its workers such as “Supervisors” and “Managers” with disciplinary powers and/or oversight of the day-to-day operation of the company in an attempt to thwart union recognition of this group of workers.

PUBLIC BODIES REFORM BILL AND PRIVATIZATION

In July 2014, The Hon. Michael H. Dunkley, JP, MP, Premier and Minister of National Security, tabled the **For Information: Public Bodies Reform Bill** seeking feedback from stakeholders.

According to the Minister of Finance, MP Bob Richards, the bill would *“amongst other things, establish the legal authority for the relevant Minister, in consultation with the Minister of Finance, to make various reforms to government departments, quangos, government funds, government boards & committees [i.e. abolish, merge, modify, transfer] and related legislation.”*



The BPSU Emergency Membership Meeting

The implementation of this Act would have had a direct negative impact on BPSU memberships' jobs, wages, salaries and benefits. As a result, the BPSU launched an all-out campaign to educate its membership and to stop the implementation of the legislation.

BPSU's campaign activities included:

Activities	Sept 7-13	Sept 14-20	Sept 21-27	Sept 28- Oct 4	Oct 5-11	Oct 12-18	Oct 19-25
Meeting with FDA UK	█						
Meeting with TUC UK	█						
Compilation of Research Report							
Meeting With Government Department Heads			█				
Release Report findings to membership				█			
Bermuda Trade Union Congress meeting				█			
National Television Talk Show					█		
Meeting with Government Departments	█	█	█	█	█	█	█
Members to email Premier					█		
BPSU membership meeting					█		
Picket outside Government Townhall meeting					█		
National Radio Talk Show						█	
Meeting with Governor						█	
Meeting With Government Cabinet						█	
BUT membership meeting							█

The campaign received overwhelmingly positive feedback from both the members of the BPSU and the general public. We were able to articulate our findings and opposition to the proposed Public Bodies Reform Act in a manner that was deemed to be well researched, comprehensible and reasonable. On October 16, 2014, members of the Bermuda Trade Union Congress (BTUC) met with the Cabinet to discuss the proposed Bill.



BPSU members at SAGE townhall meeting

BUDGET REDUCTION WORKING GROUP/FURLOUGH DAYS

During this October 16th meeting with the Government, the BTUC articulated its opposition to the proposed legislation along with its willingness to assist the Government in developing a multi-year deficit reduction strategy. Dialogue ensued and it was collectively decided that a Working Group would be formed to assist the Minister of Finance in achieving his desired 5% reduction in 2015/16 budget. As a result, the BTUC was informed in correspondence on October 26, 2014 from the Head of the Civil Service that the Government would defer the tabling of the Public Bodies Reform Bill to the next legislative session.

In preparation for the **Budget Reduction Working Group's** impending talks, the BPSU requested that each department meet collectively amongst themselves to formulate recommendations on ways in which government could reduce expenditure and increase revenues and, as a result, numerous recommendations were received. The **Political Action Committee** of the BPSU collated the recommendations into a proposal that ultimately would be presented to the Working Group. The final draft of the proposal ranged between \$65-85 million in cost savings and contained about a dozen substantial revenue generating ideas. The BPSU engaged in these Working Group discussions and proposed cost saving measures primarily to avoid the continuance of furlough days and pay cuts. The Working Group talks concluded in December 2014.



On 23 January 2015, the members of the BTUC were handed letters addressed to the President of the BIU in capacity as 1st Vice President of the BTUC from the Minister of Finance. The letter stated the following in reference to Furlough Days:

"In order to meet the 31st March, 2015 deadline, the budget development process must conclude with immediacy. To this end, we invite you to reconsider your position with regard to continuation of the furlough. If you are unable to agree to continue the furlough, the Government will be forced to take steps to achieve the necessary reduction in expenditure for 2015-2016. Such measures could include a reduction in salaries of Government Employees equal to the savings achieved in the current financial year by the furlough.

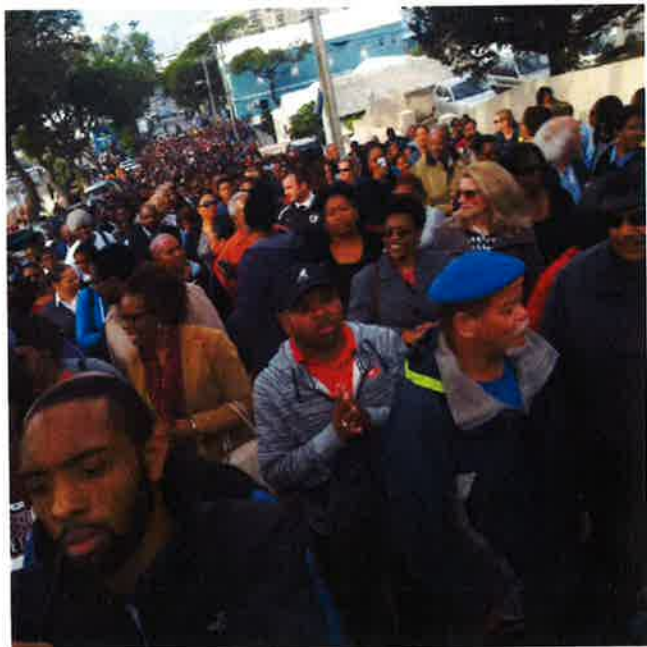
We invite you serious consideration of this position and look forward to hearing from you as soon as possible. Given the urgency of the matter we respectfully request a decision on Monday, January 26th, 2015 at 12:00 pm. (noon)."

The letter incited the BTUC, who were adamant that alternative cost savings could be achieved by other means.



BTUC members gather at Union Square on January 26th, 2015

On 26 January 2015, the BTUC commenced a three-day protest on the grounds of Cabinet House which included approximately 5,000 BTUC members and members of the public. The BTUC stood in solidarity against the Government's ultimatum of pay cuts and job losses if furlough days were not accepted. The protest ended as the Government agreed to the reformation of the Working Group which ultimately found alternative cost savings.



In February 2015, the Labour Tribunal was appointed by the Minister of Home Affairs

pursuant to Section 5 of the Labour Disputes Act 1992 for the purpose of settling what the government saw was a labour dispute. In their ruling on April 29th, 2015, the tribunal was highly critical of the lack of information that they received from government stating:

“It was unclear whether the labour dispute related:

- 1. specifically to the issue of furlough days; or*
- 2. to the lawfulness of the walkout itself; or*
- 3. to some other matter in dispute between the parties that was not obvious from the information we had received or that was in the public domain.”*

Ultimately, the three-man Labour Tribunal agreed with the BTUC contention that there was no longer a dispute to resolve between the Bermuda Government and the BTUC.

It is important to note that the Labour Tribunal also stated: *“Given the penal consequences that can arise from a breach in the Labour Disputes Act while a labour dispute is extant, it is our view that a dispute must be apprehended with some degree of immediacy to fall within the definition of a labour dispute. An apprehension that a poor working relationship exists between the parties will give rise to irregular labour activity at some indeterminate point in the future, once contractual negotiations begin, is not the same as saying there is a dispute that exists.....It would not be appropriate to have those penal consequences hanging over the parties of an extended period due to an unspecified apprehension that a labour dispute of one form or another may arise.”*

In addition to the interim injunction and the referral of this matter to the Labour Disputes Tribunal, on March 25, 2015, the President of the BPSU, Bro Jason Hayward, along with the other principle officers of the BTUC received an Originating Summons from the Supreme Court. The OBA Government,



through the Ministry of Home Affairs, is seeking for the courts to impose a final (permanent) injunction upon the BPSU, Bermuda Industrial Union, the Bermuda Union of Teachers, Prison Officers Association and Fire Services Association.

The legal dispute between the Bermuda Government and the five public sector trade union respondents continues. The BPSU have prepared and filed several affidavits in support of our legal argument. While a trial date has not yet been set, indications are that a trial can be expected in the final quarter of this year.

LABOUR RELATIONS

Bermuda Hospitals Board

In March 2014, the BPSU sent a letter to Venetta Symonds, CEO of BHB, in reference to alleged wide-spread bullying and harassment within the BHB facilities. The letter highlighted the negative effects of bullying and harassment in the workplace. It also called on management to work with the Union to enhance or formulate a ***Dignity at the Work Place*** policy to be embraced by all staff and the Board. The allegations of bullying and harassment at the hospitals were further highlighted by an internal employee opinion survey conducted by the BHB management. This matter continues to be an item during JCC discussions with the aim of finding resolve to the prevalent negative behaviors.

BHB Negotiations

Negotiations for the period October 2012 - September 2014 began in June 2012. There were several meetings. Management proposed a wage freeze, overtime payment at straight pay for all overtime including public holidays. This was put to members at a membership meeting. Members rejected the monetary proposal and voted that:

- the BPSU ask the BHB to share the salaries and perks of the Senior Executive team,
- the BHB provide the BPSU a recently audited statement of their financial accounts, and
- a commitment be sought from BHB that Health Insurance will not be increased the next year (2012-2013).

Members agreed to proposed changes to the Collective Bargaining Agreement (CBA) clauses regarding non-monetary items. During the time of negotiations, members were aware that the BHB had cleared approximately \$18 million in profits the previous year (2009-2010). Subsequently, the BHB claimed that they were running out of money. However, around that time, there were reports of poor financial governance. Members' insurance had already increased and members felt that they were being asked to bear the brunt of poor financial management. This was communicated to management. BHB changed the Chief of Finance and the interim Chief of Finance was not focused on giving the BPSU financial information in a timely manner. This was further hampered with the departure of the Financial Controller.

The BHB has not had a publicly released financial audited statement for the past four years. (According to the BHB lead negotiator, the report has been sent to the Auditor General but not signed off). In an effort to settle the CBA, last year (2014) around October, the BPSU invited the

Chief Financial Officer of the BHB to a membership meeting where he presented unsigned statements by the Auditor General. The members did not believe that there was total transparency and voted that:

The BPSU propose to management that the employees will accept a wage freeze, for years 2012-2014, with the provision that there will be no change to all overtime including public holidays, and a guaranteed note that there will be no redundancies for the years 2014-2016. (Members are aware that at that time the BPSU had not been negotiating for 2014-2016).

This proposal was put to the BHB negotiations team and the BPSU has not had a response. It is our understanding (from the Chief Negotiator) that the proposal went before the Senior Executives of the BHB, since which the Chief Negotiator has left the employ of BHB. We have requested an official response through the BHB's negotiations Chairperson.

Since which, formal negotiations have commenced for the period 2014-2016. BHB's financial position makes for a difficult set of negotiations, however the BPSU negotiation team are working diligently on behalf of the members to ensure that jobs and benefits are protected.

Bermuda College Negotiations

Negotiations for the 2014 – 2017 contract were carried out in April 2015. During which time, it was agreed that the Bermuda College and the BPSU would continue dialogue on the following areas:

1. The Faculty salary matrix
2. Policy on bullying
3. Succession plan
4. Health insurance and pension benefits

American Airlines

Negotiations for a new contract began in November 2014. American Airlines was receptive to the Union's proposals but suspended talks due to the merger of US Airways and American Airlines. As a result of the merger, staffing levels fell from 42 persons down to only 17. This reduction was a direct result of the merger of the two airlines and the reduction of US Airways flights between January and April 2015. The BPSU was successfully able to negotiate a maiden collective agreement with the newly formed unit in February 2015.

Corporation of Hamilton Managers Court Case

In March 2014, the matter of the *BPSU on behalf of Corporation of Hamilton's senior managers and supervisors vs the Corporation of Hamilton* was heard in Supreme Court before Puisne Judge S. G. Hellman.

At issue was whether the Labour Department had the authority to issue the grant of Certification to the Union as the exclusive bargaining agent for management persons employed by the Corporation of Hamilton.

1. The validity of the certification hinged on the definition of “the bargaining unit” as defined in Section 30A (2) Trade Union Act 1965 and;
2. If the Section of the Act was void and inconsistent with Section 10 of the Bermuda Constitution as amended 1981 in preventing the BPSU members in their freedom to belong to a trade union;
3. that BPSU was the legitimate bargaining agent.

The Union’s lawyer, Saul Froomkin QC, also argued on whether the Bermuda Constitution protected the rights of workers to collective bargaining.

Although Judge Hellman acknowledged that there was a new case law on the right of managers to belong to a union and for that union to bargain for its members, the Court had to be guided by a 35-year old Privy Council case called **Collymore v Attorney General 1970** which casted doubt on the constitutional right of managers to belong to a union for the purposes of the union bargaining for them.

Judge Hellman also stated that because of the Privy Council ruling in **Collymore**, unless the Privy Council overrules or distinguishes **Collymore** to allow managers the right to have bargaining rights, the court is bound by the decision.

Hence the supervisors, who were members of the same bargaining unit with senior managers of the Corporation of Hamilton, were ordered to form a separate bargaining unit (they are now placed in Division 11). Talks for a new collective bargaining agreement will take place this year.

The Court also ordered that the Corporation’s senior managers can still be members of the Union, but are not allowed to have any bargaining rights. The Union, however, did have the right to bargain with the Corporation on an individual basis for each manager.

The Minister of Labour recommended that a working group review all of Bermuda Trade Union Acts in particular amends 30A (2) of the Trade Union Act 1965. We patiently await the tabling of the Trade Union Act proposed amendments.

BIU MEMBERS CREDIT UNION/BPSU PARTNERSHIP

The BPSU has formed a strategic partnership with the BIU Member’s Credit Union that will provide BPSU members greater access to credit. A Credit Union member ordinarily borrows four times the amount saved after six months of membership. For all BPSU members, the four to one ratio for loans up to \$5,000 and six-month membership requirement will be removed. For the 2015 calendar year, the BPSU will guarantee the 1/4 capital requirement collateral for loans up

to \$5,000 for its members on a needs assessment basis. This offer will be reviewed annually. As a BPSU member, the Credit Union can be approached directly for this special offer or contact the BPSU who will liaise with the Credit Union on the BPSU member's behalf. To date over \$65,000 in credit has been extended to BPSU members through this arrangement.

EXECUTIVE OFFICERS

The BPSU received the resignation from both the 2nd Vice President and Treasurer and, as a result, a bi-election was called to fill the two vacant positions. An election was held on Thursday, May 7th, 2015 for the position of 2nd Vice President with Sister Linda Meinzer being elected as the successful candidate.

As a result of no nominations being made for the post of Treasurer, the General Council was charged with electing an officer from General Council to serve as Treasurer until the next Triennial Election. In June 2015, the General Council elected the President Brother Jason Hayward to take on the additional responsibilities as Treasurer of the BPSU. For additional financial oversight, a Finance Committee was also appointed to ensure that the BPSU finances are under proper stewardship.

Executive Officers were assigned the following divisions:

- President Bro Jason Hayward - Divisions 6, 9, 14 and 16
- 1st VP Brother Wendall Burchall - Divisions 2, 8, 10 and 15
- 2nd VP Sister Linda Meinzer - Divisions 4, 5, 7 and 13
- 3rd VP Brother Roderick Masters - Divisions 1, 3, 11 and 12

PRESIDENT AS FULL TIME OFFICER

On Monday, February 2nd, 2015, the General Council met to discuss the current state of the Union as well as the threats facing the BPSU. After dialogue, the General Council made the decision to make the President an elected full-time paid position.

The decision made by GC is supported by the constitution where it states:

Article XV – Remuneration and Pensions for Officers and Staff

The General Council of the Union, in consultation with the General Secretary, shall have the right to employ such staff as they deem fit to execute the work of the Union, and shall fix such salaries and benefits as are considered remunerative.

The General Council later called an Emergency General Membership Meeting so that members could participate in this historic decision. The meeting was held on Friday, February 13, 2015, during which members voted in favor of the changes previously approved by the Union's General

Council. Of the 350 members in attendance, 274 voted for the proposal, while 69 voted against and seven ballots were spoiled.

The approval for a constitutional change was granted by a reconvened Triennial Delegates Conference held on February 20, 2014 with the amendments certified by the Office of the Registrar General.

The delegates also approved the formulation of a **President's Post Review Committee** that was tasked with determining appropriate remuneration for the post and to explore the feasibility of this post being filled in the future by secondments and leaves of absence.

On September 9, 2015, the General Council decided that the salary for the post of the President will be set at \$119,478.70. This salary was based on a review completed by a Presidents Post Review Committee (PPRC) and an independent HR firm. The PPRC recommended a salary of \$141,458.77 and the HR firm recommended salaries of \$110,000 (entry level), \$131,000 (midpoint level), \$154,000 (maximum level). Other factors that were taken into consideration were salaries of the Secretariat Staff, the President's current responsibility, and financial sustainability.

Secondly, the PPRC was charged with investigating the possibility or feasibility of members being able to take a leave of absence or secondment to fulfill the role of full-time President in the future. The PPRC have recommended that this item form a part of negotiations, with each bargaining unit moving forward with the aim of having it place within the various collective agreement.

BPSU's Position on the 60/40 Rule

The BPSU was charged by the Delegates of the last Triennial Delegates Conference to develop a position on the '60/40' rule. While the request can be viewed as unusual in nature, it did give us the opportunity to discuss a topic that both effects the community at large and falls in alignment with the mission of the BPSU which is to provide effective labour and community relations.



Triennial Delegates Conference

Background

The 60/40 rule is enacted through the Companies Act 1981 and is a law that is applicable to local companies in Bermuda. According to BeesMont Law Limited:

“Local companies are described as companies which are usually incorporated by Bermudians to trade primarily in Bermuda. Local companies are subject to the ‘60/40 rule’, which requires local companies to be ‘controlled’ by Bermudians. ‘Control’ is defined as the percentage of Bermudian directors, and the percentage of its shares beneficially owned by Bermudians, in the company being not less than 60% in each case. Local companies can be exempted from the 60/40 rule by obtaining a licence (pursuant to section 114B of the Companies Act) from the Minister responsible for the Companies Act (Minister).”

Benefits of the 60/40 Rule

The 60/40 rule has historically:

- protected local businesses from competition that comes from large multinational companies
- allowed for the ownership of existing and new business to remain in the hands of Bermudians
- kept profit generated from business activity circulated in the Bermuda economy

Exemptions to the 60/40 Rule

Local companies can be exempted from the 60/40 rule by obtaining a licence (pursuant to section 114B of the Companies Act) from the Minister responsible for the Companies Act (Minister). When considering an application for a Section 114B licence, the Minister takes into account:

1. the economic situation in Bermuda and the due protection of persons already engaged in business in Bermuda;
2. the nature and previous conduct of the company and the persons having an interest in the company whether as directors, shareholders or otherwise;
3. any advantage or disadvantage which may result from the company carrying on business in Bermuda; and
4. the desirability of retaining the control of Bermuda’s economic resources by Bermudians

In addition, as of 2012, a local company may be exempted from the 60/40 rule if its shares are listed on a designated Stock Exchange and the company conducts business in a material way in a ‘prescribed industry’, or if the company is a wholly owned subsidiary of such a listed company. The prescribed industries are capital-heavy and include: inter alia, telecommunications, energy, insurance, hotel operations, banking, and, international transportation services (by ship or aircraft).

BPSU’s Position

Therefore, based on the provisions already outlined in the Act, the BPSU sees no reason for a relaxation of the current law. The BPSU also believes that when business cases are made in support for the exemptions of this law, the Minister in charge should do his due diligence to determine what is in the best interest of Bermuda.

REPORTS

In BPSU’s commitment to keep their membership informed about key issues facing employees, a number of reports were released during this period including:



In August 2014, BPSU presented a position paper explaining to members various initiatives that will affect the public service employees. Topics covered included:

- Public Sector Employment Pensions
- Public Service Reform Initiatives
- Mutualization
- GEHI



Building on the information provided in the August 2014 Position Paper, a detailed report on mutualization was released. This report outlined for readers the definition and purpose of mutualizations. In addition, it provided readers with case studies on mutuals in the UK and clearly articulated the BPSU’s position on mutualization.



Also in September 2014, a report detailing the BPSU’s position on the proposed Public Bodies Reform Act was released. The report explored the topic of public service reform versus privatization. A comparison between the UK’s Public Bodies Act of 2011 and Bermuda’s Public Bodies Reform Act was drawn, highlighting key gaps between the two pieces of legislation.



In August 2015, a report on Public Private Partnerships was released. The purpose of this report was to provide members with an outline of the Union’s concerns surrounding Government’s plans to redevelop the LF Wade International Airport. The report gave an overview of the history of PPPs, provided information on the KEMH’s PPP, summarized the concerns highlighted by the independent Deloitte analysis and presented the Public Services International’s position on PPPS.

REPRESENTATION ON EXTERNAL BOARDS AND COMMITTEES

During this period, the BPSU was active on numerous external boards and committees including:

- GEHI Board – Edward Ball Jr
- Labour Advisory Committee – Edward Ball Jr / Jason Hayward
- Immigration Board – Michael Bradshaw
- Pension and Benefits Working Group – Jason Hayward
- Budget Reduction Working Group – Edward Ball Jr/ Jason Hayward
- Economic Tripartite Committee – Edward Ball Jr/ Jason Hayward
- Pension Advisory Committee – Edward Ball Jr/ Jason Hayward
- Bermuda Trade Union Congress Executive – Jason Hayward
- Caribbean Congress of Labour General Council – Edward Ball Jr
- Caribbean Public Services Association Executive – Jason Hayward
- BIU Credit Union Board – Larissa Burgess / Jason Hayward

RESULTS FROM NEEDS ASSESSMENT SURVEY

As a part of the BPSU's ongoing commitment to open dialogue, we sought feedback from our membership through an online needs assessment survey. The purpose of the survey was to gauge members' satisfaction levels regarding various aspects of the Union as well as to gain insight into members' views on the future direction of the Union. The results of this survey will be a benchmark for future surveys and will be used to help formulate an action plan for the ongoing development of our Union. The last time our membership was invited to participate in a survey of this type was in 1999.

This anonymous survey was conducted from August 10th to August 23rd and comprised of 39 questions, 8 of which were open-ended questions.

Profile of Survey Respondents

There were 310 respondents representing approximately 10% of our membership. Respondents were predominately female, accounting for 80% of those that completed the survey. Approximately three quarters (76%) of respondents were 40 years old or older with the largest age cohort represented being 50-59 years old (37%). 55% of respondents have been a member of the BPSU for 10 years or more. Members with a diverse range of salaries were represented with 17% of respondents reporting earnings of \$56,000 to \$65,999 and 17% with \$66,000 to \$75,999. 88% of respondents were employed in the public sector.

Satisfaction Levels

In response to the question, "*In general, how satisfied are you with the way the BPSU is handling the affairs of the membership?*" 69% were either *satisfied* or *very satisfied*. In addition, 65% of respondents were *satisfied* or *very satisfied* with the way in which the BPSU represented

employees in the workplace and 74% were *satisfied or very satisfied* with the benefits that the BPSU provided members. Members were 65% *satisfied or very satisfied* with BPSU's involvement in our community and 70% were *satisfied or very satisfied* with social events hosted by the Union.

Communication

74% of respondents were *satisfied or very satisfied* with the way in which the BPSU communicates with them and 68% *satisfied or very satisfied* with standard of shop stewards' communication. With regards to communication from BPSU leadership, 68% of respondents stated that they were *satisfied or very satisfied*. However, only 48% were *satisfied or very satisfied* with communication emanating from the BPSU website. A mere 31% were *satisfied or very satisfied* with communication via the BPSU Facebook page with 63% of respondents answering "*I don't know*". The BPSU newsletter fared far better with 75% of respondents recording being *satisfied or very satisfied*.

Respondents were asked to select which forms of communication they preferred and were instructed to select as many as they thought were applicable. 93% chose emails, 75% BPSU newsletter, 63% website and 62% meetings. Social meeting rank low with only 23% selecting Instagram, 17% Twitter and 13% YouTube with Facebook selected by 44% of respondents.

Handling Grievances

25% of those members that were surveyed had a grievance or a workplace dispute in the last 2 years. Of these respondents, 15% were *very satisfied* with the manner in which BPSU handled their grievance or dispute, 25% were *satisfied*, 33% *dissatisfied*, 20% *very dissatisfied* and 7% responded "*I don't know*".

Future Seminars

Response to interest in attending seminars on the following topics were recorded as:

- Financial Advice - 57%
- Grievance handling - 50%
- Personal Development - 49%
- Legislature & Policy - 46%
- Social Issues - 42%
- Union organization/structure - 38%
- Not interested in any - 14%

BPSU Facilities

In general, 68% of respondents were satisfied or very satisfied with the BPSU facilities and 66% were satisfied or very satisfied with the BPSU office. However, only 47% were satisfied or very satisfied with the BPSU meeting room and 56% satisfied or very satisfied with the BPSU main hall.

When asked if they supported renovations to the main hall, 36% said that they would like to see a complete renovation, 38% a partial renovation and 26% neither. Of those persons that would

like to see the hall renovated, 36% expressed a wish to have a general overhaul, 11% recommended the facility to be expanded, 8% wanted new furniture and 7% suggested improving lighting.

Committees

Respondents expressed a general lack of awareness regarding the role of the various BPSU committees and the events carried out by them.



Women's Committee: Only 26% of respondents were *satisfied or very satisfied* with this committee and 65% responded "*I don't know*". Generally, members viewed the focus of this committee should be to educate and inform women. Suggestions from members were varied and included: seminars on finances, career planning, women in leadership, abuse in the workplace, balancing responsibilities, lifestyle courses on parenting, fashion, etiquette, cooking, gardening, fitness, etc.

Future Leaders Committee: For this committee, 34% of respondents were *satisfied or very satisfied* and 60% answered "*I don't know*". Recommendations for forums included mobility in the civil service, succession planning, skills assessment, career development, mentoring programme.

Sports Committee: Only 21% of respondents were *satisfied or very satisfied* with this committee and 69% responded "*I don't know*". Members expressed an interest in having the BPSU represented in community sporting events including May 24th, Middle-to-End & End-to-End, Front Street Mile, fishing, golf tournaments, etc. In addition, respondents would like to have team events between departments/divisions/unions. Suggestions were also made to have an annual sports day.



Bar Committee: For this committee, 36% of respondents were *satisfied or very satisfied* and 59% answered “*I don’t know*”. There were suggestions by members for the Bar Committee to host theme-based events that encouraged patronage from a diverse customer base. Ideas included: a monthly birthday parties, sports nights, wine tasting, and divisional events. Respondents recommended adding live music, expanding the beverage options to include exotic drinks and featuring a wide-variety of music genres. The use of punch cards, special discounts and raffles were also suggested.

Social Activities Committee: 66% of respondents were *satisfied or very satisfied* with this committee and 29% responded “*I don’t know*”.



While generally members noted that they were pleased with the events carried out by the Social Activities Committee, there were requests that more diverse events be featured including: games night (Wii, Playstation, board games, etc.),

scavenger hunts, summer bbqs, talent shows, concerts in the park, street festivals, formal ball, movie nights.

Education Committee: 42% of respondents were *satisfied or very satisfied* with this committee and 48% responded “*I don’t know*”.

Respondents were keen to have the Education Committee host sessions on Union related topics including: collective agreement, know your rights, history of union, Shop Steward, handling grievances, negotiations, etc. In addition, members



said that they would like to see education/career/college/scholarships fairs, forums on parenting, retirement planning, health-related issues, having an after-school tutoring programmes for children, etc.

WHAT'S HAPPENING AT BPSU!!!!!!!!!!!!!!

''



BPSU Children's Party at Southampton Princess

Please visit Facebook for more images.

WHAT'S HAPPENING AT BPSU!!!!!!!!!!!!



BPSU Christmas Party 2014 at Bermuda College.

EDUCATION AWARDS

In July 2015, the Union held its 23rd BPSU Education Awards Ceremony and bestowed awards to the following list of the recipients:



I. Local/Online Institutions (value of award \$1,500)

1. Michael J. Denbrook (Bermuda College)
2. Sharika Iris-Richardson (Bermuda College)
3. Kitwana Mendoza (Southern New Hampshire University)
4. Jathniel O'Mara (Bermuda College)
5. Victoria Trott (Bermuda College)
6. Matthew Viney (Bermuda College/ Mount Saint Vincent)

II. Overseas Institutions (value of award \$3,500)

1. Diamond Binns (Kean University)
2. Jonique Crockwell (Liverpool John Moore University)
3. Anthony Hensche (St. John Williams University)
4. Jordon Saunders (Roger Williams University)
5. Mikal Simmons (Thomas College)
6. Keana Tacklyn (Birmingham City University)

THE PEOPLE'S CAMPAIGN

The structure of our society rests on laws, policies, legal systems and political structures; we are governed by laws which can be made and changed by the Government. Politics, political effectiveness and political power directly impact our country, the union and our membership. We are, therefore, responsible to hold our governments to create and enforce laws that are reflective of the social agenda of workers.

The People's Campaign has helped to transform the national debate through the presentation to the Government and the Opposition the *People's Manifesto* which outlined the expectations of the people around the goals of *Equality, Jobs, and Justice*. These guiding principles have become the watchwords in political debate and the benchmark in much of the subsequent public debate; this is testament to the impact of the People's Campaign.

The People's Campaign has led the way in terms of providing visionary, reasoned and mature leadership in an environment that is often marred by petty, shortsighted, divisive, partisan politics. On May 1st, along with Union partners, the People's Campaign led an historic 3,000-plus people march which culminated with the presentation of the People's Manifesto to the Premier, as the representative of the Government, and the Opposition Leader.

The People's Campaign has led the way in calling for *"real, shared sacrifice."* In addition to a call for banking reform and greater regulatory control, particularly as it relates to lending practices and seniors, the People's Campaign have stood for:

- a more equitable tax system with people being taxed on all income and assets,
- equal and just treatment for Bermudian workers,
- access to education, jobs and health care.

In addition, the People's Campaign highlighted the essential need for us to hold our elected officials to account to represent the people with the highest standards of good governance. In support of this effort, the People's Campaign has produced monthly Public Evaluations using legislation, Ministerial statements, Opposition statements, articles in the media and public reports as a means of assessment. This process will be used by the People's Campaign to keep the people of Bermuda conscious to the decisions that are being made and how they are aligned with the people's expectations.

IN CLOSING

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

While 2014-2015 had its challenges, surely 2015-2016 will present a new set of obstacles and storms that the Union will have to contest. In order to respond to challenges in the workplace, it is critical that the Union remains strong and vigilant. The current economic realities and tougher stances of employers will have to be faced boldly. Members should be reassured that the Union will not waiver from its commitment and responsibility to them.

"Onward and Upward Together"





BERMUDA PUBLIC SERVICES UNION

Structure Chart 2014-2017



Jason P. Hayward
President/Treasurer



Edward Ball Jr.
General Secretary



Wendell Burchall
1st Vice President



Lloyquita Symonds
Rec. Secretary



Linda Mienzer
2nd Vice President



Larissa Burgess
Asst. Rec. Sec.



Roderick Masters
3rd Vice President

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

Division 8
Winston Lightbourne
Chairperson
Airport Operations
Civil Aviation
Maritime Admin
Marine & Ports
Public Transportation
Transport Control Dept.
Transport HQ

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

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

Division 4
Michelle James
Chairperson
BHB Nursing

Division 5
Annette Harvey
Chairperson
BFB Clerical
Pharmacists
Technical
BDC Pharmacists

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

Division 13
Vernelle Harvey
Chairperson
MWI

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

Division 9
Ernest Dill
Chairperson
LinkBermuda
TBJ
Quantum
KeyTech
BTC

Division 14
David Dumont
Chairperson
Bermuda College
Berkeley Institute
CedarBridge Academy

Division 16
VACANT
Chairperson
American Airlines
BAS-Sereo
BMA
BPSU Secretariat
Clarien Bank

Division 1
Terry Ann Burgess
Smith
Chairperson
HM Customs

Division 3
Barbara Ingemann
Chairperson
GPO

Division 11
Robin Minors
Chairperson
BAMZ
Conservation Svcs.
Environmental Protec
Fire Services
Land Valuation
Parks
Planning
Ocean View Golf
Port Royal Golf Course
Project Mgmt. &
Procurement
Public Lands & Bldgs
Public Work HQ
Sustainable Dev
W&E

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

The persons listed on this chart are members of the BPSU General Council Committees. The Chairperson and Secretary are the official representatives of each Division. Alternates - 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; Assistant General Secretary, Orin Simmons; Administrative Assistant (Accounts), Angella Fudd; Senior Administrator Lauren Bell; Temp Administrative Assistant Pamela Wade; Receptionist/Clerk, Marilyn Scott. Contact BPSU Headquarters at 292-6985.
* Color denotes respective Officer's portfolio



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EXECUTIVE COMMITTEE MEETINGS

ATTENDANCE RECORD

March 2014 - September 2015

OFFICER	OFFICE	ATTENDED	APOLOGIES
Bro. Jason Hayward	President/Treasurer	26	0
Bro. Wendell Burchall	1 st Vice President	20	4
Sis. Linda Mienzer*	2 nd Vice President	4	1
Bro. Roderick Masters	3 rd Vice President	18	3
Sis. Lloyquita Symonds	Recording Secretary	23	2
Sis. Larissa Burgess	Assistant Secretary	20	2
Bro. Edward Ball Jr	General Secretary	24	2
Sis. Maceela Berkeley*	2 nd Vice President	12	9
Sis. Angie Farqueharson*	Treasurer	8	8

* Officers did not serve for the entire period

GENERAL COMMITTEE MEETINGS

ATTENDANCE RECORD

March 2014 - September 2015

OFFICER	OFFICE	ATTENDED	APOLOGIES
Jason Hayward	President	23	1
Wendell Burchall	1st Vice-President	15	9
Linda Mienzer*	2nd Vice-President	2	1
Maceela Berkeley*	2nd Vice-President	11	4
Roderick Masters	3rd Vice-President	19	4
Angie Farquharson*	Treasurer	6	3
Lloyquita Symonds	Recording Secretary	21	2
Larissa Burgess	Asst. Recording Sec.	16	7
Ed Ball	General Secretary	20	4

DIVISIONAL REPRESENTATION

DIVISION	OFFICE	ATTENDED	APOLOGIES
1	Chairperson / Vice Chairperson	14	4
1	Secretary/ Assistant Secretary	15	2
2	Chairperson / Vice Chairperson	15	2
2	Secretary/ Assistant Secretary	19	1
3	Chairperson / Vice Chairperson	14	2
3	Secretary/ Assistant Secretary	11	1
4	Chairperson / Vice Chairperson	10	7
4	Secretary/ Assistant Secretary	0	0
5	Chairperson / Vice Chairperson	9	7
5	Secretary/ Assistant Secretary	10	4
6	Chairperson / Vice Chairperson	16	5
6	Secretary/ Assistant Secretary	10	3
7	Chairperson / Vice Chairperson	23	5
7	Secretary/ Assistant Secretary	2	0
8	Chairperson / Vice Chairperson	21	2
8	Secretary/ Assistant Secretary	13	7
9	Chairperson / Vice Chairperson	18	5
9	Secretary/ Assistant Secretary	17	2
10	Chairperson / Vice Chairperson	18	0
10	Secretary/ Assistant Secretary	19	3

DIVISION	OFFICE	ATTENDED	APOLOGIES
11	Chairperson / Vice Chairperson	22	0
11	Secretary/ Assistant Secretary	0	0
12	Chairperson / Vice Chairperson	23	8
12	Secretary/ Assistant Secretary	1	1
13	Chairperson / Vice Chairperson	2	0
13	Secretary/ Assistant Secretary	9	0
14	Chairperson / Vice Chairperson	9	0
14	Secretary/ Assistant Secretary	0	0
15	Chairperson / Vice Chairperson	22	2
15	Secretary/ Assistant Secretary	22	2

* Officers did not serve for the entire period



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COMMITTEE

Appeals Committee

Bar Committee

Benefits Committee

Building Committee

Community Outreach Committee

Disciplinary Committee

Education Committee

Election Committee

Finance Committee

Future Leaders Committee

Political Action Committee

Public Relations Committee

Retirees' Committee

Shop Stewards Committee

Social Committee

Sports Committee

Women's Committee

CHAIRPERSON

Bro. Orin Simmons

Sis. Kewanna Swan

Sis. Dwanita Grant

Bro. Robin Minors

Sis. Sharon Symonds

Sis. Larissa Burgess

Bro. Kevin Grant

Sis. Marlene Christopher

Bro. Jason Hayward

Sis. Amber Bradshaw

Vacant

Sis. Lloyquita Symonds

Sis Marlene Smith

Sis. Linda Mienzer

Sis. Lisa Christopher

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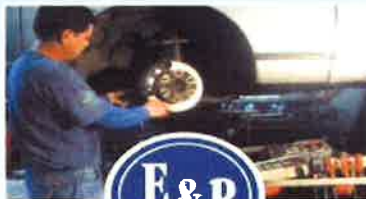
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BPSU BARGAINING UNITS as at September 2015

American Airlines

School Principals

BAS - Serco

Bermuda College

Bermuda Economic Development Corp.

Bermuda Government

Bermuda Health Council

Bermuda Hospitals Board

Bermuda Housing Corporation

Bermuda Monetary Authority

Bermuda Telephone Company Ltd.

Berkeley Institute

BPSU Secretariat

CedarBridge Academy

Clarien Bank Ltd.

Corporation of Hamilton

LinkBermuda

Phoenix Stores Ltd.

TeleBermuda

Quantum Communications

West End Development Corporation (W.E.D.C.O.)



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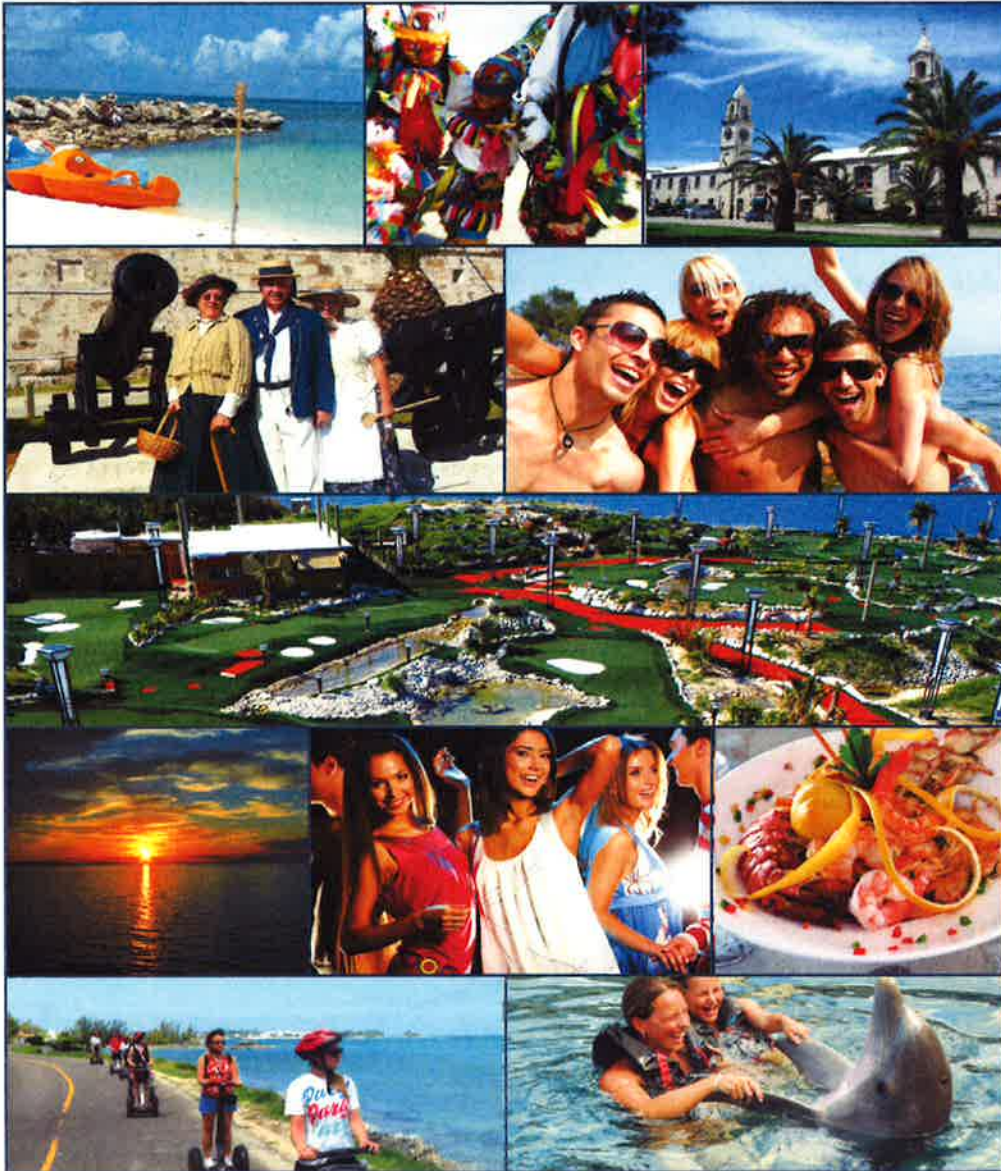
BPSU Members Discount

As at September 2015

Asthma & Allergy Relief Centre	
Bermuda Paint Company	15%
Cardoza's Auto Group	5% *
Demco Florist	10% *
Docksiders Pub & Restaurants	10% *
E&B Trading Co. Ltd.	10% *
El Shaddai Florist	*
Filter Queen Bermuda	10% *
The Hub	20% *
I.C.S. Tires	10% *
Lowe's Towing	10%
Maxilous	10%
Medical House Limited	10% *
Oceans Salon (formerly Bliss)	5%
Point Finger Road Pharmacy	15% *
Rayclan	*
Seaview Ultimate Fitness Gym	*
TanT Driving School	*
The Littlest Drawbridge	*

* - Subject to terms & conditions

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BPSU SECRETARIAT STAFF



Bro. Ed Ball
General Secretary



Bro. Orin Simmons
Assistant General Secretary



Sis. Angelia Todd
Administrative Assistant - Accounts



Sis. Lauren Bell
Senior Administrator



Sis. Jamee Jones
Administrative Assistant



Sis. Marilyn Scott
Receptionist / Clerk



BIU Member's Credit Union Co-Op Society and The Bermuda Public Service Union



Partner

To provide BPSU members with access to credit

The BPSU has formed a strategic partnership with the BIU Member's Credit Union that will provide BPSU members greater access to credit

Here is how it works:

- ◆ A Credit Union member ordinarily borrows four times the amount saved after six months of membership. For all BPSU members the four to one ratio for loans up to \$5,000 and six month membership requirement will be removed. Over the next twelve months the BPSU will guarantee the 1/4 capital requirement collateral for loans up to \$5,000 for its members on a needs assessment basis (conditions apply). This offer will be reviewed annually.



- ◆ As a BPSU member you may approach the Credit Union directly for this special offer or contact the BPSU who will liaise with the Credit Union on the BPSU member's behalf.
- ◆ The CU-CLUBBS-Children Let Us Build our Bermudian Savings for the children up to age 16 at the interest rate of 0.75% per annum.

- ◆ The Gift To Myself Gift Club makes savings for that special occasion. Be it for a baby shower, the wedding anniversary—any special event and at the attractive rate of 0.5% per annum.



- ◆ Term Deposits at very attractive rates.
- ◆ Automatic free life savings insurance where savings up to \$4,000 may triple to the beneficiary in the event of death.
- ◆ Automatic free insurance on loans up to \$20,000 whereupon death the debt dies.



- ◆ When you are a Credit Union member, you come to know how to make wise decisions in borrowing. You may borrow from your shares instead of withdrawing. When you withdraw your shares, you deplete your stock of wealth. Therefore, less becomes available when you really need a loan to take care of your mortgage, or to purchase a motor vehicle or other long-term loans such as providing tertiary education for yourself or your children.
- ◆ You may borrow up to 95% of your savings at 5% below the rate of loans above your savings. For example, with savings of \$1,000 you may borrow \$950 at an interest rate that is 5% below the rate applicable to loans above your savings.

A new day is dawning!

Become a Credit Union Member **Today!**

and get the added benefits with being a BPSU member.

The BPSU....taking access to credit to a **new level!**