



## Tribute to Brother Kenyetta Young

by Angela Young (daughter)



It is an honor to stand before you today to celebrate the life of the man you know as “Burning Spear”, “Killer”, or “Bro. Kenyetta”, but to me, he was simply “Daddy”.

As a trade unionist, Bro. Kenyetta was in a class all on his own. The uncompromising principles held by this great individual were also very present in his personal life and as his daughter, they played a critical role in the shaping and developing of the woman who stands before you today. However, I would like to enlighten you to the fact that my father had a very caring, gentle side—sometimes complex and profound. And, this is why I titled my tribute as: “A Trade Unionist: Through the Eyes of his Daughter”.

To say Bro Kenyetta was “radical” is an understatement. At times, he was very complex and as a young girl, my Daddy ensured that I devel-

oped a strong respect for my race, culture, history and of course, the struggle! After all, if there were going to be any dolls in our house, they better be black! And, in the 70’s, that was definitely a challenge! My tears did not faze Kenyetta. We simply went from store to store until we both found a happy “medium”.

The same applied for books—only black authors allowed! My dad insisted I read one of his favorite

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## Helena A.L. “Molly” Burgess

The following tribute was paid to Sis. Molly Burgess at the PLP’s Founder’s Day event at which time she was presented with a Drum Major award.

The name Molly Burgess has become synonymous with the progress of labour relations in this country.

Born Helena Albertha Lavinia Burgess, Molly is the daughter of the late Helena Burgess and Reginald Caines. The eldest of five children she is sister to Walter and Maynard Dill, Georgia Burgess and the late Joseph Burgess.

Molly learned the meaning of the word responsibility early; when her mother died and the care and upbringing of her brothers and sister fell on her shoulders. Molly began working in the unorganized Hotel industry winding up at the Elbow Beach Hotel. Molly’s interest in

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# HOWARD UNIVERSITY

## President of Howard University, Dr. Wayne A. I. Frederick



Former Premier Dr. Ewart Brown and the President of Howard University, Dr. Wayne A. I. Frederick at a reunion of Howard University alumni at Dr. Brown's home on Wednesday, April 22, 2015. ■

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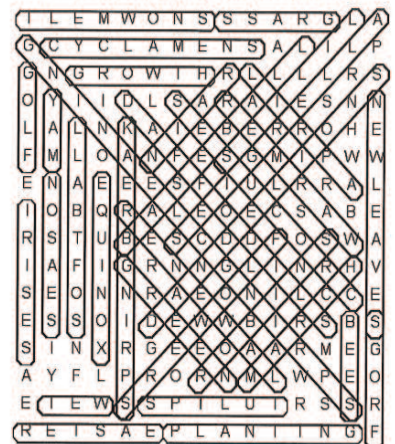
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### PUZZLE • SOLUTION

#### SPRING

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



The hidden sentence is: APRIL SHOWERS BRING MAY FLOWERS

# It's Nonsense To Compare the Cayman Islands with Bermuda

In my opinion it really makes no sense for Bermudians or guest workers in Bermuda, to compare the Cayman Islands with Bermuda. I notice of late that there are many “expert economists”, including Larry Burchall, Bob Stewart and Peter Everson, just to name a few who are making that comparison and are going as far as to suggest that Bermuda take a page out of the Cayman Islands’ book, in particular when it comes to importing foreign workers to Bermuda as they believe that the importation of more migrant workers to Bermuda will solve our debt problem.

In a recent speech to the Sandy’s Rotary Club, Mr. Everson, who was the former Chamber of Commerce spokesman on the economy, said that the Caymans had moved from a deficit of \$8.1 million on their annual budget in 2008-2009 to a budget surplus for 2014 – 2015. According to the daily, Mr. Everson said that the Caymans had increased its population by importing people, while Bermuda’s population had fallen in recent times, largely due to the departure of overseas workers”.

What Mr. Everson did not tell the Rotarians was that the Cayman Islands have a land mass of 102.5 square miles and a population of only 56,732 people. He also did not tell them that the GDP in that island is \$43,800 while Bermuda’s GDP is \$84,381 and our land mass is only 20.659 square miles which houses 64,237 people. Therefore, as I see it, the Government of the Cayman Islands can well afford to invite more migrant workers to set up camp on their shores, as they have the space. If Bermuda had a land mass of 102.5 square miles, we certainly could look

to inviting more migrant workers to our shores, but as our island is already one of the most densely populated islands/countries on the planet, why would we want to invite more bodies to our shores? The population density in the Cayman Islands is 549 people per square mile, in Bermuda it’s 3,293 people per square mile. So why do some experts compare us to the Cayman Islands?

My guess is that we’re compared to the Cayman Islands because both Bermuda and the Cayman Islands are in fact islands. Added to that, both islands are Overseas Territories of the United Kingdom, and we are both served by a Governor, albeit the Governor in the Cayman Islands is a woman, appointed by Her Majesty, Queen Elizabeth, and we all stand and sing “God Save Our Gracious Queen” at “State” functions. And, like other islands in the Caribbean (and, not Bermuda is not in the Caribbean) we are all vying for that American dollar. But, at what cost?

In doing my research for this column I note that Mr. Everson has led the charge when it comes to encouraging “the-powers-that-be” in Bermuda to take a page out of the Cayman Islands’ book. In fact, on March 31, 2015 the daily reported the following “And yesterday economist and consultant Peter Everson said Bermuda could take a leaf out of the Cayman book and do more to cut the country’s debt and boost inward investment”. I say “page”, Mr. Everson says “leaf”. But, it means the same thing, Mr. Everson believes that Bermuda should follow the lead that the Cayman Island has set, which is import more migrant workers to Bermuda.

Hence we have Mr. Everson’s statement



to the members of Sandy’s Rotary Club recently, “if you have more people working, then, mathematically, production goes up. That’s the key thing about Cayman in recent times – the number of people in the workforce.” As I see it, it would have been helpful if Mr. Everson, the expert, would have explained to the members of Sandy’s Rotary Club, why there were not more people working in the Bermuda workforce. But, according to Mr. Everson, “That means Bermudians are either lacking the appropriate skills or they choose not to take a job because it doesn’t pay the wages they would like”.

I’m not sure if Mr. Peter Everson is a Bermudian, but what I would like to know from him is if the job he is doing is paying him what he likes? The other question I have for Mr. Everson is this: “If you think they’re doing it better in the Cayman Islands than we’re doing it in Bermuda, what’s stopping you from relocating to the Cayman Islands?”

In my opinion, maybe Peter Everson, Bob Stewart and a few other guest residents, and some Bermudians living in Bermuda should relocate the Cayman Islands. ■

# Morale in the Workplace

By Larry Holder

May 1st or May Day in much of the free world is known as Labour Day when labour celebrates its contribution to the workplace and the world. May in Bermuda is the month when we celebrate our diverse cultures called Heritage Month.

Our conversation is to examine the topic of morale in the workplace. You have probably talked about it, however have we really examined it? Bermudians I believe have a moderate to high workplace morale on average. How else could we have achieved a public and private infrastructure that has attracted both business and labour from around the world? The byproduct of that is a lifestyle which is the envy of the world.

In 2008 the Great Recession enveloped our planet. The cause was greed by big business and the wealthy elite. Some say that "Wall Street took out Main Street". "More and more economic risk has been offloaded by governments and corporations onto the increasingly fragile balance sheets of workers and their families. This is the root of Americans' rising anxiety about their economic standing and future"

-Jacob Hacker, "The Great Risk Shift". Could this statement have been made in our Bermuda? How better can you describe trickledown economics?

Our work environments beg the question - "Are you sick and tired of your boss or bosses?" And, yes, even managers say the same thing of their bosses as they are expected to treat their employees with less dignity.



When interviewed for your job you are asked are you a team player? At the start of your employment you're given a contract (statement of terms and conditions), benefits and a Job Description. Has this been altered, dismissed or totally disregarded in the name of the recession or the new business model? Did this come with little or no discussion? To negotiate, you have to be unionized.

You now have to listen to the chain of command tell you how lucky you are to have a job. It may not be in your job description, but if you don't want to do it there are 3000 unemployed people that are willing to do it, you have to do more with less, (Exodus 5:1-21 just to let you know it isn't new). "Half a loaf is better than none", and, yes some have suffered physical abuse in the workplace in our little island in the sun.

Redundancies or the corporate friendly term, "right sizing" occurs - meaning your colleagues clearing their belongings with security over-looking to escort them off the prem-

ises. That announcement may have come as early as that day. This obviously affects that worker. However the workers left behind in the workplace are also impacted as they feel empathy for their colleague and their family. Why them, and not me? Will I be next?

Symptoms of salaries (SOS), wage freezes, cuts, reductions in hours, furlough days, etc. Performance appraisals assist bonuses which replace overtime that have employees working after hours and on weekends. All these have a profound effect on quality of life, health, family and lifestyle.

In Bermuda we have been told to concentrate on shared sacrifice. It has even been defined for us. Look at the government worker versus the private sector worker, or in short unionized workers versus non-unionized workers. How is being organized an unfair advantage? How can I say that if you shop at a store and take advantage of their sale is unfair if you continue to shop where there are no bargains.

The role of governments have been one of surrogacy to the corporate world in my opinion, especially conservative governments as they are made up of merchants who serve their markets as opposed to serving the economy that is the 1%-10% serving themselves and the 90%-99% being left out. True democracy is being eroded. Is there still governments "of the people, by the people, and most importantly for the people"? Very often there are business'

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# The Caymanization of Bermuda

This may be the dream of some people, but make no mistake this is what has been advocated by a number of people for some time now from the “Larry Burchalls” and “John Swans” to the policies being carried out by this OBA government.

What do I mean by the “Caymanization” of Bermuda? The answer to that is made quite clear by the sudden push in news stories supposedly showing the success of the economic recovery of the Cayman Islands resting on its lax immigration policies which have led to an influx of foreign workers so much so that now they outnumber the native-born Cayman Islanders.

That is one side of the story. The other side from the point of view of the Cayman Islanders is not being told. That ranges from competition to find school places for Cayman Islanders in competition with the newcomers to higher unemployment levels for native Cayman Islanders in comparison to the non-born Cayman Islander to the political consequences as was recently demonstrated when the government attempted to put in a tax on foreign workers only to have that vetoed by the protests of those workers backed up by the British governor who refused to support the law passed in the Caymanian parliament for the Cayman Islands just like Bermuda is an Overseas British Territory which has a governor than can veto any law passed in Parliament.

Who cannot say that there is a move to put Bermudians in the same position as their Caymanian counterparts? With this OBA government

we have a “Minister of Foreign Employment Procurement” who sits in an unelected space in the Senate who has great power over the destiny Bermudians.

Look at the examples of anti-Bermudian legislation put in place by this OBA government and carried through by its “Minister of Foreign Employment Procurement” in the Senate. This government has set Bermuda on the course of unrestricted immigration by not closing a loophole which has opened the way for PRCs to gain Bermuda status far easier than heretofore. The end of term limits has the effect of blocking Bermudian job aspirations. In addition the OBA government has made attempts to open the door for job offerings for the children of foreign workers. They made another attempt in their most recent immigration policy by the use of unambiguous language in the bill which could amount to the same thing if it had not been spotted by Bermudians and turned back.

Bermuda’s musicians have been cut off at the knees as this government has given them no protection and has opened the door for unrestricted competition from foreign musicians.

Another aspect of this government’s immigration policy is to allow the partners of work permit holders to gain work permits in this country and this in the wake of upwards of four thousand Bermudians unemployed and unable to find work in their own country.

Despite the high levels of unemployment for Bermudians there

## THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

are advocates who call for thousands of foreign workers to be brought in supposedly to provide employment for Bermudians. Now how is that going to work when it is Bermudians that are unemployed and the non-Bermudian does not suffer the same consequence?

Is it any wonder the OBA government does not want to engage in a bi-partisan effort as called for by the PLP political opposition? Its agenda is clear and that agenda is to continue down the path to create a Bermuda without the Bermudian. They seem disappointed that the 850 potential government workers did not take up the offer for early retirement and resign en masse. It is beyond their mindset that they would not be just talking about 850 individuals but 850 Bermudian families to add to the nearly 4,000 Bermudian families that are already affected by the unemployment crisis facing Bermudians.

While they shed many tears over the number of foreign workers who have left Bermuda in the wake of the economic crisis, who after all have a

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# Brother Roger Parris Honoured By CedarBridge Academy

On Thursday, April 16, 2015, Brother Roger Parris, Supervisory Foreman at the Parks Department and BIU Shop Steward, was recently honoured by CedarBridge Academy during the school's "100 Men on Campus Day". The following was the tribute paid to Brother Roger during the ceremony.

"Mr. Roger Parris is currently employed at the Parks Department at the Arboretum; and is a Supervisory Foreman. In this role he is responsible for the upkeep of not only the Arboretum but also the Deputy Governor's house, and 'Clifton' the official Premier's residence. He is a Union Shop Steward for his Division. In addition to his job at the Arboretum, he is also an entrepreneur and is the owner of a Landscaping Firm.

Mr. Parris is the Founder of a new program that is currently being implemented – The Skills Development Program. This program entails young men between the ages of 16 – 35 participating in several training modules which will give them a boost to gain skills and experience with the view of securing a full-time job in the long term. The young men come from a variety of backgrounds ranging from Senior School students at CedarBridge, and others referred by Family Services, Court Services, Drug Services, and the Opportunity Workshop. He has been working with CedarBridge students for over 12 years and he is proud to note that a CedarBridge Student was one of the first to receive full-time employment as a result of the program.

He also conducts numerous educational events in Horticulture for Primary and Middle Schools. The children and teachers often favourably comment on how Mr. Parris was able



to hold the interest of the children and make the training fun. Mr. Parris has a place in his heart for young people and enjoys mentoring and helping young people to develop both professionally and personally. He works with youth as a Sunday School Assistant at the Bermuda Cathedral; and his leisure pursuits lie with Community Programs. He takes an active role in a number of charities. Mr. Parris was also part of an Executive Committee whose vision regenerated a Youth Program for a Community Club. He has held positions as a Soccer Coach for North Village Community Club as well as the Young Men's Social Club; a Cricket Team Coach; and a Youth Director for Friday Games Nights. In his younger years Mr. Parris also played for the soccer teams of PHC, Young Men's Social Club and the Bermuda National Squad.

Mr. Parris has held numerous Committee positions which include Past Chairperson for the Safety and Health Committee, and Past Assistant President for the B.I.U. His previous employment included working at the Fairmont Southampton Princess as a bar porter, bartender and then Captain of one of the Lounges. He also was a fisherman by trade.

His association with the Community based programs afforded him

the opportunity to interact with local organizations, conducting training and instructional sessions to enhance the development of many.

He has had the opportunity to take groups of children overseas for Soccer Tours and College School Tours.

Mr. Parris has earned a reputation of being a workaholic, and in his spare time enjoys spending quality time with his wife of 26 years, Melody, and walking their 2 German Shepherds. He has one son who is currently studying overseas.

Mr. Parris strongly believes that when working with young people it is important to actively listen and gain their trust by not what you say but what you do.

Mr. Parris will be receiving the 100 Men on Campus Day Award today for Outstanding Leadership and Service to CedarBridge Academy and the Community. He stands before us an exceptional example of what can be achieved when individuals choose combine their talents, love for young people and service. His demonstrated commitment to offering work placements to CedarBridge Academy students over the past twelve years, along with the personal investment of his time in our students has set numerous students up for success in their adult lives." ■

# Are Bermudians ‘Xenophobic?’

by E. McNeil Stovell

The questions are, “Are Bermudians xenophobic and what is xenophobia anyway?” The dictionary defines xenophobia as an extreme fear and hatred of strangers or foreigners or of anything that is strange or foreign.

Remember people it was the O.B.A. alone that made the word xenophobia a household name, by constantly suggesting that Bermudians were suffering from an extreme case of xenophobia.

How and why did the O.B.A. decide to label Bermudians in general as xenophobic; because they wanted to make Bermudians feel so guilty for not accepting their plans to grant status to a large group of fourteen hundred foreign P.R.C’s all in one go.

The fact of the matter is that the granting of status in the way that the O.B.A. wants to do it, is seen as being suspicious by most and is believed being done to boost their voting base at the polls since about 80% of the P.R.C’s are Europeans, thus the O.B.A. believe that they would support them as their political choice.

It could only be seen as stupid at best to believe that a people who have been commended for being courteous and polite by visitors from all around the world, should now be seen as suffering from some extreme case of xenophobia.

Can you imagine, we Bermudians have been marrying people from all over the world, we have served thousands of tourist that have visited our shores and foreigners who have worked in the exempted company businesses for decades; and the O.B.A. has the nerve to suggest that Bermudians are xenophobic; No, Bermudians are not xenophobic, it is just another one of the O.B.A’s endless lies.

Well, lets go with what we now know. The O.B.A. has lied, and has deceived us by going back on their promises and are now trying to steal away the peoples assets to give to their friends and family, and like the deadly disease Ebola, The O.B.A. is not a healthy mix for Bermuda or the Bermudian people period. ■

## The Caymanization of Bermuda continued from page 5

country to go to, they express no concern for the hundreds of Bermudians who have left Bermuda to become essentially economic refugees in England. They are happy to find ways to cut down on social assistance payments, so the more Bermudians that leave the country the less they have to worry about.

They and their policies are impoverishing Bermudians. They are selling off Bermuda’s assets. The proposed rebuilding of the airport is one such example. They have made it easier for non-Bermudians to buy up Bermuda’s scarce land. Bermudians spend thousands of dollars to

educate their children, but with cutbacks in that area, their future is certainly under threat.

Soon Bermudians will have even less claim to our country in the most significant way in the lack of ownership. We have seen what is going on in the Cayman Islands. We hear the advocates in their call to bring in more people but not a word about the consequences for Bermudians their future in this country.

During the recent protest march on the Senate and the run-up to that march, PLP MP Walton Brown appeared on the Sherri Simmons’ talk show and in speaking about the

protest over the OBA Government’s immigration and land policy could not agree with the opinion of one caller who likened this government’s policies against the Bermudian people as genocide. He pointed out correctly that genocide means the physical death of a people, but could these OBA government policies could amount to the same thing in an economic way. It certainly seems that this can only have one end and that is the impossibility of Bermudians living in their country. If it does not mean this, it certainly is pointing in the direction of the Caymanization of Bermuda. ■

# The Bulk Sales Act

by Delroy Duncan

How is The Bulk Sales Act 1934 relevant to employees in Bermuda's current economic climate?

An explanation of The Bulk Sales Act 1934 " , the Act", is important at this time due to the number of businesses considering the sale of a part or all of their business to other businesses. This short article will address the legal rights employees have under the Act when their jobs are either lost or transferred to a new owner of a business.

## ***What is the Bulk Sales Act?***

The Bulk Sales Act is designed to protect the creditors of a business which has entered into an agreement to transfer the stock-in-trade and fixtures of the business to another business. At the time of transfer, the purchaser of the stock and fixtures shall demand and receive from the seller a written statement, verified by affidavit, setting out the names and addresses of all the creditors of the seller and the amounts due and owing to each creditor ( Sections 1 and 3 of the Act.)

Interestingly, the Act does not appear to apply to the transfer of shares in a company to another company in circumstances where those shares hold assets or stock.

Section 5 of the Act imposes an obligation on the purchaser of the stock and fixtures to obtain the affidavit of creditors and to ensure the agreement for sale is filed in the Registry. If the affidavit is not produced and the agreement is not filed in the Registry, an application can be made to the Supreme Court by the creditor which shall deem the sale fraudulent and void. A creditor of the business includes an employee who is owed

salary or redundancy pay. A creditor can also include an employee with a claim against the business for unfair dismissal under section 28 of The Employment Act.

## ***Circumstances which can trigger application and use of The Bulk Sales Act***

At the time an employee is informed that the "business or part of the business is being sold", the em-



ployee must be told what is going to happen to their job. There are a range of options that may be presented to an employee.

### ***Option 1 - The Employee is told their job is being made redundant.***

In these circumstances the employee is entitled to be paid their full redundancy entitlement set out in their contract of employment. The redundancy entitlement cannot be less than their entitlement explained in section 23 of The Employment Act 2000.

### ***Option 2 - The Employee is told he/she will be employed by the business buying the stock and fixtures of their current employer.***

In these circumstances the employee is not entitled to redundancy pay if he/she is hired on the same terms and conditions enjoyed in their current

employment.

### ***Option 3 - What if the Employee is told they will be hired by the business buying the stock and fixtures on less favourable terms of employment compared to what they currently enjoy?***

The employee then has a choice. He/she can say they do not accept the terms of the new contract they have been offered and demand full redundancy pay from their existing employer. Alternatively, the other choice the employee has is to demand that the new employer hire them on exactly the same terms and conditions of employment they enjoy with their existing employer.

### ***How can employees utilise The Bulk Sales Act?***

If, at the time of sale of the stock and fixtures of a business to another business, an employee of the business being sold is told they will:

#### ***1- Receive no redundancy pay or less redundancy pay than they are legally entitled to.***

The employee can rely upon the provisions of The Bulk Sales Act by demanding from their current employer firstly, the affidavit setting out the creditors of the business and, secondly, the agreement of the sale of stock and fixtures which must be lodged in the Registry.

The employee can then make an application to the Supreme Court within SIXTY DAYS of knowing of the sale of stock and fixtures, seeking a declaration that the sale of stock and fixtures is fraudulent. The grounds for the application would be that the employee is owed unpaid redundancy money and, is therefore, an unsatisfied creditor of the business selling the

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## The Bulk Sales Act continued from page 8

stock and fixtures.

**2- Not be employed in the business acquiring the stock and fixtures because of their membership or activities in a trade union.**

As in the previous example the employee can rely upon the provisions of The Bulk Sales Act, demanding the affidavit and agreement of the sale of stock and fixtures for the purposes of commencing legal action against their employer. The grounds of this application would be that the employee is entitled to a maximum of six months' salary by way of compensation under section 28 (d) of The Employment Act 2000. This section of The Employment Act states that the trade union activity of employees does not constitute a fair reason for termination. This claim would make the employees creditors of the

business giving them the right to sue under The Bulk Sales Act.

**3 – Be hired by the business acquiring the stock on less favourable terms than they enjoy in their current employment.**

In these circumstances the employee can refuse the offer of employment on less favourable terms and utilise The Bulk Sales Act to demand the redundancy pay they are entitled to from their former employer. Alternatively, the employee could commence an action against the new employer under section 31 of The Employment Act 2000. The employee could seek a declaration stating that all of the former employer's obligations under The Employment Act including, terms and conditions of service, are binding on the person acquiring the business. The grounds of this application

would be that unless the person acquiring the business hired the employee on the same terms and conditions he enjoyed in his former employment, the Courts of Bermuda should declare the transfer of the business a sham.

### **Conclusion**

In these challenging economic times, employees have difficult choices to make when told by their employer that they are transferring stock and fixtures to a new business. The information in this article is not designed to provide legal advice nor does it suggest which decisions should be made by an employee. Rather, the information is provided to inform an employee when they can utilise The Bulk Sales Act and in some situations sections under The Employment Act. ■

## PATI Office Open For Business

The Information Commissioner, Gitanjali S. Gutierrez, announced today that public authorities have upheld their responsibility to provide PATI "Information Statements" for the public. One of the first requirements that the Act placed on public authorities was to provide a detailed Information Statement describing the authority's functions, powers, duties, organizational structure, services, programmes, types of records held, manuals and decision-making documents. Importantly, the statements also provide the name and contact details for the "Information Officer" for each public authority, who is the person responsible for receiving requests and assisting requesters. The Information Statements are available on various public authorities' websites, the Information Commissioner's Office (ICO) website ([www.ico.bm](http://www.ico.bm)), and



[www.bermuda.io](http://www.bermuda.io).

"The Information Statements reflect a tremendous amount of work by public authorities," stated Commissioner Gutierrez. "Overall, the obligations under the PATI Act are being taken very seriously. This first step is a good indicator of the public authorities' commitment to the effective implementation of the PATI Act."

"The Information Statements themselves give the public a lot details about how Ministries, departments, boards, councils and other public authorities operate and make decisions. Much of this information has not been available to the public before," Commissioner Gutierrez adds. Today, the ready access to this information is a concrete example of how the PATI Act promotes transparency and good governance. When people look at these statements, the PATI Act will go from being an idea to being something real."

In addition to providing advice on how to file a PATI Act request, the Information Commissioner's Office website ([www.ico.bm](http://www.ico.bm)) includes a comprehensive list of the public authorities currently subject to the PATI Act, along with links to their Information Statements. ■

## Tribute to Brother Kenyetta Young continued from page 1

books: Malcolm X by Alex Haley. In the foreword, Alex Haley describes his wife's first encounter with Malcolm X. She describes him as having a strong presence. There are not many people in this world who have a true presence when they enter a room—and, my Dad was definitely one of them.

Then, there were other times, when Kenyetta was simply a man of few words, but his actions spoke volumes. Here, I accompanied him to numerous labour industrial meetings and strikes. I vividly remember the big strike of 1981. While my friends stayed home and played, this young 10 year old was right in the mix—“standing in solidarity with our brothers and sisters”. Kenyetta never sat down and explained to me fully what was going on at any of these events. Instead, I was encouraged to observe and formulate my own opinions.

Looking back, I feel blessed he insisted I attend such occasions. I must admit it was better than any political science class. I had a front row seat as history evolved. A clear example of this transpired while I was a summer student at TELCO. There I was with my fellow workers going on strike because that was the right thing to do.

On other occasions, I found myself in the presence of royalty. In the corporate world, “think tanks” is the commonly used term, but back then, it was simply grass-roots meetings where some of our best minds of that era convened to strategize on how to tackle the challenges facing Bermuda. Some of these meetings were held at Uncle Freddie's home and the guests were Dame Lois

Brown-Evans and Ottiwell Simmons, just to name a few. Yusef and I would be simply playing outside—but, we were listening though! Or, the setting would change and it would be at Uncle Ottie's home. We kids loved that because we could raid his peach trees.

As I grew older into my teen years, the conversations also developed and Kenyetta would share some interesting wisdom. Two of my favorite “Kenyetta” quotes are:

“Number, as he called me, when they come for you, they're coming in the middle of the night so you better be ready.”

“Remember, we stand on the shoulders of slaves so call on your ancestors. They'll get us through.”

At that time, I did not always understand, but I will admit I have drawn strength from these words throughout my corporate career.

While the generation under me will have to read books to understand the struggle and challenges blacks in this country have endured. Or, watch the movie to learn about these great men and women of the Bermuda Industrial Union. I, on the other hand, have been very blessed because I knew and know many of these stalwarts intimately as my uncles and aunts like: Uncle Ottie, Aunt Molly, Uncle Alfred, Uncle George, Doctor Ball, Uncle Dennis, Uncle Charles, Uncle Victor and I could go on and on.

My Dad's legacy now moves on to a new generation of great trade unionists. May we always remember, with our right fists raised: “United we stand; divided we fall!”

Thank you. ■

## Helena A.L. “Molly” Burgess

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workers rights and the trade union movement stemmed from what she herself saw had endured. She was working as a maid, with no paid holidays, no paid sick leave, no paid maternity leave, no overtime, and no rotational layoffs, etc., all for the princely sum of three pounds, ten shillings a week! She says: “There was so much exploitation of the workers – the way people were treated, it just seemed like someone had to stand up for their rights. Someone had to do it!” And that someone was Molly.

Thus began Molly Burgess' involvement with the trade union movement. At the age of 27, she became secretary of the Elbow Beach group. The following year, she was elected chief shop steward. By now the Union knew that it had found an enthusiastic and energetic new worker; and Molly was also elected to the position Secretary of the BIU's Hotel, Nightclub, and Restaurant Division. In 1968, she became recording secretary of the Union.

The turning point in Molly's life came in 1971, when she was seconded to Union Headquarters for six months to serve as assistant hotel organizer, working with Reid Simmons (Organizer for the Hotel, Nightclub and Restaurant, Hospitals, Bakery, Theatres and other divisions). Molly recalls: “once I was at Union Headquarters and saw the injustices going on throughout the Island, there was no turning back! I knew that this was my calling ... this was my career ... to be a full-time trade unionist.”

continued on page 11

# Helena A.L. “Molly” Burgess

*continued from page 1*

It was onward and upward from there, with Sister Molly building an impressive career in the male-dominated world of trade unionism. In 1972, she became Organizer of the BIU's Hotel, Nightclub and Restaurant Division and the Hospitals Division (a position she still holds). In 1979, she took on the additional job of Assistant General Secretary of the BIU. Molly held this position until 1983, when she rose to her present position as General Secretary of the Bermuda Industrial Union.

Molly attended Dela Bean's School, Ord Road School and Sandy's Secondary School. She earned a diploma in Front Office Procedure from the Bermuda Hotel College. In addition, and after becoming involved with the Union, she took a 16 week course In Industrial Relations in Great Britain as well as several educational courses and seminars on Trade Relations, labour and union relations.

Trade unionism has given Molly the opportunity to travel all over the world. She has attended the International Labour Organization Conference in Geneva, as well as courses and seminars in Denmark, Barbados, Brussels, Antigua, Bahamas, Trinidad and Tobago and the United States.

A modest woman, when asked about her experiences, Molly says she would do it all over again “because God chose this life for me and I know he doesn't give you more than you can bear”. Sis. Molly is the mother of five children: Marlene (Troy), Terry (Kevin), Tracy (Kennedy), Ronnie and Gary. Grandmother of four: Clayton, Nikia (Dano), Larissa, Rickeisha and Kennesha. She also has

four Great Grand Children: Marley, Zaihley, Cedar, and Rae.

Sis. Molly is a Super Cook. Jjust ask anyone who has stopped by her house on a Sunday Evening you would think you were attending the movie ‘Soul Food’ it is all you can eat. Her children and grandchildren and their friends all know they can always find something to eat at Momma's/Granny's/Ms. Burgess's house on a Sunday, especially her great-granddaughter Zaihley if she cannot get to Granny's house she tells her mother bring a plate for the next day and ‘don't forget the cake’!

Sis. Molly is an Anglican and Sunday mornings you can find her worshipping at Christ Church Devonshire (and she still has time to cook that Sunday meal).

Sis. Molly has been honoured by “Fame” Magazine, Bermuda Business and Professional Women's Club, Hotel & Hospital Divisions, BIU; Bermuda Hotel Association, Bermuda Employer's Council, The Queens Certificate and Badge of Honour, The Visitor Industry Partnership – Lifetime Achievements Award, her church Christ Church Devonshire on Mother's Day Bermuda Women's Council (100 Women 100 Visions Honouree) and Bermuda CableVison. Sis. Molly is a lifetime member of the Progressive Labour Party. She was a founding member and secretary of the Warwick Workmen's Ladies Auxiliary, P.R.O. PHC Ladies Auxiliary, she played softball for the Warwick Rockettes and football as well. She is an avid sports fan particularly cricket (West Indies fan), football and golf. ■

# Morale in the Workplace

*continued from page 4*

that are doing the right thing, however they are complicit through silence.

This is not the case with CEO Dan Price of Gravity, a Seattle-based company, who slashed his million dollar salary to \$70k, then raised the minimum wage at his company to \$70k. Do I even have to ask how is the work morale at Gravity and how are the workers' families and the businesses they patronize?

Morale in the workplace is not about individual morale. Most importantly it's about team morale, for all, if not the majority. If you are the CEO/team leader the workplace should be a place where labour is treated with dignity and workers rights are respected no matter what the bottom line looks like. Workers are to be motivated not just delegated out of sincerity, not for public relations. No race car driver gets the checkered flag and forgets to respect and thank his pit crew and the machinery that allowed him to finish and win the race....even the ones that didn't win remember to do this

In solidarity.

P.S. “To have an agenda is self serving. To have purpose serves all. ■

## Working people pay taxes – corporations must pay their share!

14 April 2015 - May Day statement on the urgent need for tax justice

Following the Tax Justice to End Inequality declaration made by civil society organizations at the recent World Social Forum in Tunisia, public service trade unions and the Global Alliance for Tax Justice invite our members to join in marching this May Day under the banner “Working people pay taxes – corporations must pay their share!”

“Giving corporations a free ride is a deeply flawed economic strategy,” underlines Rosa Pavanelli, general secretary of the global trade union Public Services International (PSI). “Despite record profits and huge bailouts by national governments, many multinational corporations pay no taxes at all. In a globalized economy, it is clear that no country can tackle tax evasion and avoidance on its own. The problem requires global solutions.”

“It’s time corporations pay their share of taxes so that our governments can fund the vital public services that are the means to ending inequality – including public child care, healthcare, education, housing, transportation, clean water, sanitation, and social protections,” says Jan Willem Goudriaan, general secretary of the European Federation of Public Service Unions (EPSU). “This also requires more investment in national tax administrations, not austerity cuts.”

In many countries, trends show that working people are paying proportionally more taxes than big corporations and the very wealthy.

Regressive taxes, such as value added taxes (VAT) on food and fuel, hit women and the poor the hardest.

“People around the world need tax systems that are fair, progressive and redistributive,” says Dereje Alemayehu, chair of the Global Alliance for Tax Justice and senior policy advisor for Tax Justice Network–Africa (TJN-A). “Fair taxation is a critical tool for realizing human rights, ending poverty and inequality, achieving sustainable development and addressing climate change.”

Corporations benefit directly from all the things that taxes pay for: educated workers, public infrastructure, transportation systems, public health care, the rule of law and much more. However, aided by major accounting firms, multinationals have been able to exploit the loopholes that exist between the legal systems of different nations in order to shift profits around the globe to places where they will be taxed less. Corporate tax evasion is now measured in trillions of dollars a year. For example, a recent study shows that McDonald’s has restructured its operations in Europe to avoid paying taxes of €1 billion over five years.

More than 340 companies such as McDonald’s, Pepsi, IKEA and FedEx have created complex corporate structures and negotiated secret deals with Luxembourg to avoid paying taxes. This has a particularly devastating impact on developing countries. In a globalized

world, it is essential to ensure that taxes are paid where the true economic activity occurs.

The Global Alliance for Tax Justice is calling for governments to commit to widespread progressive tax reforms, and for a Ministerial Roundtable on tax cooperation to be held as part of the official United Nations Financing for Development agenda in Addis Ababa. Further, that an inclusive intergovernmental body on tax matters be established under the UN where all countries have an equal seat at the table. Such a body could initiate and lead negotiations on a new UN framework convention on international cooperation in tax matters.

The Global Alliance for Tax Justice and trade unions are also working together to organize a global day of action for tax justice on World Public Services Day, June 23.

*Public Services International is a global trade union federation representing 20 million working women and men who deliver vital public services in 150 countries. PSI champions human rights, advocates for social justice and promotes universal access to quality public services. PSI works with the United Nations system and in partnership with labour, civil society and other organisations. ■*

## EU Parliaments must remain vigilant on international agreements

PSI General Secretary Rosa Pavanelli addressed the Conference of EU Parliaments

"It's the role and responsibility of EU Parliaments to remain constantly and acutely vigilant on the consequences of trade agreements, and on the interests behind them, whether those agreements are about trade, development, human rights and living conditions of people inside and outside Europe."

This is how Rosa Pavanelli, General Secretary of Public Services International (PSI) addressed the Conference of Speakers of European Union's Parliaments, on 21 April in Rome, in a session about the role of Parliaments in trade agreements currently under discussion.

"We are not against trade agreements in principle, if they can bring sustainable growth and new jobs, in line with international labour standards. Still, PSI and many civil society organisations across the world are very concerned about the low level of transparency and democracy in the negotiation process."

Pavanelli reminded the speakers that on 18 April there was a global day of action against TTIP and many people took part in demonstrations across the world.

"If we look at the Trade In Services Agreement (TISA), it is undeniable that transparency has failed so far, since we had to rely on leaks and investigative journalists to learn what is being discussed behind closed doors," says Pavanelli.

The President of the EU Parliament Martin Schulz assured that the EU Parliament is committed to listen to people's and CSO demands about transparency. Yet he recalled the responsibilities of national parliaments in mandating their own governments engaged in the negotiations and he invited the speakers to discuss and open trade agreements to public debate.

"Our role is to ensure democracy and accountability in the negotiations," he said.

Pascal Lamy, former Director General of the WTO, admitted there is serious concern in Europe because trade agreements have different political and diplomatic implications for parliaments, also given the difficulties of the EU's imperfect federalist structure.

"There is some political sensitivity because these treaties regard growth and the EU aims to balance protection for both the producers and the consumers," said Lamy.

Anouchka Van Miltenburg, president of Netherlands Lower House said that in the Netherlands TTIP has been under scrutiny, since the ratification process is still unclear and she emphasized how important it is that these deals are not done only in Brussels but in consultation with people at national level.

"We need to strengthen inter-parliament cooperation on trade

agreements and a constructive and effective dialogue between national parliaments and the European Commission," she added.

### Beyond TISA and TTIP

Rosa Pavanelli said, "In many bilateral agreements between the EU and developing or emerging countries, from Africa to Latin America, fundamental human and labour rights are seldom a condition for the implementation of the agreement."

In the aftermath of yet another horrific tragedy in the Mediterranean, where hundreds of migrants have died, she warned about the many risks of EU cooperation and development agreements with transit and sending countries to prevent migrants from reaching Europe.

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## PSI condemns xenophobic violence in South Africa and calls on all workers to unite

Public Services International (PSI), the global federation of public service trade unions, strongly condemns the recent wave of violent attacks against migrants and foreigners in South Africa. According to news reports, eight people have died and more than a thousand were displaced from their homes since the violence erupted several days ago in the provinces of KwaZuluNatal and Gauteng, including their capital cities Durban and Johannesburg.

Shops owned by migrants were violently attacked and looted and clashes on the street have sent hundreds of foreigners and migrants seeking refuge in police stations and community centres.

“These violent attacks driven by xenophobia and racism must stop immediately,” says PSI General Secretary Rosa Pavanelli. “We strongly condemn the actors that fuel this violence. In the midst of such turbulence, we must remember our humanity and the long history of struggle to end Apartheid. We call on all workers to unite and join forces to end this violence. We demand the South African Government to lead the way using peaceful means,” adds Pavanelli.

Currently, South Africa suffers a high level of unemployment reaching 25.5% in 2014. Poverty and inequality are rampant. Racism and xenophobia, which is the fear of the

other, are inexorably linked to these social problems of joblessness, inequality and poverty. Fighting racism and inequality and promoting access to quality public services for all are therefore critical.

“PSI trade unions in South Africa must join forces to end these senseless attacks and the forces that fuel these attacks. We must continue to show our commitment to fight racism and all forms of discrimination and intolerance, guided by the respect for human rights and our trade union principles of social justice, equality, collective action and responsibility. We stand for unity. Racism is not for us!” stresses Pavanelli. ■



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# DO SPIRITUAL GIFTS

The word of wisdom, knowledge, faith, working of miracles, prophecy, ability to speak in different tongues, interpretation of tongues, ability to discerning of spirits, gift of healing – (1 Corinthians 12: 8 – 10) exist today?

Many **claim** to have spiritual gifts such as healing of the sick, speaking in tongues, prophesying, discerning of spirits to name a few. Let the scriptures answer concerning spiritual gifts.

The **Apostles**: Jesus gave his 12 apostles authority over unclean spirits, and to heal every kind of disease/every kind of sickness. “And as you go, preach, saying the Kingdom of heaven is at hand.” Heal the sick, cleanse the lepers, raise the dead, cast out demons” (Matthew 10: 1-8). He assured them of additional power. “Behold, I send the Promise of My Father upon you; but tarry in the city of Jerusalem until you are endued with power from on high”. (Luke 24:49) **The Seventy Disciples** – Luke 10: 1,9,17-20.

Jesus commanded the **Apostles** not to depart from Jerusalem but to wait for the Promise of the Father (Holy Spirit) Act 1:4-5, 8)

On the first Pentecost, after the resurrection of Jesus from the dead, the Holy Spirit came upon the apostles and gave them this power to work **miracles** and speak in **languages** which they had **not learned** (Acts 2:1-11)

Acts 2:43 – Many wonders and signs were done by the **Apostles**.

Acts 3:1-7 – Peter healed a lame man.

Acts 5:1-4 – Peter had the gift of discernment of spirits.

Acts 5:15 – 16) – Peter healed **all** the multitude of sick folks and those who had unclean spirits

Acts 9: 36 – 40 – Peter **raised the dead**

Acts 13:6 – 11 – Paul blinded a false prophet

Acts 14: 8 – 10 – Paul heals a cripple man

Acts 16:16 – 18 – Paul casts out a spirit of divination.

Acts 19:11-12 – God performed special miracles by the hands of Paul

Acts 28: 3 – 6 – Paul was bitten by a snake but didn't die (Read Mark 16:17-18)

Acts 28:8-9 – Paul healed **all** who had diseases on the island.

**“Those on whom the apostles laid their hands”** – Seven godly men, of honest report, full of the Holy Spirit and wisdom, were selected by the Assembly and appointed by the apostles to do a special work in the Assembly, at Jerusalem. These men were “set before the apostles; and when they had prayed, they **laid hands** on them.’. (Acts 6:2 – 6)

One of these men, Philip, later worked miracles as he preached the gospel in the City of Samaria (Act 8:5). “And the multitudes with one accord heeded the things spoken by Philip, hearing and seeing the miracles which he did” (Acts 8:6). But Philip **did not have the power to impart** these miraculous gifts to **others**.

This belonged exclusively to the apostles. Not until Peter and John (apostles came to Samaria did certain of the disciples there receive miraculous gifts, or the power to work miracles. “Then they laid hands on them, and they received the Holy Spirit. And when Simon saw that through the laying on of the **Apostles’ hands** the Holy Spirit was given” (Acts 8:17-18).

And when Paul had **laid hands** on them, the Holy Spirit came upon them, and they **spoke with tongues** (languages) and **prophesied**” (Acts 19:1-6, Acts 21:9)

To the Assembly in Rome, he wrote these words, “For I long to see you, that I (an apostle) may impart to you some spiritual gift” (Romans 1:11). “Therefore I remind you to stir up the gift of God which is in you through the laying on of **my hands**” (II Timothy 1:6).

The scriptures are crystal clear who received spiritual gifts.

First the **Apostles**, including Paul, had spiritual gifts. Those **whom the apostles laid their hands!** Therefore all who claim to have any of the spiritual gifts today are **false**. They **don't speak the truth**. All the apostles are **dead and buried**. How can anyone receive spiritual gifts today??? **Don't be deceived!**

Your Questions are Welcome

Search the Scriptures

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## EAP CLIPS: APRIL 2015

### 90 DAY CHECK-IN! DON'T GIVE UP ON YOUR NEW YEAR'S RESOLUTION!

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Don't beat yourself up or feel disappointed if your motivation to "stick with it" has waned since making your New Year's resolution on January 1<sup>st</sup>. If resolutions were easy to keep we would have made the resolutions much sooner.

#### LET'S GET BACK ON TRACK!

For those who are struggling with meeting their goals, here are some tips to help recapture the momentum.

**Make sure you have the right tools to keep you on track.** It's easier to keep your resolution if you have what's necessary to help you meet your goal. For example, keep your gym bag packed and in the trunk of your car. (Have two sets of clothes so as one is being cleaned the other is ready to go). If weight loss is your goal, make sure you have health food in the fridge.

**Get an accountability partner.** It's easier to keep your resolution if you've revealed it to someone else. Humans are hard-wired to respond to social pressure, so take advantage of it. Call your accountability partner and tell him or her what you plan to do that day to help you keep your resolution. Follow-up the next day to let him or her know whether you achieved your daily goal. It's even better when you find an accountability partner with a similar resolution so you can help each other stay motivated.

**Fake it until you make it.** Sometimes we can "act ourselves" into new behaviors. Take actions to meet your goal without focusing on the results. If your goal is to be more positive *act like a positive person* whether you feel it or not. Sound strange? You'll be amazed how practicing this tactic actually causes new behaviors to rub off on you. In other words, "Bring the body and the mind will follow."

**Focus on your small successes.** It's easier to think of all the times you've blown your resolution, but focus on the small successes. Here's why. Not practicing new desired behaviors is *not* what ultimately causes you to fail. Instead, it is negative self-talk that ultimately makes failure possible. You're no different than the Wright Brothers in this regard, so don't give up. If you

know you have made it to the gym three times in a week, you can be fairly certain you can make that happen again. Build on success. Focusing on success will enable you to take another stab at keeping your resolution.

**Try something else for five minutes.** Giving yourself five minutes of a healthy distraction is a great way to get past cravings or jump-start a new habit. For example, exercise for five minutes. Are you trying to quit tobacco? Has a craving suddenly hit? Do something else for five minutes instead of giving in to the craving. You may discover this tactic helps it to pass more easily.

**Identify your fears.** Your inability to change may be associated with fear. This is normal. So anticipate it. Perhaps you're afraid if you quit smoking that you'll gain weight. Or if you start exercising, you won't have time to watch TV. Identifying your fear will help you gain perspective so you can tackle your resolution. Think: What I am giving up?

**Ask for help.** Look for an expert like the EAP of Bermuda's professionals to help you find ways to stick to your resolution. Asking for help is a sign of strength and willingness to do whatever it takes to meet your goal. If you can't overcome resistance to change, be smart and go to this level of intervention.

**Don't give up!** Many people blow their resolution quickly, often within weeks. They rationalize, "I will try again next year." Avoid the rationalization. Deep down you know it's just an excuse, so it may irk you. View your failures as opportunities for learning. Determine what went wrong and try again. Nearly all life's big successes follow this path. Yours too. It takes at least six weeks to break a bad habit or to take up a good one, so be patient.

**Keep at it.** Plow through. You'll find very soon that keeping your resolution will be easier.

If you need assistance, contact the **Employee Assistance Programme of Bermuda.**

Log-on for additional information



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we are here to listen.



# Bermuda Trade Union Congress



## **INTERNATIONAL WORKERS DAY 2015** **"The Struggle for a Better World"**

### **PUBLIC MEETINGS**

## *Celebrating International Workers Day*

Monday, April 27, 2015 – Clearwater Middle School, St. George's

Tuesday, April 28, 2015 – St. Paul's A.M.E. Centennial Hall, Hamilton

Wednesday, April 29, 2015 – Sandys Secondary School Hall, Sandys

**All meetings to begin at 6:30 p.m.**

### **FRIDAY, MAY 1, 2015 - MAY DAY RALLY**

**May Day Rally on the steps of City Hall at 12 noon**

#### **Topics to include:**

- Adverse effects of Immigration Policies and need for Immigration Reform
- PPPs and Privatization
- Government's attack on workers

**We encourage ALL workers to come out in RED (the color of labour)  
and join together in Solidarity with the BTUC to Celebrate International Workers Day**

# Spring

Find and circle all of the words that are hidden in the grid.  
The remaining letters spell a message about Spring.

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

ALLERGIES  
 APRIL  
 BASEBALL  
 BEES  
 CROCUSES  
 CYCLAMENS  
 DAFFODILS  
 DANDELIONS  
 EASTER  
 EQUINOX  
 FLOWERS

FROGS  
 GOLF  
 GRASS  
 GREEN  
 GROWTH  
 IRISES  
 LILIES  
 MARCH  
 MAY  
 NEW LEAVES  
 PLANTING

RAIN  
 RENEWAL  
 ROBINS  
 SEASON  
 SNOWMELT  
 SOFTBALL  
 SPRING BREAK  
 SPRING CLEANING  
 TULIPS  
 WARMER  
 WET

SOLUTIONS ON PAGE 2