



BTUC Responds to Premier and Finance Minister

On January 30, 2015 the The Bermuda Trade Union Congress (BTUC) made the following statement:

The BTUC is utterly disappointed with the slander and accusations made by the Honourable Premier, Michael Dunkley JP, MP and the Honourable Minister of Finance, Bob Richards JP, MP on Thursday, January 29, 2015.

The following is the BTUC's account of the events that took place during the Working Groups meeting Wednesday, January 28, 2015.

The evening began with the Working Group determining the dollar value to be achieved. Mr. Martin Law from the Private Sector Group announced that the amount required was \$27 million which meant that the achieved amount was \$40 million. Questioned by Bro. Jason Hayward, the Financial Secretary, Mr. Anthony Manders, confirmed that the amount was incorrect and the correct amount was now \$22 million. The BTUC calls on the Financial Secretary to confirm or deny this statement.

The Working Group proceeded to examine the Government's proposal titled Consideration for Additional Savings which we were informed was already agreed to by the Cabinet and equated to approximately \$15 million. The Premier referred to the same estimate on "Let's Talk" Tuesday, January 27, 2015.

The first four (4) items discussed were "caps" on Financial Assistance, Consolidation of Schools, Travel and the Agricultural Exhibition. Recognizing that they were pre-approved items from the Cabinet meeting on Monday,



January 26, 2015, the BTUC after some discussion agreed that if these cuts are to be made, it was the Government who must justify its position on these contentious items to the public. The BTUC wondered why the Government needed permission from the BTUC for such cuts. The BTUC realized it was a sad way for the Government to place accountability on the BTUC for their political decisions.

Cost savings on these items totaled \$7.4 million.

Next, a conversation ensued concerning Overtime. The BTUC recognized that the original cost savings from overtime equated to \$2.5 million. After further calculations, it was realized that an additional \$2.5 million could be achieved. The proposal consisted of moving double time to time and one-half in addition to the removal of non-essential overtime. The estimated costs were discussed. The BTUC asked the Government team if they felt the proposal was reasonable. As a result it was agreed that the proposal would

amount to an additional \$2.5 million in cost savings.

The next item for discussion was on a hiring freeze for a twelve (12) month period. The BTUC had proposed this item in their original submission.

We looked at the submission in our original proposal of \$10 million and felt that the cost savings were understated. This \$10 million in savings was understated for two (2) reasons:

The original estimate of \$10 million was based on not filling sixty (60) percent of the reported three hundred and sixty (360) vacant posts that are funded. This information was presented by Government's technical officers who were present. We felt that if the hiring freeze was properly implemented, only twenty (20) percent of the vacant posts would be filled. As a result using the following calculation:

(Posts)	(Average Salary)	
360 X	\$66K X 80%	= \$19 Million

January 28, 2015

Dear Editor,

I wish to offer a view on the current debacle concerning the re-appointment of the incumbent non-Bermudian Director of Public Prosecutions (DPP) over a learned, qualified and expert Bermudian prosecutor.

I wish to quite emphatically that the issue, the fault if you will, is with the Governor. The Governor has erred twice, the first time egregiously and the second time with unashamed bias. The Governor now has trifled with Bermuda's history twice over this particular appointment.

Why?

The simple reason is that the Governor has the power so to do without any regard, whatsoever, as to the proper, legitimate and historically-founded wishes of the Bermudian people. This infernal power is given to the Governor by the Bermuda Constitution Order 1968 that conveys 'reserve powers' to the Governor.

What these powers mean is that whenever there is a difference of view, and of historic consequence, between Bermuda and the Governor, the Governor has unilateral and unchallenged power to decide against the legitimate and historic wishes of Bermuda's people.

The renewed non-Bermudian DPP neither appointed nor re-appointed himself. The Governor did so. It is the Governor who has full responsibility and accountability for that most questionable decision – twice over now.

Further, it has happened before under this Governor – the appointment of a non-Bermudian Regiment Commander over a Bermudian. And it could happen again because the Governor has that unilateral power.

Neither our Parliament nor our Courts can veto a wrong decision by the Governor.

I am for Bermudians and for Bermuda. I am for a Bermudian DPP.

If we do not take full charge of the future of our people, then sometimes the fate of our children's and grandchildren's future and will be someone else's call.

Regiment Commander, DPP.....who next? Will the right and proper aspirations of Bermudians to occupy all of the senior posts in the public sector be at the risk of an arbitrary, negative decision by the Governor?

Such decisions are both reprehensible and untenable.

Perhaps it is time to be rid of those 'reserve powers'>

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Sandy's

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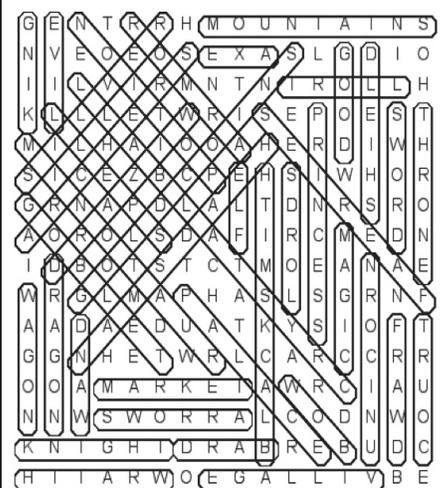
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PUZZLE SOLUTION

Fantasy World 2

This is the solution to the puzzle located [here](#).



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|--------------|------------|-----------|---------|
| ARCHERS | DWARF | LORDS | SPELL |
| ARMOR | ELF | MAGIC | SWORD |
| ARROWS | EVIL | MARKET | THRONE |
| AXE | FAERIES | MINOTAUR | TROLL |
| BARD | GOBLET | MOUNTAINS | UNICORN |
| BLACKSMITH | GOLD COINS | PALACE | VILLAGE |
| BOW | GOOD | POTION | WAGON |
| COURT | HEADSMAN | PRINCESS | WAND |
| CRYSTAL BALL | KING | SHIELD | WIZARD |
| DRAGON | KNIGHT | SILVER | WRAITH |

Leah Scott Is Batting Outside Her Crease

In my opinion, MP Leah Scott was really batting outside the crease when she attacked the Bermuda Trade Union Congress in her opinion column published on Bernews on February 20, 2015.

Leah Scott refers to the events that occurred during the last week of January 2015 as “Furlough-Gate”, a term probably used by only her and her OBA colleagues, however most others refer to the events as “Occupy Cabinet”. I am not sure what she meant when she wrote “history was made” as history is made every day.’

According to Ms. Scott, “the industrial action, in relation to the elimination of furlough days, was portrayed by the Bermuda Trade Union Congress (BTUC) to be the people’s struggle against societal injustices based on race and money”. This statement is as far from the truth as one can get. The “industrial action” never portrayed to be against “injustices based on race and money”. In fact, leaders of the BTUC who addressed the crowds of people assembled at the Cabinet grounds, never mentioned race, however the issue was about money as the members of the BTUC are determined that furlough days should end on March 31, 2015, hence their pay packets will not be deducted one day’s pay, and that is about money.

Ms. Scott is correct, “one single furlough day a month results in an approximate 4.6% pay cut for everyone”. What Ms. Scott is forgetting is that it was the BTUC that proposed the 4.6% pay cut for their members in their effort to assist the government in presenting a “balanced budget” to the country.

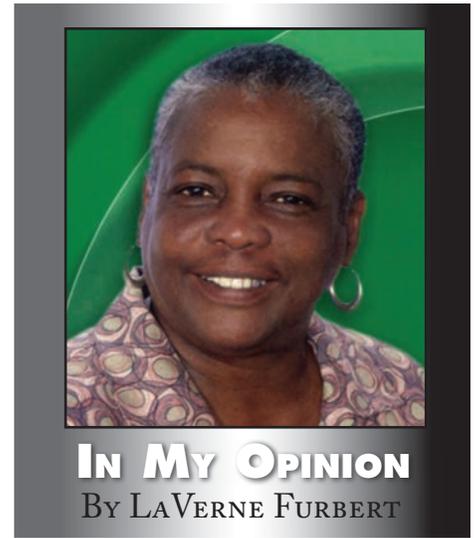
The OBA MP seems fixated on race, as throughout the article she refers to race. She goes on to write “There are those who believe that the One Bermuda Alliance Government is against Bermudian workers, and in particular, black Bermudian workers.” I do believe that there are some in the community

that believe that the OBA Government is against Bermudian workers, certainly their policies since December 12, 2012 prove that to many of us. It is obvious that Ms. Scott is not aware of who makes up the membership of the BTUC. Most, if not all of the member unions, have white members.

Although am I not an economist, but I do believe that Bermuda is no different from any other country, where the “largest single government expense, is the combined wage bill of our public institutions”. However, to state that the government’s wage bill is the “biggest contributor to keeping us in debt” is going from the sublime to the ridiculous. Maybe Ms. Scott can tell us how a country could function without government workers, both blue collar and white collar. I do believe that her colleague Jefferson Colby Sousa will soon find out the necessity for government workers if he goes ahead with his campaign to run the Ag Show on a volunteer basis, even though most of the infrastructure is already in place.

Obviously, MP Scott none of MP Scott’s constituents, or personal friends, for that matter are members of a union. Certainly her constituents and friends must now be rethinking their relationship with her after her scathing attack on Bermuda’s unions and its members. To suggest that the “BTUC and its members were protesting in favour of its own selfish interests.... without giving consideration or forethought to the impact of their collective decisions would have on anyone else” is as insulting as one could get.

The fact of the matter is that it is obvious that Ms. Scott, who is not a member of the Cabinet, and who was not involved in the talks between the BTUC and the Government and its representatives, because if she had been involved, she would know that the BIU and the BPSU put forward several cost-cutting initiatives to the government.



Some BIU’s Suggestions:

- All overtime work to be done at time and one half for two years;
- Reduce the use of local consultants by 50%
- Reduce the use of overseas consultants by 75%;
- Reduce the use of contractors by 50%;
- Reduce the number of uniforms provided to workers;
- Reduce the amount of materials and supplies;
- Reduce the amount of travel by Government Ministers and civil servants.

Some BPSU’s suggestions:

- Re-institute early retirement incentive program;
- Vacation – mandatory use of vacation days prior to retirement;
- Reduction in non-essential overtime;
- Moving from double time to time and a half and 1 1/2 to straight time;
- Partial salary for leave extending past 1 year;
- Hiring freeze for 12 months;
- Freezing funds allocated to unfilled post;
- Eliminate summer employment program/ replace within internships;
- Reduction in housing allowances 50%;
- 40 percent reduction in local and overseas training;
- Removal of regiment overseas training;
- Removal non essential overseas travel.

BIU President, Chris Furbert, Responds to MP Leah Scott

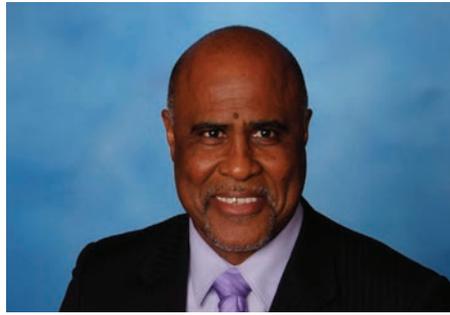
The Bermuda Industrial Union believes that the Hon. Leah Scott's comments regarding Furlough Days were made only to try and protect the OBA government. As 1st Vice President of the BTUC and as President of the BIU I sat in ALL of those meeting and I do not recall MP Leah Scott being in attendance at any of those meetings.

Therefore, when Ms. Scott writes "As they continue to hurl misstatements of fact and accusations at the Government", I am offended as should every union member present during that time. During the action taken by BTUC members there was never a situation where the BTUC hurled misstatements of facts against the Government. To the contrary, the BTUC has called for the release of minutes and the tapes of ALL the meetings that took place with Budget Reduction Working Group so the public can hear what went on in those meetings, because the BTUC has nothing to hide.

M.P. Scott asked "Where does RACE fit into that equation? Why does everything have to be exacerbated by RACE?" On at least three occasions in her statement, M.P. Scott mentions race and I can categorically state that none of the BTUC leaders at any time mentioned race when they addressed their members. I am not sure why M.P. Scott has taken this position when clearly she is so far off base from the real issue. It is quite obvious that M.P. Scott wanted to justify the Government's position on furlough days and everything else that they have been called out on by the BTUC.

M.P. Scott also wrote "What this Government will not do, is favour and/acquiesce to the demands of any group over another (workers or otherwise), and certainly not for political reasons".

The OBA was elected in December 2012 and since that time BTUC has worked with the Government on



a number of different issues. I can say that we have had questions on a number of occasions by our members asking when are we going to call for vote of no confidence against the Government. The BTUC to date has not done that because the OBA is the elected Government and we believe that when the people have truly had enough that a vote of no confidence will be called. So if this was political we would have called for a no confidence by now.

Another statement by M.P. Scott: "The reality is that last week's industrial action was, quite simply, a case of the BTUC and its members protesting in favour of its own selfish interest, and was promulgated by taking advantage of the rhetoric and popular sentiment to achieve its goals, without giving consideration of forethought to the impact their collective decisions would have on anyone else". The statement is extremely insulting to ALL Government Employees here's why:

1. The Majority of Government Employers have been on a Wage Freeze since 2010 while the cost of their living expenses continue to rise. This Wage Freeze has saved the Government millions of dollars.
2. Some departments have worked Overtime for straight time
3. In 2013 BTUC leaders went to their members in good faith to convince them to take a Furlough day for 19 months to assist the Government in cutting expenses and now M.P.P Scott is making this statement that the BTUC is protecting its members selfish interest. When that

decision was taken it was taken in the interest of the Country.

4. The BTUC membership sacrificed for 19 months not because they wanted to but because they knew it had to be done. But as I said earlier, the majority of Government Employees are still on a wage freeze so they continue to sacrifice. Organized labour makes up about 27% of the workforce. If Ms. Scott has not heard this before and that is to say that the unorganized has always benefited from the work of Organized Labour.

M.P. Leah Scott: "Was the real aim of the protests and negotiations to help the disenfranchised in our society? If it truly was, then the proposals listed below would never have been considered as acceptable by the BTUC: All the items listed in the proposals below were approved at a special Cabinet meeting held on Monday January 26, 2015, that the Premier has stated lasted for four hours:

Consolidation of Schools: The BTUC position on this item was that the Government needs to discuss this with the Bermuda Union of Teachers.

No Agricultural Exhibition: The BTUC agreed with the proposal as recommended by Cabinet

Financial Assistance: The BTUC was not sure why Cabinet made this decision and maybe the BTUC could have asked for some clarification before we agreed to the Cabinet decision of cutting it by \$5 million, however BTUC has recommended that the \$5 million be put back.

The Bermuda Trade Union Congress has been very responsible and reasonable during this recession while working with our social partners with the support of our members. When employers have requested our assistance we were able to agree with the support of our members we have provided them with the assistance they needed.

Riding the Back of the Tiger

In the wake of the recent protest and labour marches, it is clear that the OBA Government attempted to ride the back of the tiger.

Of course I am talking about the people and their protest against the government's attempt to continue furlough days. No one except those in the inner circles of the government knows what prompted the Finance Minister to issue such an ultimatum and what had gone through their minds. Did they think that the people would be intimidated, just lie down and take it? One thing I know about my Bermudian people is that it would be a mistake to judge their calm or their patience as a sign that you could do anything to them and they won't react. Even some of our own people tend to forget our history of struggle and of the times we have had to take to the streets in protest.

Certainly this government in its arrogance failed to see what its anti-Bermudian policies were leading up to. It should have dawned on them when the people marched in defense of the Lamb/Foggo Clinic that something was changing and certainly when the people marched on Government House, that should have been their clue that they were passing a line and soon the people were going to show them that their patience is running out.

But still this government refused to take into account the growing signs that the people had had enough and now it is a question of trust. All the policies that this government has put in have led to suspicion on the part of the people that this government cannot be trusted to act in the interest of the people of Bermuda. All those people who got angry with the former PLP government, all those who stayed

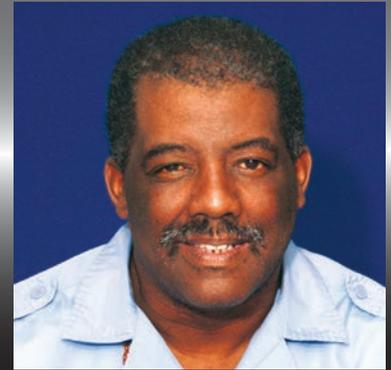
away from the polls and those who believed the BIG LIE are now full of regret in having any part in allowing this government to come to power.

Instead of the jobs promised, Bermudians are feeling even greater unemployment and this especially is felt in the black community. Many have become economic émigrés in foreign countries, principally in, England. They are not fleeing the political situation in Bermuda, they are attempting to escape economic conditions where the Bermudians have found themselves increasingly isolated in their own country. While many tears have been shed over the numbers of migrant workers that have left Bermuda, very little is being said of the plight of the Bermudians who have also left Bermuda, mostly because of the conditions I have described above. This government will not come out and admit it, but this suits their policies very well, because the number of Bermudians that leave this country do not have to be counted among the unemployed, will not have to be looked after by Financial Assistance, will make the job of the "Minister of Procurement of Foreign Labour" much easier for them. It could be said that there are no Bermudians to fill the jobs.

That's right!! I am calling Minister Fahy the "Minister of Procurement for Foreign Labour". Who can doubt that we see his government's policies with their lack of protection for Bermudian employment while at the same time making it even easier to bring in migrant workers to fill jobs on all levels of employment in Bermuda.

One tactic that this government is using to divide the Bermudian people is to claim that those 5,000 who marched are government workers acting only in

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

their own interests, That those 5,000 workers represent 5,000 Bermudian families. We are the backbone of this country. We are all one people. One day when the glory comes we will be sure. It will be ours one day when the war is won.

"One day, when the glory comes

It will be ours,

it will be ours

Oh, one day, when the war is won

We will be sure,

we will be here for sure

Oh, glory, glory

Oh, glory, glory"

John Legend - Selma

UNION Conversations

It was quite recent that Sister LaVerne Furbert asked me to consider contributing to the Workers Voice. She must have seen in me a voice worthy of labour's medium. Needless to say, with a moment of thought, I readily accepted. My educational background is very modest commencing at West Pembroke under Mrs. Paynter then Mrs. Manget, Sandys Secondary under Dame Dr. Marjorie Bean then Mansfield Brock; Munro College under Richard Roper, all disciplinarians and last but not least the "University of the Bermuda Industrial Union" of which I am still a student, under Brother Derrick Burgess and now Brother Chris Furbert, "President / Dean" and somewhat perfectionists after all what other institution comes under closer scrutiny from all walks of life.

My contribution will attempt to bring to the fore, past, current and absent conversations to labour's community, so with a degree of humility I will assume the title of literary conversationist as those who are certified and qualified are more deserving of the titles author, columnist and journalist whom have honed their craft.(not both)

The subject of my debut column, a challenge, maybe not, something absent from conversation, Student Debt. Yes, the debt of our most precious assets, our children, stepchildren, grandchildren etc. It is by far the greatest threat to our future and future intellectual capital. Student debt must be of national concern AND it should be dissected into income, age, gender, race etc. to identify who is most and least affected. We talk about the national debt, corporate debt, personal debt even debt around the world so let's examine this subject briefly and I say briefly only because having researched the subject it could and would extend both far and wide.



Travelling some years ago I came across a magazine at the airport concerning the said topic. What aroused my curiosity the most was the comment that student debt has exceeded credit card debt to the tune of over One Trillion dollars, that in and of itself has to be alarming. I will make it known now, much of the statistics and information will be USA-related, however, keep in mind when the US sneezes we catch cold.

Recent US data between 2010 and 2011 have shown tuition fees rose by 4.5 percent at private colleges and more than 8 percent at public institutions. These numbers suggest that the cost of higher education has moved beyond inflation and affordability, it also means that since 1986 it has grown 500%. Remember non-tuition costs, room and board, transportation, books supplies etc.

Dropping out to avoid debt will more than likely affect those students from modest or lower income families. More than 75 percent of college students report stress involving tuition challenges, studies reveal.

Economic induced stress in the form of distressed and defaulted student loans has contributed to mental health challenges in the student population with recent reports showing an increase in suicides.

Challenges and burdens are not limited to students, parents grandparents and the family network are affected, bring-

ing financial duress to nest eggs etc. to the aforementioned with fixed incomes on the horizon.

If the Industrial Revolution is Jesse Owens then surely the Technological Revolution is Usain Bolt. The career landscape is evolving as we speak and sleep and at a pace that history has little or nothing to compare.

How many of us old schoolers work in the same career that we started, it's been stated that today's worker will have no less than seven unrelated careers, this will mean recertify, refinance more debt. After all it's no longer acceptable to start at the bottom and work your way to the top, your Bachelor's now needs a Master's your Master's a Doctorate. I'm not sure why that's necessary the financial engineers are more educated than they have ever been yet they started and we remain in the Great Recession with the bottom feeders paying the lion's share of the tab that is deserving of conversation at a later date.

These challenges are going to delay your career goals, your potential marriage, family planning, pensions etc. dealing firstly with your debt, then upon graduating being unemployed or underemployed USA has 100,000 janitors with diplomas and 16,000 parking attendants with diplomas.

An African proverb states if you want to go fast travel alone if you want to travel far travel together. This is going to take a collective collaboration. Your Legislators, the business community will have only taken you seriously when their legislation and policies address all persons and all concerns collectively. You have been called generation X to be called generation debt is your call..

In solidarity

P.S. Let the conversation begin.

The Great Illusion

by E. McNeil Stovell

I was listening to talk-radio the other day on the Everest DeCosta talk show while traveling on the bus when I heard one of the O.B.A.'s strongest supporters giving the Minister of Home Affairs a good political flogging for not doing a good enough job in seeing to it that Bermudians were the first on his list to receive jobs in their homeland before anyone else.

I was surprised at this person because every time he calls the talk shows he would give the O.B.A. his strongest support and backing no matter what. But on this day the anger that he displayed over the airwaves toward the O.B.A. just seemed to me too out of control for this particular person.

Just as he has always claimed to be a diehard O.B.A. supporter, I am a diehard P.L.P. supporter, yet what it may well seem that we may have in common is that we believe that it's the people of Bermuda that must come first no matter what political party is governing this country.

I don't know about anyone else, but there just seems to be the lack of will to produce the type of political leadership this island truly needs coming from any quarter, and I'm wondering why?

The problem I believe is that we are just putting too much trust and faith in politicians, who only tell us those things we want to hear, while at the same time are hiding their true intent and agendas.

I have spent a lot of time looking and listening to politicians of all stripes and colors and the more I listen the less I like what I hear. It's as if I was hunting in a forest where it seems the leopards change their spots for stripes by the hour and you're not sure what your aiming at is a duck or a lion. Let's face it, we must always stand on the side of caution as we go about accepting gifts from politicians on a ever-changing landscape. It may just turn out to be an illusion of the most frightening kind.

The O.B.A. has been in power for just over two years now, and they had made all kinds of promises, which just seemed to have dried up and fizzled out;. Question is, do they have a plan, yes they do and just as my O.B.A. friend above is now finding out is that the plan does not include born Bermudians.

Just like my friend, the O.B.A. supporter above, we both cast our vote on two different sides of the political divide, yet am I to believe all we have gotten back from our representatives is dead dust?

Yes, as much as I support the P.L.P. they let us down badly when it came down to jobs, and just how they allowed private enterprise to use the Immigration Department as if they owned it.

Is the O.B.A. doing any better? I don't think so since it seems that they are more interested in allowing more foreigners into the island, and hell-bent on granting status to not just PRC's, but anybody else who may be interested in investing large sums of money in Bermuda, and creating a whole new class of Bermudians who, by the will push us Bermudians aside who through slavery built the Bermuda they now enjoy.

I don't know about anyone else, but I get this strong feeling that no matter what side these politicians may stand on, we the citizens are being left out in the bitter cold hanging on to an illusion. Yes, I have heard a lot of people now crying about how they now feel betrayed and let down by the O.B.A. You won't believe the degree of blood-letting and anger at the O.B.A. that's taking place behind the walls of embarrassment. The down side of it all was that they really thought that they were voting for change and have gotten back nothing but more of the same and worse.

The Americas Cup may bring some hustle change for some of blue collar workers, but that will not last for it won't be long before we will be back to where we started. Let's face it, those that would be making the real money from the Americas Cup are the already rich.

So ask yourselves the big question. In the last election a lot of people got high on political wine and made a change, now that the O.B.A. has started their election campaign drive down through Front Street with the Americas Cup being their savior, are we just being served up some more of the nice cheap political wine again? I wonder if we have learned anything after we had awoken from the last election hangover.

SCC upholds Canadian workers' right to strike

OTTAWA – On Friday, January 30, 2015, a divided Supreme Court of Canada has raised the bar for Ottawa and the provinces in their dealings with public sector employees by affirming the right to strike as constitutionally protected.

By a 5-2 margin, it struck down a controversial Saskatchewan law that prevents public sector employees from striking, saying it was unconstitutional.

The high court granted an appeal Friday by the Saskatchewan Federation of Labour of the province's essential services law that restricts who can strike.

The Supreme Court also gave Saskatchewan one year to enact new legislation, and made clear that any new law had to be fair to workers. The high court affirmed that same principle in a ruling two weeks ago that cleared the way for RCMP members to form unions or associations.

In both cases, the Supreme Court affirmed the principle that any labour relations scheme that gives management a final authoritative say over the conditions of its workers simply doesn't cut muster.

After winning power in 2007, the Saskatchewan Party introduced the new law, which says employers and unions must agree on which workers are deemed essential and cannot legally strike.

If the two sides can't agree, the government gets to decide who is an essential worker.

Writing for the majority, Justice Rosalie Abella said that unilateral power violated the section of the Charter of Rights and Freedoms that protects freedom of association.

The two dissenting justices, Richard Wagner and Marshall Rothstein,



said that enshrining the right to strike restricts the government's flexibility in labour relations.

Saskatchewan Labour Minister Don Morgan said his government could have done more consultation, but he's not sure that would have prevented a court challenge.

"The legislation that we passed after we formed government ... did not meet the same processes that we would have now," said Morgan.

"Certainly our original legislation could have been done far better than it was."

Hassan Yussuff, president of the Canadian Labour Congress, said the ruling will force government's to craft much more careful legislation to stop essential workers from striking, compared to the "much more cavalier" approach it has taken in the past.

"The government needs to take a great deal of care if they're going to intervene to interrupt that right of workers," said Yussuff.

Lori Jobb, of the Saskatchewan Federation of Labour, said workers aren't generally keen to strike.

"Without that right, we really had no power, we had no ability to achieve fair, collective bargaining for all the members," she said.

"For workers, it levels the playing field."

The Saskatchewan law came after some high-profile labour unrest in the province, including a strike by thousands of nurses in 1999 and another by highway workers and correctional officers in late 2006 and early 2007.

Court challenges began in 2008 after the law was enacted, and the Regina Court of Queen's Bench struck it down as unconstitutional in February 2012.

The court upheld the principle of essential services and gave the government 12 months to fix the law.

The Saskatchewan Court of Appeal overturned the lower court ruling in 2013, so the labour federation appealed to the Supreme Court.

The Supreme Court has now reversed that appeal.

"Given the breadth of essential services that the employer is entitled to designate unilaterally without an independent review process, and the absence of an adequate, impartial and effective alternative mechanism for resolving collective bargaining impasses," wrote Abella, "there can be little doubt that the trial judge was right to conclude that the scheme was not minimally impairing."

Wagner and Rothstein disagreed. "The statutory right to strike, along with other statutory protections for workers, reflects a complex balance struck by legislatures between the interests of employers, employees, and the public," they wrote in their dissent.

"Providing for a constitutional right to strike not only upsets this delicate balance, but also restricts legislatures by denying them the flexibility needed to ensure the balance of interests can be maintained."

The ruling will affect public service unions in provinces across the country. Last April, Nova Scotia enacted its own essential services law for health care workers, joining Newfoundland and Labrador and British Columbia as provinces that have essential services laws.

Today's ruling comes after just two weeks after the Supreme Court's landmark labour relations ruling in a case

BIU Reflects On 1965 Belco Strike

By Sis. Ronaldine Burgess



Panelists for the "Night of Reflection" – Messrs. Sherratt, Christopher, Birmingham; Brothers Stovell and Simmons and Rev. Tweed. Standing: Sis. LaVerne Furbert who gave the welcome.

On Monday, February 2nd 2015 the Bermuda Industrial Union held a Night of Reflection to observe the 50th Anniversary of the BELCO Riots/ Disturbance. The evening had a very overwhelming turnout although once again the media tried to play it down by reporting there were about 200 people in attendance when it was almost double that figure.

Just the same, all that came out left the BIU with a better understanding of the BELCO matter and were better informed. With three ex-police officers on the panel including Messrs. Andrew Birmingham, Wentworth Christopher and Roger Sherratt who were all on duty at BELCO in 1965. Also on the panel were Bro. John Stovell (former Vice President of the Electrical Supply Union) and Bro. Ottiwell Simmons, former BIU President. Many in the audience heard for the first time in 50 years an account of what transpired on February 2nd 1965 from both sides of the dispute. For Mr. Andrew Birmingham it was very emotional as he recounted seeing his fellow police officer, Mr. Ian Davis on the ground after having his head bashed in; and for Bro. John Stovell it was also emotional as he stated 'he has waited 50 years to get this out'.

The night was also a reflection on how far we had come in 50 years as it was

noted by Mr. Wentworth Christopher. Rev. Nicholas Tweed, son of Rev. Kingsley Tweed, former General Secretary of the BIU gave the opening prayer and Bishop Nicholas Dill, grandson of Sir. Bayard Dill, former Director BELCO 1965, gave the closing prayer. Who would have thought that 50 years later these two gentlemen would be on the podium in the headquarters of the Bermuda Industrial Union?

Although it was a serious look back at what transpired on February 2nd 1965, there was also a bit of humour as members of the audience who were at BELCO in 1965 relayed some very funny stories of their experiences and the part they played.

Many in the audience expressed how they believed that Bermuda has come a long way in 50 years. One such story was how in 1965 young truck driver, Colin Stephen Dill, was fined £2.00 for having

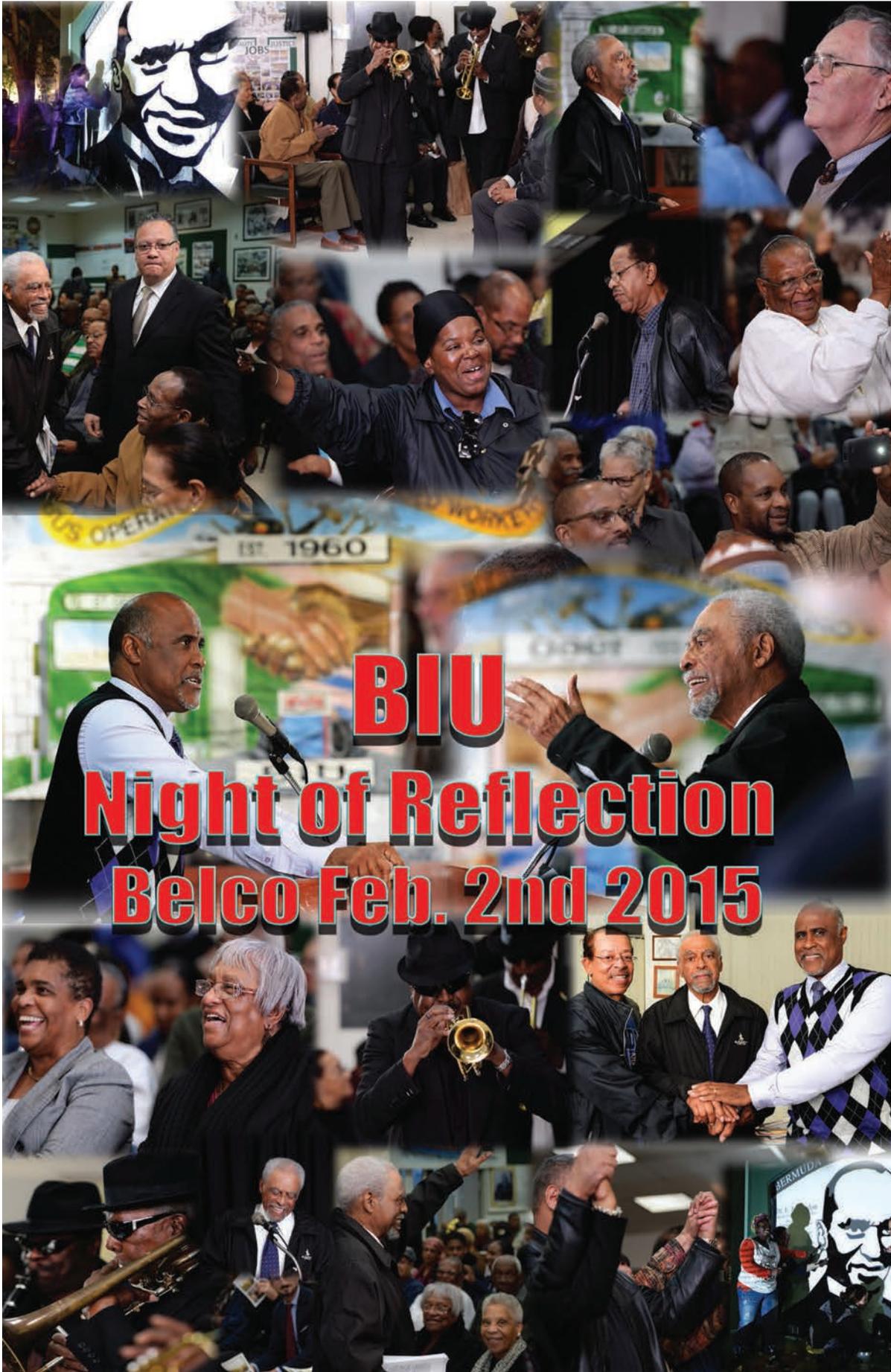
a sign on his truck asking construction workers to support their brothers and sisters. Another example shared was how Robert Daniel Smith was hailing traffic to let them know not to go around by BELCO because there was tear gas. As he was leaning in the car window of the late Mrs. June Masters and her husband the police came and took him from behind. He was charged with obstructing traffic and fined £5.00, even though Mrs. Masters testified in court that he was just telling them to avoid BELCO. Today the union's relationship with the police is very different in the most recent dispute with the government and the TUC; the police and the union were somewhat united and total respect was given by both sides.

Whilst we have made some strides 50 years later we still ask how far we have come, the BELCO dispute started because 97 linesmen were seeking recognition and the company refused, stating all workers had to take part in the ballot. Fast forward 50 years later when employees inform their employers they would like to be unionized and the first thing the employer does is to reach for a lawyer, stalling the process so how far have we really come.

A Night of Reflection was the correct title for this historic moment in Bermuda's history and all who attended or participated were most thankful to the Bermuda Industrial Union for putting it together.



Both the Dr. E. F. Gordon Hall and the Ball/Sweeting Memorial Hall had standing room on for the "Night of Reflection".





TRADE UNIONS UNITED

"We'll never be defeated"

January 27th, 2015

BERMUDA PUBLIC SERVICE UNION

WE KNOW OUR WORTH

TOGETHER

Let's Stand Together

What Did Jesus Say One Must do to be Saved????

Blessed are they that **hear** the word of God, and keep it.
(Luke 11:28)

If ye **believe** not that I am He, ye shall die in your sins
(John 8:24)

Except ye **repent**, ye shall all likewise perish.
(Luke 13:3)

Whosoever therefore shall confess me before men, him will I **confess** also before my Father which is in heaven.
(Matthew 10:33)

Except a man be **born of water** and the Spirit, he cannot enter into the kingdom of God.
(John 3:5)

He that **believeth** and is **baptized** shall be **saved**.
(Mark 16:16)

Baptism (immersion) comes before **Salvation!!**

Therefore all who say one is saved **without or before** baptism (immersion) are liars!!

The truth is not in them. All liars will be in the lake of fire.
(Revelation 21:8)

Jesus will only **SAVE** those who **OBEY HIM!!!**
And having been perfected He became the author of eternal **SALVATION** to all who obey HIM.
(Hebrews 5:9)

Therefore **all** who **refuse to obey** Jesus and be **baptized** for the forgiveness of their sins will be **lost!!**
(Mark 16:16, Acts 2:38, Act 22:16)

How does one get in Christ?? By being baptized.
(Galatians 3:27)

Your Questions Are Welcome
Search the Scriptures
7 Stadium Heights
Devonshire HM 15
Tel. 441-735-1964

BTUC Responds to Premier and Finance Minister continued from page 1



The BTUC realize that this particular estimate would result in savings of an additional \$9 million.

The BTUC realized that \$66,000 used in the calculation was a low-end estimate as the Financial Secretary confirmed that the average salary in the Public Service is actually \$78,000.00.

Understanding that the average salary is \$78,000.00, the same calculation achieves \$15 million additional savings as a result. A total savings range between \$9 million and \$15 million. The BTUC asked whether our calculations were reasonable; after a brief caucus, the Government team suggested that an amount of \$6 million was a more reasonable cost savings.

The BTUC realized that there could be additional cost savings when persons leave the Public Service, as those positions would not be filled. However, the Government Officials were not prepared to agree on estimated figures.

The BTUC was confident that an additional \$9 million in savings could be achieved through a hiring freeze. However, the BTUC agreed to the \$6 million proposed by the Government Technical Officers.

The BTUC discussed that if the Public Service was to be reduced by a hiring freeze and through attrition, naturally, Employee Overhead would be reduced. The Financial Secretary estimated that cost savings would be in the range of \$0.5 million.

Dialogue ensued around the Uniformed Services paying fifty (50) percent contributions to GEHI. However it was decided that the Government would have to have that conversation with the Uniformed Services as their Conditions of Service which is legislated would

have to be amended.

The BTUC agreed to Government's proposal that the GEHI contribution that is paid for spouses would increase from fifty (50) percent to seventy-five (75) percent as we recognize that the GEHI is currently underfunded. The cost savings is equivalent to \$1.6 million.

The BTUC rejected Government's proposal of one (1) percent increase in PSSF and it was agreed that this item should be discussed in the Pension and Benefit Working Group meetings under the Public Service Reform initiative, which the Financial Secretary agreed.

At this time the Government group caucused. When they returned to the table, the entire group revisited the proposals line by line. At the end of that exercise, the leader of the Government team, Mr. Gary Phillips, approved the cost savings discussed and indicated that we were successful in realizing our goal. No further proposals were discussed as the Government group was satisfied that the cost saving goals had been achieved.

Acknowledging that the press corps was waiting outside, the Government team was invited to make a joint statement. The Government team indicated that they would prefer to make a statement at 2:00 p.m. Thursday, 29 January 2015. However, the BTUC felt that they were obligated to report the outcome to their Membership immediately. It was at that point, the BTUC 1st Vice President, Bro. Chris Furbert extended an invitation to the Premier to attend this joint press conference through the Government team. The Government team left the room and it was indicated to us that persons would call the Premier. We waited and then received confirmation

from the Secretary to the Cabinet, Dr. Derrick Binns that the Premier was not coming. As a result, we proceeded with the press conference.

To be clear, the full proposal to be presented to the Premier and the Minister of Finance included:

Overtime	\$2.5 million
Hiring Freeze	\$6 million
Cap on Financial Assistance	\$5 million
Schools	\$1 million
Travel	\$1 million
Agriculture Exhibition	\$0.4 million
GEHI Spouse Premium	\$1.6 million
Employee Overhead	\$0.5 million
Total	\$18 Million

These numbers represent a summary of the cost saving initiatives that were discussed.

The BTUC categorically rebuke the falsified allegation and the slanderous remarks made by the Honourable Premier, Michael Dunkley JP, MP and the Honourable Minister of Finance, Minister Bob Richards JP, MP. We call upon the persons who were actually in the room, Dr. Derrick Binns, Mrs. Cherrie Whitter, Mr. Anthony Manders, Mr. Gary Phillips, Mr. Martin Law, Mr. John Harvey and Mrs. Jonelle Christopher to authenticate the accuracy of the above mentioned.

We further call on Mrs. Jonelle Christopher, the Recording Secretary, to release copies of the minutes and the recording to the public.

We once again have come to the table with clean hands, a pure heart and in good faith representing our Members and urge the Government to begin to display a level of respect.

The foregoing has demonstrated that the BTUC met the required cost reductions. Therefore the BTUC reaffirms to its Members that Furlough Days are off the table indefinitely.



Brother Alvin Forde Thanks BIU

Brother Alvin Forde, who dismissed from Digicel in December 2013, stopped by BIU Headquarters on Thursday, February 12, 2015 to say thank you to Union Organiser, Brother Graham Nesbitt for assisting him in getting a settlement from Digicel. Brother Alvin donated a portion of that settlement to the BIU.

“After working for Digicel for a year and three months, I was fired without any notice,” Brother Alvin told the Workers Voice. “I was called to a meeting in the executive offices, not knowing what the meeting was about. While in the meeting I was accused of unlocking phones and although Digicel had no proof of this, I was still fired.”

Brother Alvin explained that after he



was dismissed he complained to the Department of Workforce Development and his case was referred to a Tribunal. He then solicited the support of BIU Organiser, Brother Graham Nesbitt who represented him at the Tribunal. Brother Graham was able to convince the Tribunal to award Brother Alvin two weeks’ pay plus vacation pay.

“I haven’t received the vacation pay yet, but I’m grateful for the two weeks pay that I received from Digicel”, said Brother Alvin.

Brother Alvin has not been able to find work since he dismissed from Digicel and he is now hoping that he can find work so that he can go back to school and retool himself.

Bermuda Health Council announces success of Home Medical Services (HMS) Benefit

(Hamilton, Bermuda 12th February 2015) – A pilot health benefit has provided invaluable medical care for patients in their homes, while saving the Island's health system an estimated \$100,000.

The Home Medical Services (HMS) pilot benefit was launched by the Bermuda Health Council (Health Council) in collaboration with stakeholders in October 2013.

Feedback on the pilot benefit from patients has been positive and an evaluation of the services provided during this period found significant savings to the health system. Due to this success the benefit will be available on a permanent basis.

The HMS benefit allows patients to receive specific medical procedures in their home as part of their insurance policy. It was introduced under the Health Insurance (Standard Hospital Benefit) Regulations and the covered procedures and their fees are set and regulated by the Health Council.

In order to qualify for the benefit, a patient must be referred by a physician to a Health Council-approved HMS agency, for an approved medical treatment. The care must be provided by a Registered Nurse, and it must be needed for a limited period of time.

Claims for HMS benefits are covered by all health insurers, including the Government's plans HIP and FutureCare, without additional charges



Tawanna Wedderburn, the Health Council's Director of Health Regulation stated: "We are excited about Home Medical Services and the quality of care patients are receiving in the home setting. The feedback from patients has been positive and we are grateful to the physician community who assess patient needs and appropriateness for home medical services. We are also indebted to Bermuda Hospital Board for their collaboration in making this a success."

Jennifer Attride-Stirling, CEO of the Health Council stated: "The HMS benefit has been an important addition to the Standard Benefit mandated in all insurance policies. We are pleased that it realized cost savings as anticipated, and are confident that continued appropriate use will generate more material benefits in terms of costs and patient experience"

Simone Barton, Chairman of the Health Council added: "I am extremely pleased that this service is now available for patients and covered by insurance. We need to see more changes in local healthcare delivery that truly drive care to the most appropriate setting to derive the best outcomes for patients and the health system. The Health Council is here to ensure this for Bermuda's public."

For more information about HMS and whether it may benefit your patients or your family please visit our website: <http://www.bhec.bm> or contact the Health Council on 292-6420.

to the patient. Some of the services and procedures that are offered include: IV antibiotic therapy, pain management, wound care, catheter changes, infusion therapy, nutrition therapy and patient education and training.

The full list of benefits are found on the HMS Fee Schedule, which is available on the Health Council's website: <http://www.bhec.bm/for-professionals/fee-schedules/> The HMS benefit does not include services performed by a non-medical person, such as home support for daily activities, meal preparation, personal care services and home maker services.



Ocean View Golf Course

BIU members can now play 9 or 18 holes of golf for \$50.00 at the Ocean View Course until March 31, 2015.

Passes can be picked up at BIU Headquarters only!!



THE CREDIT UNION

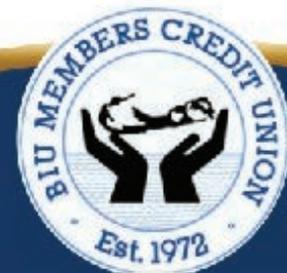


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SCC upholds Canadian workers' right to strike

continued from page 8

involving rank and file officers of the RCMP.

The Supreme Court overturned a previous ruling of its own from the 1990s which upheld an exclusion that barred the Mounties from forming unions like federal public servants, who gained the right to collective bargaining in the late 1960s.

The ruling did not explicitly state that RCMP members have the right to form a union, but the justices effectively cleared a path to that possibility. As with today's ruling, the high court gave the federal government one year to create a new labour relations framework with the RCMP.

The RCMP ruling did not address the right to strike.



Brother Gavin Smith presents the composite of the picture of Dr. Gordon that has been painted on the wall of BIU Headquarters.



The Bermuda Health Foundation

Creating A Foundation For Future Generations

Invites applications for their 2015 scholarship awards

Scholarships are available for Bermudian students pursuing careers in the medical field. Applicants must satisfy the following requirements:

Applicants should submit a letter (including name, address and contact information) outlining why they believe they should be a recipient of this scholarship attaching the following information:

- Proof of Bermuda status;
- Proof of the successful completion of the two-year Associate Degree programme at Bermuda College, or the successful completion of the second year of an approved college of university (60 credit hours);
- Original transcripts from the college(s) attended;
- Two (2) letters of recommendation;
- Proof of admission to an accredited college or university including the area of study;
- Letter from college/university supporting tuition fees.

Scholarship awards will be presented during the Bermuda Health Foundation's 13th Annual Salute to Service Luncheon on Friday, June 19, 2015.

Applications should be sent to:

Bermuda Health Foundation, P. O. Box HM 2779, Hamilton HM KX

Queries regarding scholarships can be directed to LaVerne Furbert at lavernef@northrock.bm or at 335-8232.

Bermuda Health Foundation

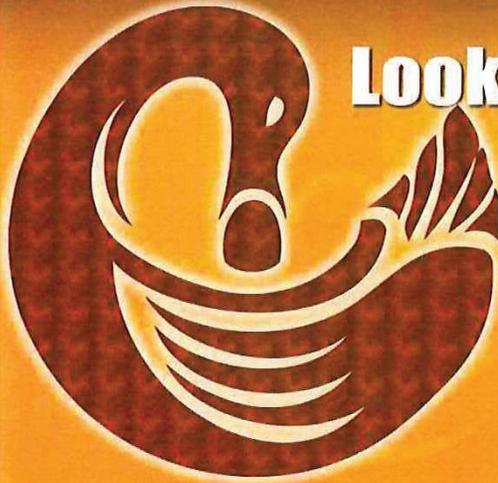
Deadline for applications is April 30, 2015.

**AFRICAN DIASPORA
HERITAGE TRAIL
BERMUDA FOUNDATION**



The United Nations International Day of
Remembrance of the Victims of Slavery
and the Transatlantic Slave Trade

WEDNESDAY 25TH MARCH 2015



Looking Back Critically to Move

FORWARD
Competently

The Sankofa bird is an Adinkra symbol from Ghana that reminds us that we must continue to move as we remember our past. At the same time we plant a seed for the future generations that come after us.



**A Decade Dedicated to People
of African Descent: Recognition,
Justice and Development
(UN Resolution 68/237)**

In proclaiming this Decade, the international community is recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected. Around 200 million people identifying themselves as being of African descent live in the Americas. Many millions more live in other parts of the world, outside of the African continent.

MARCH 22ND - 28TH, 2015

SCHEDULE OF EVENTS

SUNDAY 22ND MARCH 2015

Annual Commemorative Service – 4:00PM

- Cobb's Hill Methodist Church

TUESDAY 24TH & THURSDAY 26TH MARCH 2015

Day of Remembrance Lecture Series – 6:30PM

- Lectures \$20 ea - Children under 16 Free
- Bermuda College, N115 New Hall Building, Blue Room
- Presenters: Dr. Roiyah Saltus and Mr. Cordell Riley

Session #1: Looking Back Critically

- Tuesday 24TH March 2015

Session #2: Moving Forward Competently

- Thursday 26TH March 2015

WEDNESDAY 25TH MARCH 2015

The United Nations Official Day of Remembrance

SATURDAY 28TH MARCH 2014

Commemorative Concert – 6:30PM – Berkeley Institute

Title: Kekere Geje - Ñlá Ohun (Small Bites - Big Sounds)

A Celebration of Music from Across the African Diaspora

- Tickets \$50 | South African Wine Tasting (Cash Bar)
- In commemoration of the International Decade for People of African Descent



DR. JOHN CANN

HON. WAYNE FURBERT, JP, MP

BERMUDA COLLEGE

SENATOR RENEE MING, JP



Empowering people of African descent, promoting cultural integrity and achieving financial viability.

EMAIL: INFO@ADHT.BM FOR FURTHER INFORMATION





The Bermuda Industrial Union
invites you to attend the...

7th Annual Women's Tea



GUEST SPEAKER
Kim Wilkerson, CPCU
Senior Vice President
General Counsel
XL Insurance (Bermuda) Ltd

In recognition of
International Womens' Day

MAKE IT HAPPEN

DATE
Saturday, March 7, 2015

TIME
3:00 p.m.

VENUE
Dr. E. F. Gordon Memorial Hall, B.I.U. Headquarters

From 1908, the Women's Social and Political Union (WSPU) in Great Britain adopted the colour scheme of purple, white and green to symbolise the plight of the Suffragettes. Purple symbolised justice and dignity - two values strongly associated with women's equality. The three colours were used for banners, flags, rosettes and badges to show solidarity.



RSVP to Sister Laverne Furbert at lfurbert@biu.bm

Fantasy World 2

Find and circle all of the words that are hidden in the grid.
The remaining 29 letters spell the name of a popular fantasy book

G E N T R R H M O U N T A I N S
 N V E O E O S E X A S L G D I O
 I I L V I R M N T N T R O L L H
 K L L L E T W R I S E P O E S T
 M I L H A I O O A H E R D I W H
 S I C E Z B C P E H S I W H O R
 G R N A P D L A L T D N R S R O
 A O R O L S D A F I R C M E D N
 I D B O T S T C T M O E A N A E
 W R G L M A P H A S L S G R N F
 A A D A E D U A T K Y S I O F T
 G G N H E T W R L C A R C C R R
 O O A M A R K E T A W R C I A U
 N N W S W O R R A L C O D N W O
 K N I G H T D R A B R E B U D C
 H T I A R W O E G A L L I V B E

- | | | | |
|--------------|------------|-----------|---------|
| ARCHERS | DWARF | LORDS | SPELL |
| ARMOR | ELF | MAGIC | SWORD |
| ARROWS | EVIL | MARKET | THRONE |
| AXE | FAERIES | MINOTAUR | TROLL |
| BARD | GOBLET | MOUNTAINS | UNICORN |
| BLACKSMITH | GOLD COINS | PALACE | VILLAGE |
| BOW | GOOD | POTION | WAGON |
| COURT | HEADSMAN | PRINCESS | WAND |
| CRYSTAL BALL | KING | SHIELD | WIZARD |
| DRAGON | KNIGHT | SILVER | WRAITH |