



Keynote Speech delivered by The Hon. Premier E. David Burt, JP, MP

BIU Labour Day Celebration Banquet - September 1st, 2017



Photo courtesy of Dennis Martins of Barnews

I am aware that protocol has already been established, but quite frankly, as a new Premier, particularly as a Premier of a Labour Party at a Labour Day banquet, I want the Office of Premier to bestow all of the glory, all of the respect, all of the formality of the Office, onto tonight's proceedings. So, with your indulgence I wish to state:

To Bro. Chris Furbert, President of the Bermuda Industrial Union;

To the Officers and Members of the Bermuda Industrial Union;

To the Officers and Members of the Trade Union Congress;

To the Ministers of Cabinet and Members of Legislature;

To the Officers and Members of the Bermuda Progressive Labour Party;

To everyone who has come tonight in the spirit of solidarity, as the Premier of Bermuda, I bid you Good Evening and Congratulations as you celebrate Labour Day 2017.

My Brothers and Sisters.....
WELCOME TO HISTORY!

(continue on page 2)

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I say welcome to History because that's precisely where we are! We are living history right now. When historians wonder what it was like after that landslide victory. When they wonder what the atmosphere was like... they'll be looking at this night; the night, six weeks after the General Election returned a Labour Party to Government...the night when Labour celebrated its triumph!

Historians will say that on the 18th of July 2017, the People spoke...no that's not right. On the 18th of July, the People shouted! They screamed! They yelled! They.....to use a word... EXHALED!

I say "they" but that's what the OBA would say isn't it? "Why didn't they vote for us?" or "I can't believe they didn't vote for us."

So, let me change what I just said. The People of Bermuda shouted! We screamed! We yelled! We, to use a word, EXHALED!

But the People didn't just vote for the PLP;

The People voted against the status quo, and for a new way;

The People voted against the discrimination of Bermudians, and for Bermudians first;

The People voted against 2 Bermudas, and for social equality;

and the People voted against runaway capitalism and for LABOUR!

That's right: FOR LABOUR!

I'll be told off for this on Tuesday,

but I still need to say it. During the campaign, it was clear that the PLP thought Bermudians should be working before...or even alongside non-Bermudians; the other guys thought non-Bermudians were the only priority. So, when I say 'Labour' won, it's no small thing.

If you doubt how important that fact is, I want to relate a story that one of my Minsters told me... yes, they are here tonight.

While settling into their new role, members of staff were contacting them on WhatsApp, on Facebook, by email, and telling him things that had been happening over the years. Discriminatory practices; Bermudians being held back and down while non-Bermudians were excelling.

The workers, Bermuda's public-sector workers, were telling horrifying stories of pay differences, of benefits for some not all. About disciplinary actions that seemed arbitrary. He wondered how he could tell them it's a new day in Bermuda. How to let them know that he understood and would correct it?

He told them: "I hear you loud and clear...in actual fact I hear your pain; but I need to tell you something. Up until July 18th, your thoughts about Bermudians in the workplace, the feelings you had when you saw injustice, the values that your parents instilled in you...well before July 18, you were the revolutionary, the rebel, the troublemaker who wouldn't just shut up and do their job; and they were the establishment. Well those days are over! If anyone thinks they can justify not

(continue on page 10)

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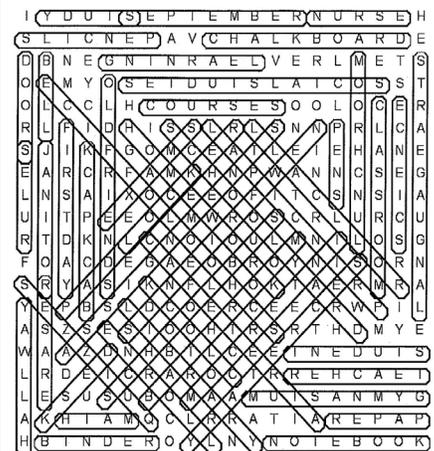
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PUZZLE • SOLUTION

Back To School



- ASSIGNMENTS
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- CHALKBOARD
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- CLOCK
- COURSES
- DESK
- DOORS
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- ERASER
- EVANS
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- GYMNASIUM
- HALLWAY
- HOMEWORK
- INTERCOM
- JANITOR
- LANGUAGE ARTS
- LEARNING
- LIBRARY
- LOCKER
- LUNCHROOM
- MATH
- NEW FRIENDS
- NOTEBOOK
- NURSE
- OLD FRIENDS
- PADLOCK
- PAPER
- PENCILS
- PENS
- PRINCIPAL
- QUIZZES
- ROLL CALL
- RULES
- SCHOOL BUS
- SCHOOL OFFICE
- SCHOOLYARD
- SCIENCE
- SECRETARY
- SEPTEMBER
- SOCIAL STUDIES
- STUDENT
- STUDY
- TEACHER

The hidden message is: I HAVE NEVER LET MY SCHOOLING INTERFERE WITH MY EDUCATION.

PLP Ministers Must Change Some Board Appointees

In my opinion, one of the first things on the agenda for new Government Ministers, should have been to look at the make-up of the government board that fall under their remit and immediately make some changes to the membership, especially if those members are former OBA candidates who were most likely political appointments.

I personally do not have a problem with political appointments on the various government boards. In fact, I am reminded of how the late L. F. Frederick Wade admonished PLP members for accepting positions on government boards during the UBP's reign. According to Mr. Wade at the time, those PLP members who chose to sit on government boards were assisting the UBP in its success and I certainly agreed with him at the time. And as I see it, the opposite is true, OBA members who currently sit on Government boards will do nothing to enhance the PLP government going forward.

I think specifically of the Bermuda Health Council, which has been the subject of much controversy, especially when it comes to business interest of former Premier and PLP Party Leader, the Hon. Ewart Brown. There are three former OBA candidates who sit on the Bermuda Health Council (to my knowledge there have been no changes to the Board). They are Simone Barton who serves as chairperson, Senator Andrew Simons and former OBA Senator, Alexis Swan. If these members have been removed, I have seen no evidence of that via the Official Gazette. In addition to the three above-named persons, I also believe that Richard Ambrosio should be

removed, not only from the Bermuda Health Council, but also from his position as political advisor to the Attorney General.

The fact that Richard Ambrosio, who served as the political advisor to former Attorney General, Trevor Moniz, as a member of the Bermuda Medical Council, should be concerning to all Bermudians, especially light of the fact that it was the former Attorney General who initiated a law suit against Lahey Clinic, alleging that the well-respected hospitals and Dr. Brown conspired together to obtain thousands of dollars by way of ordering unnecessary medical scans. It is interesting that Mr. Ambrosio was appointed to the Bermuda Medical Council by Mr. Moniz while he was the Minister of Health. Most interesting is that after the General Election held on July 18, 2017, the files from the AG's office went missing

It is no secret that Dr. Brown has complained on several occasions about the unfair treatment levied at him by the Bermuda Health Council. According to Dr. Brown the Health Council displayed "raw elements of a political vendetta" which are intended to "destroy his reputation and his business". As I see it, the "raw elements of a political vendetta" was evidenced by the request from the Bermuda Health Council to the Bermuda Medical Council for copies of the credentials of Dr. Mahesh Reddy, the Medical Director of Bermuda HealthCare Services, in spite of the act that the CEO of the Health Council, Tawanna Wedderburn, publicly stated that "the health council writes to statutory bodies to confirm information related to pro-



IN MY OPINION
BY LAVERNE FURBERT

fessional registration...". However, few of us have heard of any other requests by the health council for such information.

As I see it, just as the former government convened a Commission of Inquiry to investigate concerns raised by the Auditor-General over the handling of taxpayers' money under the previous Progressive Labour Party administration, I agree with Dr. Brown that Commission of Inquiry should be convened to look into the conduct of the police, the Attorney General's Department. In fact, I think that investigation should also include the Bermuda Health Council as the Council along with the aforementioned entities has invested endless investigative hours into Dr. Brown's private business.

In the meantime in my opinion the current Minister of Health, the Hon. Kim Wilson needs to replace at least four members of the Bermuda Health Council forthwith. As I stated above, those four members are Mrs. Simone Barton, Mr. Richard Ambrosio, Senator Andrew Simons and Ms. Alexis Swan. Those four members should be replaced with members of the public who are interested in "putting Bermudians first" and creating a "better and fairer Bermuda" than we had between 2012 and 2017.

Stevedoring Services Awards \$10K in Back to School Funding



Polaris Holding Company Ltd. announced this year's six recipients of its annual Stevedoring Services Limited Education Awards (SSLEA). Each year, the organisation provides a total of ten thousand dollars in education awards to qualified college-bound young people who are dependents of Stevedore staff.

The 2017 SSLEA recipients include Etelleon Burchall, Tahj Cox, Kaelin Cox, Zed Scott, Marcus Darrell and Jache Butler.

"The men and women of Stevedoring Services work hard each day, and many of them invest so much of themselves into this job because they want the best for their families. That's the reason for our commitment to our annual Educational Award – it's a demonstration of our support for staff who quietly power Bermuda through their work on these docks."

Chairman of the Board, Cheryl Hayward Chew joined the awardees and their parents outside Stevedore House to present the edu-

cation awards to the students and wish them well as they headed back to colleges and universities around the world.

AWARDEE PROFILES

Roderick Cox, who has been employed with Stevedoring Services Limited for over five years proudly acknowledged his gratitude for the educational award that was presented to his two sons, **Tahj and Kaelin Cox**. He said, "It's an excellent thing – it will help with their books, tuition, rent and every little bit helps. It really feels like they care about our kids." **Tahj** heads to Dalhousie for his second year to continue his studies in Neuroscience and Biology in preparation for a career in Medicine. Kaelin heads off to St Mary's University, to complete his fourth year studying Criminology and Forensic Psychology. **Kaelin** said, "I plan to eventually come home and contribute to Bermuda's forensic bodies with my knowledge making biological profiles and identifying the dead."

Etelleon Burchall, daughter of Stevedore staff member, Nolette Burchall, will be heading to Spellman College in Georgia. The first year college student will be studying Biology and is eyeing a career in pathology.

Zed Scott, son of Otis Minors returns to University of Texas at Arlington for his third year doing kinesiology. When asked about his career aspirations, Zed explained, "I love sports and helping people, and am studying to become a physical therapist."

Jache Butler, daughter of Joshua Butler, was off-island at the time of the presentation and has just begun her post-secondary school studies with plans to one day become a qualified teacher.

Marcus Darrell, son of Stevedore, Dexter Johnston, is headed to Mount Allison University in Canada, and when asked about his plans for the future, he shared, "I look forward to a future in International Business – possibly reinsurance or accounting."

OBA Supporters Still In Shock

The OBA political supporters are still in shock at their election loss. Now they are beginning to find their voice and are criticizing everything the new PLP government has done so far or has promised to do. Is this something that is unique to OBA political supporters or can it be traced elsewhere in the world?

The main thrust of this criticism is now that the OBA is no longer in power and the PLP has assumed the reins of government, Bermuda is doomed and is bound for failure. You see this increasing shrill cry in the blogs where they express their vile comments from behind false names lacking the courage to reveal who they are.

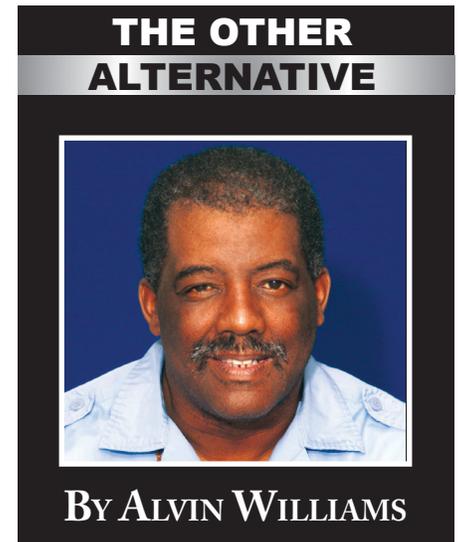
It's interesting that this reaction is the same we saw with the end of colonialism, where the colonial masters were forced to give up their control of their settlers. After it was clear that they were no longer going to enjoy their privileged positions, they began to make statements that without their control, the country was going to collapse and in many cases they began to do things to the country to ensure that their statements became self-fulfilling prophesy. I will give you the following example.

When the French were forced to give up their African colonies, they offered a deal to their soon-to-be independent ex-colonies. The offer was to become a member of what they called the "French Community" in which even though they

would be independent, to be a part of this French community, one would have to maintain prominence of the French culture and language and then you would be in line for French foreign aid. When I went to Africa I could see the extent of that French influence in former French colonies. Two countries that I visited were former French colonies – Senegal and Cote D'Ivoire and I saw the French influence.

First of all the French language remains the official language and certain aspects of French culture are quite clear. I was reminded of that when on the tour bus and we were passed by a French military truck filled with French soldiers. I asked a citizen why is this so and she replied "They have removed their flag but they are still here". I have given you an example, but an even clearer example is what happened to a former French colony who said no to the French offer.

That country was Guinea which bordered the two countries I talked about. In a referendum they refused the French offer. They wanted full independence and this brings home the increasing mindset of OBA political supporters who are still in shock over their party's political loss. Because the French turned around and dismantled the entire infrastructure they had put in place. It was said that they even took the nails. They started to punish that one former French colony for not accepting their offer and wanted to make sure that they failed as a



country because they refused the French to handle their affairs.

If you listen carefully you hear the same sentiment coming from OBA political supporters. Because they lost control of the government they cannot envision a Bermuda governed by any other government except the OBA.

And so we see all kinds of dire predictions that Bermuda under the PLP will fail.

They talk about Bermuda's standard of living being under threat. But what they are really talking about is their own interests.

There is no talk about the hundreds of Bermudians who still face unemployment who are still economic refugees in another man's country (England). The PLP won the last election because it stated that it will put Bermudians first and it is up to us to make sure that this comes about.

(continue on page 6)

Dr. Lynette Thomas Realises Her Life-long Dream

On Saturday, September 9, 2017, the Bermuda Life Centre, the brainchild of Dr. Lynette Thomas was officially opened by Premier David Burt. Introducing Dr. Thomas to the guests present was Chairman of Board of the Bermuda Life Centre, Mr. Philip Butterfield.

According to Mr. Butterfield, Bermuda Life Centre, Bermuda's newest dialysis centre, "represents the life-long vision of Bermuda's first and only board certified, experienced nephrologist, Dr. Lynette Thomas".

During her opening remarks, Dr. Thomas shared her journey from the time that she completed medical school at Meharry Medical College until she became the Medical Director of Bermuda Life Centre.

"Today marks the culmination of a dream that began for me many years ago," said Dr. Thomas.

"When I completed medical school and received my MD from Meharry Medical College, I began my Internal Medicine residency at Baylor College of Medicine in Houston, Texas. It was there that I first developed a love for nephrology and spent much of elective time on renal services. I considered a nephrology fellowship at that time, but in the end, opted to return to Bermuda to practice."

Dr. Thomas said she had been in practice for less than a year, when she was approached by Dr. Beresford Swan, whom she described as



Premier David Burt, Dr. Lynette Thomas and Phil Butterfield.

the "pioneer of dialysis services in Bermuda", who asked her to provide care to the patients in the dialysis unit. She explained that at that time the dialysis unit was in a small cottage across the street from King Edward Memorial Hospital.

"It was then, under Dr. Swan's mentorship, that I became intimately connected to the challenges and realities of hemodialysis on patients and their families", continued Dr. Thomas. "At that time there were approximately half of the current number of dialysis patients. I was struck by the burden of the patient with "End Stage Renal Disease" (ESRD)."

Dr. Thomas explained that dialysis patients require treatment three times weekly for three to four hours each session on machines that clean toxins from the blood and remove excess fluids, meaning that patients spend approximately fifteen to twenty hours per week in their dialysis unit having treatments. Around this time, they must find time to work, to provide for their families, vacation, spend time and

socialize with loved ones.

"I began to see how important the dialysis 'home' really was. I say 'home', because a dialysis unit and its staff become just that for patients – a second home," continued Dr. Thomas. "When a patient develops kidney failure, they will continue dialysis treatments until and if they are able to have a kidney transplant. There is quite a relationship in both directions. We celebrate their successes and sorrow with them in their losses".

The nephrologist also noted that Bermuda's dialysis population was steadily increasing each year. She said, that like the rest of the world, Bermuda continues to have a growing population of patients developing kidney failure, increasing at approximately 7-9% per year. She said all who are committed to the care of kidney patients strive to slow progression of chronic kidney disease, and to increase the number of patients receiving kidney transplants, but that the reality is that these numbers will continue to rise.

Dr. Barbara Ball Public Health Scholarships Awarded



L-R top row: Chioma Nwasike, Morrissa Tucker, Zaire Morris, Pashé Douglas-Sampson, Reglindis Ratteray, Alesha Page, Teleza Pitcher
L-R bottom row: Taylor Hill, Azari Thomas, Tenneil Ratteray, Michaela Bean, Safiya Nurse, Shuntelle Paynter, Dr. Danielle Simons

The Ministry of Health and Seniors recently announced the ten awardees of this year's Dr. Barbara Ball Public Health Scholarships. In total fourteen students are currently receiving the scholarship, including past awardees.

This year the Ministry received over 50 applications, many of an exceedingly high standard. The Ministry wishes all applicants every success as they continue their studies and encourages all eligible students to apply next year.

The selection committee had a very difficult choice as there were many

deserving candidates. This pool of talented students is a boon for Bermuda's health sector. After due consideration, the fourteen receiving the scholarships stood out as having a combination of academic achievement, financial need and choice of healthcare profession that would be most beneficial to public health in Bermuda.

The World Health Organization estimates that, due to growing populations, changing disease patterns and economic trends, there will be about 40 million new health sector jobs by 2030, mostly in middle- and high-income countries.

Since the scholarship was founded in 2008 the Ministry of Health and Seniors has financially assisted 49 Bermudians who are beginning careers or pursuing professional development in public health. Scholarships are offered for study in a wide range of healthcare professions. This year the Ministry prioritized the following areas where there are known gaps in capacity: nursing, occupational therapy, speech therapy, social work, and environmental health. Based on these criteria, this year's recipients are:

Chioma Nwasike*	Medicine	Howard University	Safiya Nurse	Occupational Therapy	Howard University
Teleza Pitcher*	Dental Surgery	Howard University	Alesha Page	Medicine	University of Medicine and Health Sciences
Reglindis Ratteray*	Nursing	Southern Adventist	Shuntelle Paynter	Mental Health Counselling	North Carolina A&T State University
Morrissa Tucker*	Social Work	Rutgers University	Tenneil Ratteray	Physical Therapy	Andrews University
Michaela Bean	Nursing	Winston Salem State University	Dr. Danielle Simons	Public Health	University of London
Pashé Douglas-Sampson	Occupational Therapy	Quinnipiac University	Azari Thomas	Economics (pre-dentistry)	University of Virginia
Taylor Hill	Linguistics	Queens University			
Zaire Morris	Social Work	Oakwood University			

*Repeat recipients

Premier David Burt Meets with CARICOM Heads of Government

On Saturday, September 9, 2017, Premier David Burt along with other heads of Government of the Caribbean Community (CARICOM) convened by videoconference a fifth special emergency meeting. Premier Burt was joined by Dr. Derrick Binns, the Secretary to the Cabinet and Ms. Kimberley Durrant, Director of London Office & UK Representative for the Government of Bermuda, who joined by telephone from London.



The meeting was convened by the Prime Minister of Dominica, the Hon. Roosevelt Skerrit and presided over by CARICOM Chairman, Dr the Rt Honourable Keith Mitchell, Prime Minister of Grenada. The meeting was called to discuss the impact of Hurricane Irma on CARICOM nations and neighbouring islands, and to assess and determine what assistance can be given to those in need.

The group received a full briefing on the situation from representatives of the affected countries, the Caribbean Disaster Management Agency (CDEMA), the Community's lead agency for disaster response, CARICOM Secretary-General Ambassador Irwin LaRocque and regional institutions.

During the videoconference, concern was expressed about the long term psychological effects of the situation, particularly the serious dislocation and sense of loss of the people of those countries that were impacted.

It was also stressed that these disasters emphasised the economic vulnerability of the Region given the cost of recovery and the impact on economic activity of the affected countries.

Premier Burt said, "I was pleased to engage in this, my first dialogue with fellow CARICOM Heads of Government. It was an appropriate opportunity to demonstrate the Bermuda Government's commitment to re-new its participation in CARICOM."



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CCL Strengthens Trade Union Research Capacity

The Caribbean Congress of Labour (CCL) in collaboration with the International Labour Organization, as part of the EU-funded project “*Challenges to CARIFORUM Labour, Private Sector and Employers to Fulfil Their EPA Obligations: Caribbean Employers’ Confederation (CEC) and the Caribbean Congress of Labour (CCL) Component of the Support to Facilitate Participation of CARIFORUM Civil Society in Regional Development and Integration Process*” engaged the Hugh Lawson Shearer Trade Union Education Institute (HLSTUEI) in an effort to implement a five day training programme on “Strengthening Trade Unions’ Understanding and Application of Research Methodology”. The training workshop was held at the HLSTUEI, UWI Mona Campus, Jamaica, during the week of 8-12 May 2017.

The facilitating agency, the HLSTUEI, is a leading regional labour education institution which has proven its ability to promote and sustain research and innovation in industrial relations and labour studies in the region.

Twenty-eight (28) participants involved in research and policy development from across 12

CARIFORUM countries namely, Antigua, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Kitts, St. Lucia, Suriname, Trinidad & Tobago and St. Vincent, participated in the training which was aimed at:

- *Enabling a greater understanding of the research process particularly using several methodologies, tools and accessing and synthesizing data from a number of sources. The focus was on utilising research data to design advocacy and lobbying strategies and how to implement those strategies.*

The Caribbean Congress of Labour has a primary objective of building capacity so as to play an increasingly effective role in regional policy development. Successful and meaningful participation in the dialogue and advocacy processes require that affiliates have their respective capacities strengthened so that they can play an effective role at national level which will feed into CCL processes to prioritize issues and develop informed evidence-based policy positions regionally.

Participants are now expected to promote their unions’ and the Caribbean Congress of Labour’s use of research to enhance their poli-

cy formulation, reinforce positions developed, and generate data to address institutional issues.

Special thanks are extended to the HLSTUEI for facilitating the training and in particular to esteemed UWI senior lecturers Noel Cowell PhD and Trevor Smith PhD, who ably conducted the sessions.

The participants all gave very positive feedback on the training, in particular, the quality of lectures and the overall execution of the workshop. These testimonies can be found on the CCL’s Facebook page. CCL’s Assistant General Secretary, Brother Asokore Beckles, who was also a participant, commented in his closing remarks on the importance of this training to the future of the CCL and the trade union movement in the region. He also impressed upon the participants the need to support the efforts of the CCL in this regard.



Keynote Speech delivered by The Hon. Premier E. David Burt, JP, MP (continued from page 2)

doing what we said in the campaign by putting "Bermudians First", then they are sorely mistaken. Let me be clear... being Bermudian and working in Bermuda using all of your potential and being properly rewarded for it, is not revolutionary, that's the way it should be...the way it will be! So, welcome to the new establishment!"

I can tell you...that Minster is deadly serious too...You know when your Momma used to say "don't test me!" Oh...maybe that was just my Mom. Anyway, I wouldn't test this Minister's commitment to Bermudians.

It's very important that we appreciate exactly what happened at the last Election...the story is the Popular Vote.

The Popular Vote is important because we were under severe attack. The OBA outspent us 10:1. The media was biased in ways you cannot imagine; and the more desperate the OBA got, the nastier they got. But in the face of their lies, tricks and bribes - remember the \$2500 for every child born? - we maintained our message.

In the face of all of that nonsense... 59% of the Bermudian public endorsed us and our message of equality. They want us to crush the idea of 2 Bermudas; and with the help of God and you in this room we will dismantle structures that makes Bermuda's wealth work for one Bermuda while it flogs the other.

In an election where young Dennis Lister III beats Jeff "it'll take a miracle to beat me" Sousa; and in an

election where Christopher Famous puts Bob "airport for sale" Richards out to pasture; 24-12 in seats sounds about right doesn't it?

I have been waiting for almost two months to be able to address a room of friends like this. I am grateful for the opportunity, because ever since the General Election, people have been asking our MPs, Ministers, and Members, "What now?" or "What comes next?" and "How do we use the mandate we just attained."

To answer that question, I would like to rewind a bit, to come at the question from a different angle. As we must remember how we got where we are.

You may remember the former Government was being less than honest when they wanted civil servants - their own workers - to accept another furlough day, rather than even discuss other cost-cutting exercises that would not affect people's jobs and wages.

You may remember the former Government wanted to introduce a 'pathway' to Bermudian status for some of Bermuda's residents.

Well in the face of that anti-Bermudian aggression; in the face of knowing that you have not been treated fairly, three men emerged. In truth, they emerged at a time when my own party was not as responsive to crises as we could have been, but it doesn't matter because as the saying goes: "Cometh the hour...cometh the Man". In this case however it was more "Cometh the hour...cometh

the Men."

I don't know the details of how they strategised; where they did so; nor can I tell you how many meetings they had in advance of launching and 'going public', and I really have no idea how they picked the colour red... It's best I offer no comment about *that* choice!

But I can tell you...there are not many more impressive sights than seeing thousands of workers marching through Hamilton demanding fairness.

There are not many more impressive sights than seeing 5,000 workers hold vigil, hold firm to their views, beliefs and rights, and holding firm to each other on Cabinet grounds! And there are not many more powerful sights than seeing 5,000 Bermudians stop the OBA from reneging on its platform promise not to give Bermudian status to thousands of non-Bermudians.

And so, the men who came when the hour came, are Brother Chris Furbert, Brother Jason Hayward, and Rev. Brother Nicholas Tweed... brothers please stand up and allow us gathered here tonight, to give you a small measure of the massive amount of respect and credit that you deserve for inspiring, creating, and leading *The People's Campaign for Equality, Jobs and Justice*.

That was just a small recognition, but brothers please accept all of our sincere appreciation, respect, and congratulations for standing up! Standing tall; and being counted!

(continue on page 11)

Keynote Speech delivered by The Hon. Premier E. David Burt, JP, MP (continued from page 10)

But it wasn't just the massive shows of solidarity during the Pathways catastrophe that set the stage for a Labour Party to win Government... sorry to win *back* Government; it was also the solidarity that arose to attack one simple act of unfairness in the workplace. In some ways, one act of cruelty in 2014 would set the stage for a Labour victory in 2017. Because it was about people losing jobs, it was a huge issue for one Bermuda; but there was nothing to see...no big deal for the other Bermuda.

It was the firing of a group of employees at Hamilton Princess...remember? In the face of arrogance, the BIU's stance was simple: "*you are wrong; it is clear; take them back.*"

As it always does in the spirit of solidarity the BIU took up the cause of their brothers who had been fired; the BIU marched...is it coming back to you?

As the marchers went down Front Street, a woman on the balcony of a restaurant shouted at them.

You know, when you are on the frontline of social justice in this country, sometimes being shouted at is the best you can hope for; just ask Rev. Tweed if you really want to know what happens when you stand up for social justice.

The Government and the employer had been surprised by the march, but they were solid in their decision. But then the marchers paused outside of the Cabinet building and directed

their protests at the building. That. Changed. Everything.

Actually, the woman shouting for the workers to "*get back to work!*" and for them to "*be grateful you have a job!*" was the Executive Director of the Chamber of Commerce. She was fired for her actions, but that act made Bermudians sit up and take note.

It was a pivotal moment.

Let me ask; do you remember what Bro. Chris said in reply? Even though his members had been insulted and harassed, the trade unionist in him came out in his response as he said: "My opinion is still that she should not have lost her job, although I understand that what happened was serious — extremely serious — and as someone who has a position like Mrs McPhee had, you will be held accountable for your actions."

Still...no anger and worried about someone losing their job. That is principled leadership.

Believe it or not that was 2014. Before furlough days, before AECON was given our airport, and even before the 'Pathways to Status' protest.

You see over the past four years, we lived in a Bermuda where almost every union in the country had to march. If you are here tonight at your first union function then you may not be aware of the effectiveness of marches.

In fact, just saying that reminds me of a story I was told by a friend.

He's a Black Bermudian and he told me that he had a friendship with a 52-year-old white Bermudian woman that has lasted more than 15 years. He told me it was a true friendship where they had many sensitive discussions about things and there was nothing but respect.

He said: "*When Jonathan Smith's book 'Island Flames' came out, my friend read it. While she was reading she would call me excited about things that she learned. She seemed particularly interested and impressed with the late Dame Lois Browne-Evans and her efforts to represent her clients, speak to the People, and spare two lives. She was blown away by the knowledge, and one day called me to say: "I will never underestimate marches again. My whole life I didn't get it. I didn't know why people marched and now I get it. I will never discount marching again. People march when they have absolutely no other peaceful avenue to achieve the change they want."*

Family, the effectiveness of marching is really about the effectiveness of solidarity. If you are connected with the workers, the builders of the economy and of the country, then chances are you can resolve issues by talking, negotiating, and empathising and marching is unnecessary.

However, if you feel that you or your perspectives are the only correct perspectives; if you feel that you alone know better than those you serve; and if you are so disconnected that you don't care of how your decisions affect your own employees' quality of life; then as my Momma said: 'if you don't hear, then you shall feel'.

(continue on page 12)

Keynote Speech delivered by The Hon. Premier E. David Burt, JP, MP (continued from page 11)

The theme of Labour Day is “Celebrating Solidarity”. The solidarity that I have been speaking about so far is external; visual and tangible expressions that you can see. The marches and petitions; the Trade Union Congress press conferences; at those times solidarity is obvious.

However, the BPSU has been steadfast in its resolve and support of its President. That is *internal solidarity*... the confidence that comes with unconditional support. And as a result of the solidarity that Bro. Hayward received, the country benefitted from his fearlessness.

Solidarity has gotten us this far, but what I want to see is not just for us to celebrate solidarity, but for us to celebrate the result of our solidarity.

So, what next? Is solidarity only about marching and expressing frustrations? What do you do with a landslide victory and one of the most popular and consistent messages in the history of politics?

Labour was founded as workers wanted to ensure they got their fair share from those who, in most instances, inherited the land and the money to become producers.

With our election victory, we have won the tools to make the change, and that is the power to make laws and control the public purse, but that alone will not make the change to ensure that the children and grandchildren of today’s workers become the producers of tomorrow.

Well the Labour Movement and

the Labour Party have the chance to write a new script for Bermuda. We can show the country that the lesson of solidarity is unity. Unity of vision; unity of purpose.

You see we already know success. Solidarity made four workers get their jobs back in 2014. Solidarity stopped furlough days in 2015. Solidarity ended Pathway to Status in 2016. And solidarity put the PLP in Government in 2017. Not demonstrations...solidarity.

Now that the People have chosen to trust and believe that our collective leadership can work together what can solidarity achieve? Solidarity... national level solidarity and unity.

Make no mistake, the overwhelming majority of Bermudians chose hope, and chose to believe that since, when given the chance, Bermudians will excel at whatever we set our minds to, they will be given that chance.

The PLP government will improve our education system; we will provide better training and invest in lifelong learning; we will provide more access to capital to boost entrepreneurs, but then what?

As a community of workers, we will not accomplish our dream of economic empowerment until we understand that through solidarity we must empower each other; using our collective efforts, we begin to harness the forces of economics to produce true economic empowerment.

We as Labour have an awesome

responsibility to lead by example.

Today I walked to the Washington Mall for lunch, and I went to the food court (for the first time to get food). I had about five choices, and I didn’t choose by what I felt like eating (I love Chinese food). No; instead I chose where to eat by which restaurants had Bermudians serving there.

Having made my choice, I met a young Bermudian, Kevin Richardson, who served me my Burrito Bowl. You should’ve seen his face. His pride in serving his country’s Premier warmed my heart. And so there we were; he grinning because he’s serving his Premier, and me grinning because I just met a dynamic young Bermudian who made **me** feel proud to be his Premier... and the vibe was NICE! That small action of community solidarity is powerful.

And so, what we must do is ensure that when the son of a worker comes back home to start a business and hires Bermudians; we must support him. When the daughter of labour opens the store, we must support her. By spending our money in the places that reflect our values, we place more importance on the role our values play in how we spend our money.

And when you are working for these business and they grow, resist the temptation to be envious of the profits that are being earned by the owner and start your own competing business. Ask the owner how you can be an investor or shareholder.

(continue on page 13)

Keynote Speech delivered by The Hon. Premier E. David Burt, JP, MP (continued from page 12)

er so that together both of you will be more prosperous.

The stunning victory has placed a microscope on you and I. Certainly we are being examined on our Labour philosophy; but more importantly on our ability to work together to produce the best Bermuda that we can.

Family, this is not a revenge mission. I repeat - this is not a revenge mission. Our fellow Bermudians are trusting us. They are trusting that the solidarity that produced marches, demonstrations; that demanded respect and change will produce a Bermuda that works for every one of us. The haves will keep theirs; but the have-nots will be helped to *earn* theirs too, just as people were helped in the past by the old establishment.

We will provide opportunities, but opportunity alone will not get us where we want to go. We must practice community solidarity so that we can celebrate that benefits of collective solidarity. That is your mission over the next 5 years. We will lead the government, but you – the workers – must lead in changing our approach to ensure that we can enjoy the benefits of Solidarity. Let's spend our money with those who appreciate our values.

I can tell you as sure as I am standing here tonight, we will demolish the elements in Bermuda that maintain *Two Bermudas!* Our Government is going to weed out the bias and the racism that has held this country in its grip for too long; that has cut-off potential and ruined access

to opportunities by providing a mediocre education, unfulfilling jobs, and no ability to earn enough to own a piece of the rock.

We must use this moment in history to push ahead with an agenda that better lives for workers.

We must implement a living wage.
We must implement a living wage.
We must implement a living wage.

We must reduce the cost of living.

We must ensure that all people no matter the colour of their skin, their gender, or their physical abilities, will get the same wage for the same work.

We must ensure that employers give the same benefits to all of their staff so that Bermudians are hired, treated, and rewarded fairly.

We must examine the historical injustices of stolen land and ensure that justice is done.

We must ensure that we get to the bottom of the horrors of December 2nd 2016 where workers and seniors were viciously assaulted, and fix the situation so that it never ever happens again.

As I am about to take my seat I want to leave you with this little story about the people we serve and our perspective about service.

There was a barber in a city with a little shop with loyal customers. One day, a new barbershop opened up on the street and the new

barber immediately put a sign in the window saying: 'Best barbershop in the city!' A month later, another barber opened a shop on the street and he put up a sign saying: 'Best barbershop in the country!'

One of the first barber's dwindling but loyal customers said: "*Hey Mate, you better get on board and put a sign in your window too, it seems to work for those other guys.*" The barber thought about it awhile and then agreed. The next day customers began to fill his shop again. His friend came in to congratulate him on his brilliant new sign. The sign simply read: 'Best barbershop on the street!'

Like the barber, we will never forget who we serve, and on whose support we stand. The OBA wanted foreign praise so badly they forgot about their own people's suffering. They had so much vanity they forgot they are actually public servants. Well **we are the people who we serve**; so, we do not forget who we are. We will not forget. We cannot forget.

My Brothers and Sisters, let tonight be the beginning of the rebirth of Labour in Bermuda.

The union is active; the Government is Labour; our mandate is strong. We can be the best Labour Movement Bermuda has seen, and we will do it; Together...in Solidarity.

United We Stand - Divided We Fall!

God Bless You and Thank You.

Reverend Tweed Wins Landmark Victory Against Minister Patricia Gordon-Pamplin

By Bro. Delroy Duncan

On the 5th June 2017, the Chief Justice of Bermuda, Ian Kawaley, ruled that Minister Gordon Pamplin's, (the Minister), denial of Reverend Tweed's work permit application and her attempt to deport Reverend Tweed from the Islands of Bermuda, was unlawful.

I will examine the clash between church and state played out before the nation by addressing the following questions:

I. Background

II. The tension between Reverend Tweed and Minister Gordon-Pamplin

III. Stopping deportation

IV. The Court orders disclosure of Reverend Tweed's Immigration file

V. Reverend Tweed's legal arguments at the trial

VI. The Chief Justice's decision

VII. Conclusion

I. Background

Historically, preachers of African Methodist Episcopal (AME) Churches in Bermuda are appointed by the Bishop of the AME church located in the United States of America. The current 118th Bishop is Gregory G.M Ingram. The appointment of a local preacher by an overseas Bishop creates an apparent tension with Bermuda immigration



laws, which mandate that the final decision to appoint a non-Bermudian to any position rests with the Minister of Home Affairs. The Bermuda AME churches believed they were exempt from the advertising requirements under the Bermuda Immigration and Protection Act 1956 (Immigration Act) when seeking to appoint a non-Bermudian as a preacher for a local church. The One Bermuda Alliance ("OBA") Government stated the local AME church was not exempt from the advertising requirement, nor was the church entitled to a waiver from advertising.

II. The tension between Reverend Tweed and Minister Gordon-Pamplin

Reverend Tweed is the Pastor of the St Pauls AME Church. He acts to protect many local interests in a wide variety of ways and he helped organise The People's Campaign, which is committed to the provision of equality, of jobs and justice to those who live in Bermuda. He

was a vocal critic of the OBA Government.

On 12 December 2014, Minister Patricia Gordon - Pamplin expressed the following views in the House of Assembly:

"But, Mr Speaker, I can say that notwithstanding the challenges that we have a Government trying to make the right decisions to come up with a success for our country, I have actually had to sit in church and listen to...you know, from the pulpit, that my Government – our Government – has no integrity.

Mr Speaker, I have challenged pastors on that. So we are going to get objections to this. I said to the pastor, "How can you say that?" You know me. I come to this church. I put my money in your collection plate Sunday after Sunday after Sunday. How can you say I have no integrity? To be told Mr Speaker, I am not talking about you. I am talking about the rest of them.

Well, Mr Speaker I am the rest of them."

The explicit reference to Reverend Tweed by the Minister caused Hon Wayne L. Furbert to interject with a Point of Order, that the Minister was impugning a well-known pastor, who was not before the House of Assembly and was unable to defend himself. The Minister then said that she did not wish to be inappropriate. The pastor that she was impugning was, of course, the Reverend Tweed.

(continue on page 15)

On 24 June 2016, The Minister speaking on the referendum in respect of Same Sex Marriage stated:

“When I hear people telling me that I am touching the wall to pray for you because I am praying against somebody else, I say, keep your prayers.... For that very reason, Mr Speaker, I have refused to go to the church that I have been a member of for 60 years because I was getting barbs coming from the pulpit Sunday after Sunday after Sunday when I go for spiritual rejuvenation. Few people can say that they are more spiritual than I....”

The Minister was, again, referring to the Reverend Tweed. It was the barbs from him, as she expressed it, which came Sunday after Sunday after Sunday that drove her from seeking spiritual rejuvenation, which is central to her life, at her church of nearly 60 years.

III. Stopping deportation

Reverend Tweed’s employment at St Paul AME Church started on the 13th January 2013. He successfully was granted two work permits, however, when the local AME church applied for a third, the renewal process turned out to be controversial. On the 21st October 2016, the Minister refused permission for the AME church to employ Reverend Tweed because of failure to comply with the Immigration Board’s instruction to advertise the pastor position. Also, the Minister was not satisfied that accurate information about Reverend Tweed’s marital status had been provided to the Department of Immigration. Reverend Tweed unsuccessfully appealed against the Minister’s deci-

sion. The Minister, by letter dated the 28th December 2016, directed that Reverend Tweed settle his affairs and leave the Islands of Bermuda by 19th January 2017.

Following a hearing in the Supreme Court of Bermuda on the 18th January 2017, the Chief Justice stayed the Minister’s direction that Reverend Tweed leaves Bermuda on the 19th January 2017, and allowed him to reside in Bermuda until the outcome of the trial scheduled for the 22nd and 23rd May 2017.

IV. The Court orders disclosure of Reverend Tweed’s Immigration file

On the 9th February 2017, the Chief Justice ordered the Minister disclose to Reverend Tweed a copy of his immigration file.

Correspondence in the file between the Minister and the Chief Immigration Officer revealed the Minister said the following:

“I appreciate your recommendation for continuance, however, he and the executive in my opinion, have treated the government and the department with such contempt that I am not inclined to leave an open-ended continuance.

His permit can be processed through the Board in the normal flow of work. In the Interim, he should cease work until the application is considered, however, after the service tomorrow.

They knew full that his permit was expiring, they also knew from Annual Conference in March that he was re-appointed to his pulpit, yet they chose not to apply for a permit renewal.

That is their problem. “

“my gut says not but my heart may soften”

“In recent conversations with senior members of the denomination, the pulpit that Is occupied by incumbent Rev. Tweed is the prize to which many local pastors aspire.....

You will recall that I reluctantly allowed continuance of the incumbent to work while the permit was being considered..... I can see no logical reason why the application was not made on a timely basis, and I question the apparent disdain and contempt for the department. “

V. Reverend Tweed’s legal arguments at the trial

On the 22nd and 23rd May 2017, the Chief Justice heard legal arguments on the fairness and lawfulness of the procedure adopted by Minister Gordon-Pamplin to determine Reverend Tweed’s right to live and work in Bermuda.

Reverend Tweed made the following legal arguments:

- The Minister was biased against him and therefore could not properly consider his application for a work permit. The bias was depicted in the Minister’s public comments against Reverend Tweed.
- The Minister did not follow paragraph 4.1 of the 2014 immigration policy. She refused to grant the AME Church a waiver of advertising, despite the fact the department of immigration regularly grants waivers of advertising

(continue on page 16)

to churches.

- The Minister improperly interfered with the decision of the Immigration Board and at the same time told the local AME Church only the Board would decide on the grant of the permit.
- Separate and apart from the decision to renew the work permit, Reverend Tweed was never given an opportunity to be heard before determining his right to remain and reside in Bermuda. Instead, the Minister refused the work permit and issued a deportation notice.
- The reasons given for denying the work permit were unlawful.
- The Minister discriminated against Reverend Tweed in breach of section 6A of the Human Rights Act 1981 and sections 27 and 27A of the Immigration Act by treating husbands of Bermudian wives differently and less favourably than wives of Bermudian husbands.

The Minister, however, did not accept Reverend Tweed's legal arguments and made forceful arguments in response.

VI. The Chief Justice's decision

On the 5th June 2017, the Chief Justice handed down a written judgment in open court packed with supporters of Reverend Tweed.

In the first paragraph of his decision, the Chief Justice reflected the mood of the case:
"The Applicants' Skeleton Argument colourfully framed the central issue in

the present case as follows: Mr Duncan submitted, "No modern administrative court would have let Henry II determine any rights of Thomas a Beckett after he asked who would rid him of that turbulent priest. So, too, should openly expressed bias, bias expressed even in the House of Assembly disqualify the Minister of Home Affairs...having anything to do with determining the rights of Rev Genevieve- Tweed ..."

Despite the comments made by the Minister, the Chief Justice did not find she was biased. He did rule that Reverend Tweed was discriminated against and treated less favourably, because he was the husband of a Bermudian wife. This was an important decision, because it meant the department of immigration must now treat Reverend Tweed as if he is deemed to belong to Bermuda and, therefore, he does not require a work permit.

The Chief Justice also found that the procedure adopted to consider the application for the work permit was unfair. In paragraph 29 of the judgment, he said:

"The 1st Applicant was clearly anxious about Ministerial involvement because of the obvious concerns about the Minister's personal and political differences with the 2nd Applicant. It was incorrectly misled into believing that the Board was making the substantive decision."

"the procedure adopted was improper or unfair because the Minister dismissed the work permit application altogether based on non-compliance with the advertising requirements and administrative defects which the 1st

Applicant was never given an adequate opportunity to address"

"The (Minister's) December 28, 2016 letter clearly demonstrates that the advertising waiver was refused on the basis that "every denomination has complied with this requirement since the new policy was put into effect". The undisputed evidence by the time of the hearing revealed that in fact since the WP Policy came into effect in March 2015, waivers of advertising had been granted to churches in respect of ministers on five occasions, one on October 19, 2016. Most surprisingly, this last waiver was granted only two days before the initial October 21, 2016 letter advising the 1st Applicant that the application was being refused outright because of a failure to comply with the advertising instruction of the Board"

In paragraph 30 of the judgment the Chief Justice said:

"The decision requiring the 2nd Applicant to settle his affairs and leave Bermuda was arrived at in breach of the rules of natural justice because he was not given an opportunity to make representations before the final decision was made."

VII. Conclusion

Following, and as a result of the decision of the Chief Justice, on the 21st July 2017, the Department of Immigration wrote to Reverend Tweed confirming that as a spouse of a Bermudian, he is deemed to belong to Bermuda, and therefore does not require a work permit. On the 23rd July 2017, Reverend Tweed resumed his position in the pulpit as pastor of the St Paul's AME Church. ■

Global Research and Fake News

BY E. MCNEIL STOVELL

I find it amazing that a so-called legitimate public relations company like Global Research would put itself in a position to try and dupe the public before the last general election into believing that the OBA had a leading edge over the PLP. In a poll published in the Royal Gazette on Saturday, July 15, 2017, it was stated that the OBA's lead had widened by 11 points in less than a week before voting day. It also stated that the 50% of those persons questioned would vote for the OBA, while 39% said they would vote for the PLP.

When comparing the leaders of the two parties, the poll stated that Michael Dunkley's performance approval rating was at 44%, while David Burt's was just at 29%. It went on to say that Bob Richards, the OBA's Deputy Leader, had an approval rating of 40%, while the PLP's Deputy Leader, Walter Roban's approval rating was just at 17%. The funniest part in the entire poll was when Global Research stated that Michael Dunkley was the more popular of the two party leaders. In my opinion, this poll was so full of inflated information that favoured the OBA that it would have been almost impossible for the OBA to lose. Remember people, this poll was published just three (3) days before the General Election on the front page of the Royal Gazette.

The question to now ask is how then did the OBA receive such a blood bath of a landslide loss at the polls? I don't how Global Research came to the above

conclusion, I can only say that it had to be a desperate attempt by Global Research in conjunction with the OBA to distort and contaminate the public's opinion with fake news.

The sad thing for Mr. Dunkley in the election is not only did he lose the election for the OBA, but he almost lost his seat with Dr. Ernest Peets hard on his by just 43 votes. I guess Michael Dunkley wasn't so popular after all.

And else for poor Bob Richards, not only did Christopher Famous toss him out of his seat, he knocked politics right out of his head altogether. To make matters even worse, Michael Dunkley, Trevor Moniz, Craig Cannonier and others did not have to nerve to turn up for the Opening of Parliament, giving the excuses that they had other engagements to attend to. Well I don't knock them for if I had to wear their shoes, I probably would not have turned up either. We must understand people that it would have been one hell of a public spectacle and embarrassment on their behalf if they had turned up to the Opening of Parliament after taking that kind of merciless flogging at the polls.

The big question to now ask is, with such supporting numbers as stated above by Global Research, how then did the OBA lose the election? If my memory serves me right, the UBP tried that same shot just before the 1998 election as well and it did not work for them either. Are there no lessons learnt? ■

Dr. Lynette Thomas Realises Her Life-long Dream (continued from page 6)

"When dialysis units are overburdened, patients can feel lost in the shuffle", added Dr. Thomas. "They long for more personalized care and scheduling freedom. I became so committed to providing the best care available to the Bermuda kidney patients, that in 2008, I closed my practice and took my daughter, who was only two years old at the time, and returned to the US to complete a nephrology fellowship at Harvard School of Medicine. I spent two years at

Brigham and Women's Hospital and Mass General Hospital – expanding my knowledge. In 2010, I returned to Bermuda, determined to not only provide optimal care for my patients, but also to provide a choice for the patients in dialysis centers. I had no doubt that it was time for a private dialysis unit."

It is obvious that no expense has been spared in providing optimal comfort for the patients of Bermuda Life Centre. According to Dr. Thomas, the state-of-the-art unit

is equipped with the luxuries that patients deserve. The clinic will provide hemodialysis and peritoneal dialysis, with plans to expand services even further in the future.

Dr. Thomas concluded that her dream would not have been realized without her team which include nurses, Hugh Murray and Lorna Fox, the Biomed and water plant team, Richard Smith and Dayton Wharton and Jill Caines is the Clinical Manager. ■

Tammy Richardson-Augustus

Appointed New Polaris Board Director

Polaris Holding Company Ltd. announced the appointment of Tammy Richardson-Augustus, a partner at Appleby, to its Board of Directors, effective immediately.

“We are excited to welcome Tammy to the Polaris Board,” stated Cheryl Hayward-Chew, Board Chairman. “And look forward to her sharing her legal expertise in diverse areas including domestic and international mergers and acquisitions, joint ventures, asset financing and general corporate governance, as well as her experience in a broad range of industries including maritime shipping.

“I am especially looking forward to seeing how the Board benefits from Tammy’s unique perspective, as a young Bermudian and a leader in her field. Together, we will continue to strive for greater stability and growth of Polaris Holding Company Ltd.”

Richardson-Augustus was named a partner at Appleby in 2007; and is also a member of the law firm’s corporate department. She joined Appleby as an associate in the corporate and commercial department in 1998, after qualifying to practice law a year prior. In her first role, she practiced securities and funds work in the firm’s Bermuda and Hong Kong offices.

She later went on to work as a stagiaire in the eCommerce and general corporate department of Linklaters, a multinational law firm headquartered in London. She holds a Bachelor’s Degree in Accounting and Economics from Saint Mary’s University in Halifax, Nova Sco-



tia in Canada and completed her legal studies at University of Bristol in the U.K. She also has a CPA designation.

“I am pleased to join Polaris’ Board of Directors given their corporate values and essential service to the community” said Richardson-Augustus.

“Polaris has embraced a company culture where respect, accountability, and integrity are at its foundation – and this defines not only how they service their clients, but also the manner in which they motivate their staff, invest in equipment and technology and discharge their financial decisions.

“Given our dependence on international trade, Polaris’ role of safely and efficiently unloading of both temperature-sensitive and ambient cargoes on ocean vessels is vital to the well-being of the wider community. The Board is a particularly good fit given my container leasing/maritime shipping experience and serving on and advising local and international boards.”

Throughout her career, spanning almost two decades, Richardson-Augustus has gained extensive experience working with clients in industries including energy, oil and gas exploration and maritime shipping. Richardson-Augustus has been awarded many professional accolades throughout her career including being recognised by the Chamber & Partners Client Guide, IFLR1000 and Legal 500 as a leading lawyer.

Richardson-Augustus is also active in the non-profit sector, which includes sitting as a board member of XL Catlin End to End. She is also a founding member of Women’s International Shipping & Trading Association (WISTA) Bermuda, the local chapter of an international organisation for women in management/ decision-making positions involved in the maritime transportation business and related trades; and a founding member of Bermuda Marine Environmental Protection Association Ltd. (BERMEPA), a division of the North American Marine Environment Protection Association. Additionally, she is a member of the Bermuda Bar Association and a justice of the peace.

With the appointment of Richardson-Augustus, Polaris’ board now consists of 8 members, including: Cheryl Hayward-Chew (Chairman), Wayne Caines (Deputy Chairman), Jeffrey Conyers, Howard Pitcher, Paul Hubbard, George E. Thomas Jr. and Warren Jones (Chief Executive Officer). ■

End of Summer Back to School Tips

Going back to school can be a tough transition, particularly after the relative ease of summer. Whether you're a family with a college bound student or grade school trekker, taking a few hours to prepare can make a big difference in how you begin your school year.

1. (Grade School) Start with structure early: An earlier wakeup may leave your kids tired and sluggish. Help them be at their best by reestablishing structure a few weeks before the school year begins. Eat meals at the same approximate time each day and enforce bed and wakeup times. The more closely you can mimic your school's schedule, the better.

2. (College) Avoid dangerous party rituals: Research links excessive alcohol consumption among college students to lower grades and higher incidences of assault and rape. Avoid events and people that are likely to expose you to negative peer pressure.

3. (Both) Get organized: Put together a checklist of needed supplies and have them ready before school starts. Prepare and label all notebooks and folders ahead of time. Copy class schedules and tape them inside of folders along with maps and directions to classrooms and buildings.

4. (Grade school)

Address fears and anxiety: Returning to school is stressful for some children. Encourage your kids to express any negative emotions they may have. Treat their concerns with respect while pointing out some of the more positive aspects of the new school year like being reunited with old friends.

5. (College) Use college counseling resources: Moving to campus often means leaving a good part of your social safety net behind. A change in environment can magnify problems. Almost all colleges offer free or low cost mental health resources. Take advantage of them if you feel overwhelmed, out of control, depressed or isolated.

6. (Both) Do a walk through: Visiting the school ahead of time and doing a practice run is a good way to ensure a smooth first day. Take a notebook and jot down important locations and rehearse your routine.

7. (Grade School) Bone up on bullying: Bullying occurs across all age ranges and can happen to both boys and girls. Bullying isn't always physical. It can also include gossip, taunts, and malicious exclusion. Children sometimes don't report bullying out of fear and embarrassment.



Arm your child with information and resources by visiting <http://www.bullying.org>.

8. (College) Practice time management: Cramming for tests is less effective than studying in smaller chunks over time. Begin developing good time management skills by planning and sticking to a study schedule. Treating your schoolwork like an 8 hour a day job will make you more effective and help you prepare for life after college.

9. (Both) Don't over schedule: If extracurricular activities begin to be more of a chore than a fun break, then you're probably overdoing things. Back off and reprioritize.

10. (Both) Keep the focus on learning: Don't make getting good grades your end goal. Instead, treat them as a way of measuring progress. Understand that everyone has strengths and weaknesses. Struggling with schoolwork does not make you stupid. Try to find real world applications for everything you're taught.

BACK TO SCHOOL

Find and circle all of the School related words that are hidden in the grid.

The remaining letters spell a Mark Twain quotation.

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

ASSIGNMENTS
 BACKPACK
 BATHROOM
 BELL
 BINDER
 CAFETERIA
 CHALKBOARD
 CLASSROOM
 CLOCK
 COURSES
 DESK

ERASER
 EXAMS
 FIRST DAY
 GYMNASIUM
 HALLWAY
 HOMEWORK
 INTERCOM
 JANITOR
 LANGUAGE ARTS
 LEARNING
 LIBRARY

LUNCHROOM
 MATH
 NEW FRIENDS
 NOTEBOOK
 NURSE
 OLD FRIENDS
 PADLOCK
 PAPER
 PENCILS
 PENS
 PRINCIPAL

ROLL CALL
 RULES
 SCHOOL BUS
 SCHOOL OFFICE
 SCHOOLYARD
 SCIENCE
 SECRETARY
 SEPTEMBER
 SOCIAL STUDIES
 STUDENT
 STUDY

SOLUTIONS ON PAGE 2