



Brother Jason Hayward BIU Banquet Speaker

BIU President, Brother Chris Furbert and the Executive Board is delighted that Brother Jason Hayward, President of the Bermuda Public Services Union has accepted the Union's invitation to address attendees at this year's Labour Day Banquet which will be held on Friday, September 4, 2015 at the Fairmont Southampton Hotel. Brother Jason will address this year's Labour Day theme, "Leadership by Example" during his keynote address.

Brother Jason Hayward is a committed trade unionist and currently serves as the first elected full-time President of the Bermuda Public Services Union (BPSU). In June 2015 he was also appointed as Treasurer of the BPSU. Mr. Hayward serves as the 1st Vice President of the Bermuda Trade Union Congress, an executive of the Caribbean Public Services Association, a leader of the People's Campaign for Equality, Jobs and Justice and holds a seat on the Board of Directors of the BIU Credit Union.

Upon graduation from the Berkeley Institute, Brother Jason attended the Bermuda College and graduated with an Associate degree in Arts & Science. He then attended Mount Saint Vincent University and graduated with a Bachelors of Business Administration. Mr. Hayward also



possesses a Masters of Business Administration in Finance from Nova Southeastern University.

Prior to March 2015, Mr. Hayward spent 11 years working within the Bermuda Government Department of Statistics producing outputs such as the Gross Domestic Product (GDP), the Retail Sales Index (RSI), the Balance of Payments (BOP) and the Tourism Satellite Account (TSA).

He is an alumnus of the Canada Caribbean Emerging Leaders

Dialogue (a Commonwealth leadership development program), holds a Level 7 Certificate in Strategic Management and Leadership from the Chartered Management Institute and formally served as an Executive and Management Officer of the North Village Community Club between 2007 - 2014.

The schedule of events for this year's Labour Day weekend can be found on Page 15. ■

Jason D. Outerbridge Appointed As New Assistant Information Commissioner



Hamilton, BERMUDA.
Information Commissioner
Gitanjali Gutierrez announced today that Mr. Jason D. Outerbridge has joined the Information Commissioner's Office as the Assistant Information Commissioner and Mr. Hector D. Watson will join as the Office Manager.

"We had a number of strong candidates for both positions in our new public office. It is an exciting opportunity to be a part of this

historical development," explained Information Commissioner Gitanjali Gutierrez.

"Mr. Outerbridge has years of public service experience, working with and studying issues of good governance, administrative law, social justice and human and constitutional rights," stated Information Commissioner Gutierrez.

"We will all benefit from his work with public access to information laws in the United Kingdom and his knowledge of our Public Access to Information Act 2010. Mr. Outerbridge has a sophisticated understanding of the requirements for its effective oversight and use, as well as its potential as an important tool for accountability and effective democracy."

Mr. Hector D. Watson will also be joining the Information Commissioner's Office in mid-August to serve as the Office Manager. He will be responsible for the day-to-day operations of the ICO and the effective management and administration of the ICO office.

"We have significant challenges establishing the structures, policies and procedures for the new office," stated Information Commissioner Gutierrez. "Mr. Watson's experience in business management, accounting, law enforcement, regulatory practices, and consulting will be a tremendous resource. His long-standing commitment to public service is also consistent with the mandate of our office and will make him a resource for the public."

"I very much look forward to the contributions that Mr. Outerbridge and Mr. Watson will make to the development of the Information Commissioner's Office and the promotion of the PATI Act," said Information Commissioner Gutierrez. ■

THE WORKERS VOICE

PUBLISHED BY THE
Bermuda Industrial Union
49 Union Square
Hamilton HM 12
Bermuda

T (441) 292-0044
F (441) 295-7992
E lfubert@biu.bm

EDITOR

Arnold Smith
ALS@btc.bm

ASSISTANT EDITOR

LaVerne Furbert
lfubert@biu.bm

LAYOUT AND DESIGN

Phaedra Howes

GENERAL COUNCIL REPRESENTATIVES

Shirlene Simons
David Bean

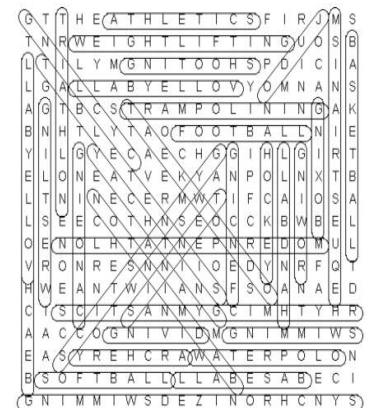
PRINTED BY

The Bermuda Industrial Union

PUZZLE • SOLUTION

SUMMER OLYMPICS

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



- | | | |
|------------------|-----------------------|---------------|
| ARCHERY | FOOTBALL | TABLE TENNIS |
| ATHLETICS | GYMNASTICS | TAEKWONDO |
| BADMINTON | HANDBALL | TENNIS |
| BASEBALL | HOCKEY | TRAMPOLINING |
| BASKETBALL | JUDO | TRIATHLON |
| BEACH VOLLEYBALL | MODERN PENTATHLON | VOLLEYBALL |
| BOXING | RHYTHMIC GYMNASTICS | WATER POLO |
| CANOEING | ROWING | WEIGHTLIFTING |
| CYCLING | SHOOTING | WRESTLING |
| DIVING | SOFTBALL | YACHTING |
| EQUESTRIANISM | SWIMMING | |
| FENCING | SYNCHRONIZED SWIMMING | |

The hidden sentence is:
THE FIRST OLYMPIC GYMNAST TO ACHIEVE A PERFECT SCORE OF TEN WAS NADIA COMANECI

Two Wrongs Don't Make a Right

Editor's Note: In light of the recent ruling by Magistrate Archie Warner, we thought we would run the column that was published on December 1, 2014.

In my opinion, it should be patently obvious to all Bermudians that the recent "Respect for Women" campaign by the Opposition OBA was a ruse and really had nothing to do with respect for women in Bermuda. In fact, as I see the whole campaign was designed to assist the OBA in their attempt to have lawyer, Georgia Marshall elected to Parliament instead of Jamahl Simmons.

Bermudians should remember that the OBA's latest smear campaign against the PLP began on October 30, 2014 when Toni Daniels, who wrote an opinion column for Bernews under the by-line "OBA Communications Committee Chairperson", entitled "Jamahl Simmons a Flawed Politician". In that column, Toni Daniels made several derogatory comments about Mr. Simmons and several bloggers described her column as "gutter politics". But I have no doubt that in Ms. Daniels' mind she was doing the right thing and in my opinion she was doing as instructed. No, she did not call Jamahl Simmons a "political whore", a term that is often used in political circles, but she spent several column inches vilifying him. In fact, in her second paragraph she wrote: "Simple ambition, not political philosophy, is the force that drives him".

For those that don't know, the meaning of "political whore" is as follows: "A politician who will sell out their constituents if it means they might get one step higher on the ladder. They will completely flip-flop on an issue that was the core of their campaign platform just because they

think it might help them get elected to, for instance, Lake Forest City Council. They will even sell out the person who threw them proxies to get them into office. They become so "whoreish" that in the end, they are so slutty and nasty that nobody will touch them with a ten foot ballot." According to Toni Daniels, "Simple ambition, not political philosophy, is the force that drives him (Jamahl Simmons).

Remembering that the "pen is mightier than the sword", I was disgusted at the vile comments made by the OBA's Communications Committee Chairperson which were directed at a male member of the PLP. I personally am just as offended when vile comments are directed at men as I am when they are directed at women. I have more often than not had to come to the defense of BIU President Chris Furbert either on local blogs or talk radio made by some in our community. More often than not the comments about the BIU President are vile, but I have yet to see someone from the OBA, or from the PLP for that matter, other than Brother Derrick Burgess demonstrate outrage and disgust.

But back to the term "political whore" which so offended members of the OBA, in particular the Members of Parliament that they demonstrated their outrage by exiting the Chambers in the House of Assembly while the Opposition Leader gave his Reply to the Throne Speech. In doing my research of the term on the Internet, I gave across several instances where the term was used. Just so that readers could understand, how often the term is used in political circles, I have listed below some of the headlines from various international newspapers and media organizations:



"California NOW President: 'Meg Whitman Could Be Described As A Political Whore'

Huckabee Letter: Obama Surrounds Himself "With Morally Repugnant Political Whores"

Merkel: The political whore of Europe

Louisiana Democrat Senator Mary Landrieu: Not Only A Political Whore But A Racist

Benghazi: Judge Pirro calls former CIA Chief Morell a Political Whore

Judge Jeanine To Former CIA Director Michael Morell: You're A Political WHORE Who Perjured Yourself For Money

Rev. Richard Dunn Is a Political Whore"

While I practically eat and sleep politics, I know that not every Bermudian is as passionate as I am about politics, however I do feel duty bound to share my knowledge with others, hence the explanations above. While many have

continued on page 10

Celebrating Our Contributions to Society Through Labour

By Larry Holder

On the eve of yet another Labour Day holiday we should celebrate our contributions to society through labour. These contributions span all genre and facets of the globe and society. The work environment and standards that we have come to enjoy and have become accustomed to and expect are here because of the hardships of many of our predecessors in the workforce, both foreign and domestic. The comforts of gainful employment are not the result of an accident or an act of benevolence by employers or governments.

We will take a glimpse into the past to view a few of the gains of organized labour which trade unionism has brought to modern day societies that even transcend the workplace and believe me this column and media source could not even come close to chronicling all of its contributions. Negotiation, sacrifice, and pain through loss of pay, property, limb and life are some of the losses trade unionists have had to endure to lift society from survive to thrive. This sacrifice lifted workers out of the dark ages in his or her day to day existence for all, organized or unorganized, religions, race, gender, class, age, etc. To appreciate the gains we must first look at society's malnourished existence to know from whence we came. Remember the workplace that provides us with the quality of life we have come to know as commerce is the contemporary means of survival. Some will tell you work takes up one third of your day however it may take up 75% if you include preparing, working and winding down. Some of man's architectural, industrial and technological accomplishments that we admire and enjoy were attained in



some of the harshest, dismal and destructive working environments.

Your face and place in the work place could have started as early as 5 years old in a coal mine enduring an 80 hour work week regardless of age. Lunch, but no lunch breaks no breaks at all, no such thing as a weekend. No sick, maternity, paternity, compassionate, military, vacation, holiday paid leave. No safety and health, standards and regulations, health insurance for you or your family mandatory overtime, at straight time. No social security, pension. No job descriptions, child labour laws, public education for children, parental leave.

Wrongful termination laws, right to strike, equal pay for equal work, age discrimination. Collective Bargaining Rights for Employees or the right to be represented and associated with a Trade Union, have all been gained as a result of organised labour. Most progressive Constitutions for in countries guarantee freedom of association. However when addressing Unions where employees are

seeking representation, obstruction and delay appear to be the tactics of some employers to weed out the "troublemakers" so as to maintain total autonomy and deny constitutional rights by denying the freedom to be represented by a Union. This, in my opinion, seems to be the most accepted by Governments and even some citizens to who would violate this part of the Constitution, both foreign and domestically.

A little food for thought, universities when teaching business say, "if your employees are asking for Union representation, what are you (business) doing wrong?"

For well over a century the multi-faceted umbrella of the Trade Unionism has been the voice of the voiceless, bringing and demanding a social conscience from Governments and Business alike. Trade unionism has strengthened society and its citizens with vision, fortitude and selflessness as it speaks for both the organized and unorganized, in the face attacks very often from the media, business, governments and citizens who very often attack Trade Unionism's leaders, mission, members and resolve as Unions continue to uplift the masses. I guess you can apply the phrase – no good deed goes unpunished.

There are two notable Nobel Peace Prize winners of the 20th century: Lech Walesa and Dr. Martin Luther King. Lech Walesa was a Polish trade unionist won freedom for Poland whilst in the streets and trenches against the super power of the then communist Soviet Union and then went

continued on page 10

The OBA Government's Attack on Bermuda's Civil Society

The term "civil society" usually appears in the news every now and then and in particular in recent years you may have heard a lot about it. What is a "civil society" and what are the components to it? A civil society is made up of the citizens of a particular country in which the formation may be made up of individuals, members of the labour movement, the church, the helping professionals, volunteer groups, political leaders, any group of people within that society that interacts with the lower rungs of society, the poor or economically disadvantaged and those without a political voice.

You may say that is what a political movement or party is all about and that is their role. But the civil society by its very nature is distinct from that of a political movement although it may have elements of a political movement within it. As I have described above but it does not represent the totality of what makes up a civil society within a country. A major component in other circumstances usually in other

countries is the role of the media which oftentimes involves great risk as governments do not take too kindly to investigative reporting on their policies and the often secret agendas that they are engaged in.

In recent times the OBA government has taken on the characteristic of a very concerned government that does not want criticism of its policies and has taken to criticizing the civil society. But, in my opinion, it has nothing to worry about when it comes to the traditional media. The real concern is social media like Facebook and the concern is centered on the free flow of information that flows on that medium which is often not in the interest of the OBA Government. That's why Premier Dunkley and his government ministers continue to attack the civil society which cannot be controlled, and of course the talk shows, principally the Sherry J show, which is considered to be a thorn in the side of this government, as the voice of the people is given free flow.

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

I don't even think that members of the OBA Government or its political supporters understand the role of civil society in a country, although it understands and uses the social media to attack its political adversaries and held a virtual monopoly in the run-up and in the post election period until very recently when they have been challenged by a very few people who have broken the monopoly.

The OBA government is losing the battle of public opinion among Bermudians and this battle is being fought out on the battle ground of the civil society which essentially is the voice of the people. ■



UNION CORNER

An interactive
radio show
Tuesdays from
5:30 pm to 6:30 pm

Magic 102.7 FM

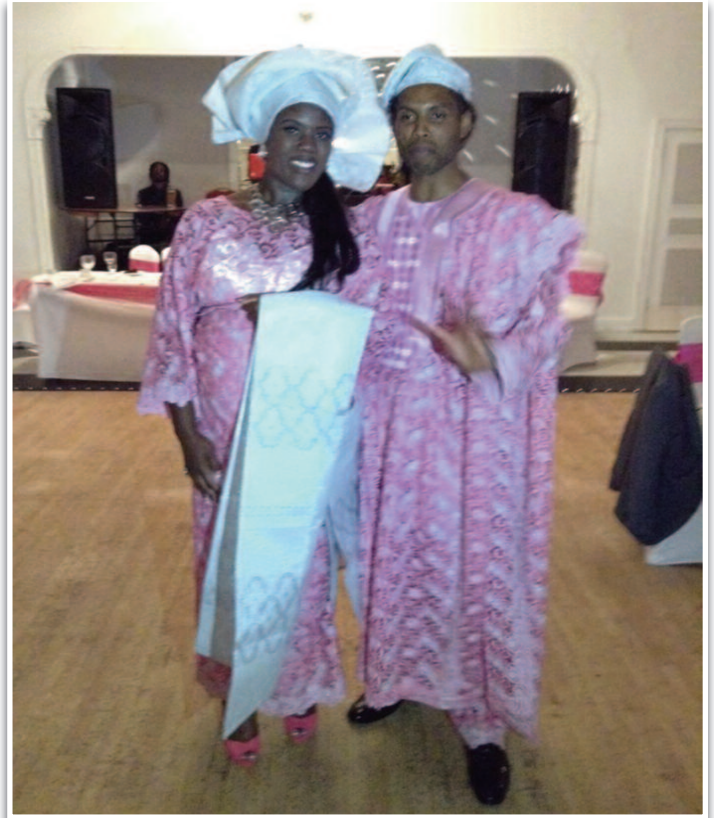


www.biu.bm

Double Celebration for Dr. David Chapman



Dr. Chapman is the author of the “Daddy and I Explore...”, an environmental book series which was co-sponsored by HSBC Bank of Bermuda. This series seeks to encourage early literacy, promote environmental appreciation as well as highlight the importance of healthy families.



On July 15, 2015, David Chapman, was bestowed a Doctor of Philosophy Degree by Royal Holloway University of London’s Department of Geography. The title of Dr. Chapman’s thesis was “The role of renewable energy towards sustainable development for Small Island States”.

A graduate of the Berkeley Institute, Dr. Chapman obtained a Bachelor of Science degree in Marine & Environmental Science from Hampton University where he also received the W.H. Freeman Scholarship Award as an “outstanding science student undertaking a post-graduate degree” as well as the Hampton University Diver of the Year award. He later enrolled at the University of the West Indies, Mona, Jamaica where he completed two years of field research in Marine Ecology where he focused on Mangrove Forest ecology and the effect of pollution. Dr. Chapman earned a Master’s of Science degree in Environmental Analysis and Assessment from Royal Holloway University.

Ten days after the graduation ceremony, on July 25, 2015, Dr. Chapman married Basira Buraimoh-Igbo, the daughter of Mrs. & Mrs. Yomi Braimoh-Igbo. The wedding was held at Club Langley in Beckenham, U.K. Friends and family from Bermuda and Africa attended the wedding celebration included his parents, Mr. Earlston Chapman and Ms. LaVerne Furbert. Also in attendance from Bermuda were his aunt, Ms. Maxine Esdaille, Opposition Leader, Marc Bean who served as best man and childhood friend, Eugene Dean who was a groomsman at the wedding.

Dr. Chapman, who taught at Thomas Knivett College in Surrey, U.K. will be moving on to teach science at Lambeth Academy in Clapham, U.K. Before leaving Bermuda to continue his studies, Dr. Chapman taught at the Berkeley Institute. ■

Public Service Employees Not Responsible for Island's Woes

by Brother Jason Hayward, BPSU President

Too often some members of the public are eager to blame the Island's woes on public service employees rather than on the policies and political decisions enacted by our politicians. It appears as if many in this Country would like for all to believe that the Government's financial woes are a result of having to pay public service employees' salaries.

Despite the claims that the Public Service is overstaffed and bloated, there has been no comprehensive analysis done to determine the optimum number of staff required to run the public service.

It is important to note that the role of Bermuda's Public Service is to serve society so that its citizens receive benefits to enable them to enjoy the standard of living that they do in Bermuda. These services include: defense and security, law and order, education, healthcare, physical infrastructure, transportation, telecommunications, revenue collection, etc.

However, taxes are needed to fund these services. The priority should be to ensure that adequate taxes are collected rather than placing additional financial hardship on our public service employees. It is hypocritical for persons to continue to call for the reduction of public service jobs and wages while there are private sector companies who are not paying their fair share of taxes. The emphasis must be on shared sacrifice and a re-balancing of the burden.



When persons call to cut public sector jobs, have they given critical thought to that suggestion? If the Government was to cut the public services employees, what next? As there are declining jobs in the economy, where do the displaced find alternative employment? What industry is hiring mass numbers of employees? Where would persons who have been made redundant find money to survive? Will this then result in an increased need for financial assistance? Let's keep in mind that in 2014/15, approximately \$53 million was spent on financial assistance with 2,727 persons receiving government support. Can we afford to increase this burden?

Without public service employees, the country simply cannot function. Public service employees are taxpayers. They are also the largest employee consumer group on the Island. They are professionals dedicated to providing a service to this Island. They also have families to support. Despite the continuous attacks, public servants have remained productive with many having taken on additional tasks due to a reduction of public service employees.

Public Servants have sacrificed in the last two years by saving the Government a significant amount of money through taking furloughs; a cost savings initiative that originated from the BTUC. As a condition of the acceptance of furlough days, the BTUC insisted that the Economic Tripartite Committee be formed in an effort to work collaboratively to seek ways in which to address our current negative economic conditions. In addition, public service unions made an unprecedented step by assisting the Government with expenditure reduction by suggesting approximately \$65 million in cost savings; many of these suggestions came directly from public service employees.

The BPSU will remain committed to encouraging our members to provide quality public services while at the same time defending public service employees against unwarranted attacks on their livelihood. ■

How do I know if I have been Constructively Dismissed by my Employer?

by Delroy Duncan

In the Workers Voice edition of 30th June 2015, I explained the important role trust and confidence plays in the employment relationship. I also explained the kind of behaviour by both employers and employees which is considered a breach of the obligation of trust and confidence, justifying termination of the employment relationship.

In the United Kingdom legal authority *BCCI v Ali* (No.3) 1999 IRLR 508 the House of Lords which uses the same judges as the Privy Council and, is therefore, binding law in Bermuda said the following:

"To amount to a breach of the implied term of trust and confidence, misconduct on the part of an employer must be so serious as to amount to constructive dismissal, entitling the employee to leave immediately without notice on discovering it. The test is whether that conduct is such that the employee cannot reasonably be expected to tolerate it a moment longer after discovering it and can walk out of his job without prior notice".

Section 29 of The Employment Act 2000 defines Constructive Dismissal as follows:

(1) An employee is entitled to terminate his contract of employment without notice where the employer's conduct has made it unreasonable to expect the employee to continue the employment relationship, having regard to the employee's duties, length of service and circumstances.



(2) An employee who terminates his contract pursuant to subsection (1) shall be deemed to have been unfairly dismissed for the purposes of this act.

We will look at constructive dismissal by examining the following questions:

1. What is constructive dismissal?
2. Is constructive dismissal different from any other form of dismissal?
3. What does the law require in order for an employee to establish he has been constructively dismissed ?
4. What happens if an employee continues working after an employer behaves in a manner which entitles the employee to claim he has been constructively dismissed?
5. What happens if the employee commits a breach of the employment contract before he is constructively dismissed?
6. What conduct by an employer is

viewed as constructive dismissal of an employee?

What is constructive dismissal?

In *Western Excavating (ECC) Ltd vs Sharp* 1978 IRLR 27 the leading United Kingdom authority which is regularly quoted in the Courts of Bermuda, the Court decided *"An employee is entitled to treat himself as constructively dismissed if the employer is guilty of conduct which is a significant breach going to the root of the contract of employment; or which shows that the employer no longer intends to be bound by one or more of the essential terms of the contract. The employee in those circumstances is entitled to leave without notice or give notice, but the conduct in either case must be sufficiently serious to entitle him to leave at once."*

Is constructive dismissal different from any other form of dismissal?

Constructive dismissal as defined by section 29 of The Employment Act 2000 and the case of *Western Excavating Ltd v Sharp* previously referred to, combined with unfair dismissal found in section 28 of the Employment Act 2000 are designed to protect an employee from unlawful conduct and excessive behavior on the part of an employer making the employment relationship unbearable for the employee.

In contrast, the following sections of The Employment Act regulate circumstances under which an

continued on page 9

How do I know if I have been Constructively Dismissed by my Employer? continued from page 8

employer is entitled to terminate or dismiss an employee from employment: Section 18 ensures there must be a valid reason to terminate a contract of employment - Section 25 permits summary dismissal for serious misconduct - Section 27 covers situations where termination is for unsatisfactory performance and Section 30 regulates termination for redundancy.

What does the law require in order for an employee to establish he has been constructively dismissed?

Firstly, an employee must establish that the employer has breached either an express or an implied term of his contract of employment. Such a breach can occur through a single act of breach on the part of an employer; a series of small incidents over a period of time if the conduct of the employer is making it impossible for the employee to continue working; or an accumulation of a series of minor incidents plus a last straw incident which, in itself, is a breach of contract.

Secondly, an employee has to show that the employer's conduct is unacceptable and that it amounts to a fundamental breach of contract, entitling the employee to work under protest or resign. If the employee chooses to resign rather than work under protest, it is important that the employee makes it clear to the employer that he is resigning in response to the employer's breach of a term of the contract of employment. An employee should not walk off the job unless he has informed his employer that the reason he is leaving is as a direct result of the employer's behavior.

What happens if an employee

continues working after an employer behaves in a manner which entitles the employee to claim he has been constructively dismissed?

The critical question is whether an employee remains on the job without protesting about the employer's conduct after the employer has breached the contract of employment. In such circumstances the law may determine that the employee has waived (the technical legal term) or in every-day language has accepted the employer is in breach of contract and is prepared to continue working for the employer despite the breach of contract.

When an employer has breached the contract of employment by, for example, changing the terms of the contract, the employee has the right to elect whether to accept the breach of contract and continue working under the contract with its new terms, or reject the employer's breach of contract by either resigning or working under protest to see if the employer will abide by the original contract. This is an important point and places the employee in a position where he has a difficult decision to make in the current economic climate where new jobs are not easy to find. Employees will not be permitted to work under protest indefinitely. There will come a point at which an employee working under protest will be deemed to have accepted the employer's breach of contract.

What happens if the employee commits a breach of the employment contract before he is constructively dismissed?

This point is best illustrated by an example. Let's say an employee

commits a breach of his contract of employment by stealing from his employer. However, at that time the employer is unaware of the theft by the employee and the employee continues working. At a later date the employer breaches the contract of employment by conduct which entitles the employee to make a claim for constructive dismissal. The law will not allow the employee to make such a claim when the employer proves the employee previously stole.

What conduct by an employer is viewed as constructive dismissal of an employee?

The following are examples of conduct on the part of an employer which will entitle an employee to claim he or she has been constructively dismissed :

A unilateral reduction in the basic rate of pay of an employee;

Requiring an employee to cease doing his principal job and take up a new role;

Failing to afford an employee an opportunity to have their grievance addressed;

Failing to take reasonable care for the safety of employees.

The conduct identified as amounting to breach of the implied term of trust and confidence in Sections III and V. of the Workers Voice article dated 30th June 2015 will also be considered sufficient to justify an employee making a claim that he or she was constructively dismissed. ■

Celebrating Our Contributions to Society Through Labour

continued from page 4

on to become Union President. Dr Martin Luther King was a civil rights leader who went to Detroit to assist sanitation workers who were on strike to march with them was assassinated whilst acting in the capacity of a trade unionist.

In the US, the time between 1947-73, post World War 2, this was known as the "Great Compression" when the wealth gap was at its closest, wages doubled, middle class grew and the economy was a benefit to all achieving shared prosperity. The middle class exercised through grass roots movements and collective bargaining unprecedented prosperity which the US has never been able to repeat.

We are living at a time when countries are forming alliances for trade and commerce to compete, business and corporations are

merging for the same reason and to grow their bottom line in the name of globalization, that is not criminal. Where are your seats, knowledge and voices at the global table?

The (BWA) Bermuda Workers Association the forerunner of the BIU used the acronym BWA "be watchful always". The BIU's motto is "united we stand divided we fall". So as the masses both near and far we must be both vigilant and stand together to sustain and improve our lot to do otherwise is to have our way of life face extinction and return to the dark ages.

P.S. "Sometimes people try to destroy you precisely because they recognize your power. Not because they don't see it. But because they see it and they don't want it to exist" - Anonymous Source ■

Two Wrongs Don't Make a Right

continued from page 3

criticized to the Opposition Leader publicly, I will make it known here that I consider Marc Bean as a son, in fact, he refers to me as "Moms". I will never criticize my other sons publicly, but that is not to say that I don't take them to task when I am not happy with a decision that they have made. And that is what I do when it comes to the Opposition Leader, or any other PLP Member of Parliament for that matter.

In my opinion, Marc Bean's comments with regards to Toni Daniels were no more offensive than Toni Daniels' comment about Jamahl Simmons, and no, two wrongs don't make a right, but the truth should be told. ■

30th Annual Labour Day Race



The Swan's Running Club has been organizing the Labour Day Race for the pass 30 years. The Club's namesake, Raymond Swan, was the first male that won the race back in 1985. The first female that year was Margaret Young.

When the Labour Day Race first started, it was called the Co-op Five Mile Road Race. Today we know it as the Labour Day Race and it is the first race of the Road Running season.

Let's Run

Join us in celebrating Swan's Running Club's 30 years of organizing the Labour Day five mile road race.

(Monday, 7th September 2015 Union Square 8:30 a.m.)



THE CREDIT UNION



Over 200 million **satisfied** members in over 100 countries around the world; from Alaska in the North to Chile in the South and to Fiji in the East and Macedonia in the West. Over 55,000 Credit Unions serving the un-served and the under-served.

- 
- ✓ *Your savings are insured at no direct cost to you*
 - ✓ *Returns on savings are equitably distributed in the form of dividends*
 - ✓ *Interest earned on deposits in line with interest charged on loans*
 - ✓ *Members receive training in financial management*

BECOME A CREDIT UNION MEMBER TODAY!

Telephone: 292-0385
e-mail: creditunion@mbrscu.bm
website: www.bermudascrreditunionscoop.bm
49 Union Square, Hamilton HM 12



EAP CLIPS: AUGUST 2015

FIVE WAYS TO ARGUE FAIRLY

Arguments are natural in any relationship. The problem comes when arguments turn ugly and hurtful. Words can injure deeply. They can cause emotional scars that can be difficult to heal.

To keep arguments from going too far south, here are five guidelines to use. These guidelines won't keep your relationship argument-free, but they'll likely keep the arguments you do have from becoming too hurtful.

1. NO NAME CALLING

Never, ever call a partner a hurtful name. Try the five-second rule (below) to choose words that are appropriate and relevant to the disagreement.

2. TRY THE FIVE-SECOND RULE

Because we sometimes say things without thinking of the consequences, wait five seconds before you comment on something your partner has said. Use this time to exercise control and think about what you should say.

3. STICK TO THE ISSUE AT HAND

Going back to something that was said or done five years ago will only escalate the disagreement. It also shows that you have some unaddressed issues that you need to tend to.

4. MANAGE YOUR ANGER

Anger is a natural emotion, especially when you're having a disagreement. But don't allow your anger to turn violent. If you feel your anger reaching that point, leave the scene immediately and do something safe to calm yourself down ("safe" as in no drugs or alcohol and no driving the car away on all cylinders).

5. SPEAK AND ACT IN LOVE

Remember with whom you're arguing. If it's a marriage partner, it's someone you chose to love and cherish always. Although that's probably the last thing on your mind when you're having a disagreement, it should be the first.

If you need help contact the **EMPLOYEE ASSISTANCE PROGRAMME OF BERMUDA.**



Employee
Assistance
Programme
Bermuda

P.O. Box HM 381, Hamilton HM BX
Web: www.eap.bm Phone: 441.292.9000
Fax: 441.292.8002 E-mail: info@eap.bm

Log-on for additional information

If you need to talk...
we are here to listen.



Please join us!

**Bermuda Industrial Union
Pre Labour Day Golf Tournament
Wednesday, September 2, 2015 at 8:00 AM**

Registration is \$125 per golfer (includes golf, lunch and prize presentation)
Deadline to register: Wednesday, August 19, 2015

We invite you to enter a team and/or sponsor a tee.
The cost of participation is \$500.00 per team of four (4) players and \$100.00 per tee.

To register, fill out the attached registration form and return to Sis. LaVerne Furbert
by email: lfurbert@biu.bm or by fax: 295-7992.

Hosted at:
Port Royal Golf Course
Southampton, Bermuda



GOODYEAR

**10% OFF
ALL TYRES**

WHEN YOU PRESENT THIS COUPON.



FREE FITTING FOR ALL CARS.



Telephone
236-3011

Joint Labour Day Organizing Committee

34th Anniversary of Labour Day

Theme: Leadership by Example

SCHEDULE OF EVENTS

FRIDAY, SEPTEMBER 4TH, 2015

Annual Labour Day Banquet

Guest Speaker: Brother Jason Hayward

Fairmont Southampton Resort & Spa

Cocktails - 6:45 p.m. - 7:45 p.m.

Dinner: 8:00 p.m. (Ticket Cost: \$100.00)

Collective Bargaining
Decent Work for all!

Trade Union Rights
are Workers Human
Rights

SUNDAY, SEPTEMBER 6TH, 2015

11:00 a.m. Labour Day Worship Service @ Church
of your Choice

SUNDAY, SEPTEMBER 6TH, 2015

Pre-Labour Day Gathering at Shelly Bay Beach
2:00 p.m. - 7:00 p.m. (Fun in the Sun)

MONDAY, SEPTEMBER 7TH, 2015

LABOUR DAY

8:00 a.m. - Swan's Running Club Annual Children's Race and Walk

8:30 a.m. - Swan's Annual Road Race

10:00 a.m. - Prize Presentation

10:00 a.m. - Health Screening - Community Services Federation
Labour Day Greetings

11:25 a.m. - Train Ride for Senior Citizens

11:30 a.m. - Start of Labour Day March - Union Square

Labour is me!

JOINT LABOUR DAY ORGANIZING COMMITTEE

"Our Mission, borne out of the Labour Movement, is to embrace the diversity of Bermuda's Workforce Transcending all cultural barriers, we undertake to unite the entire community in the celebration of Labour."

Barritt's - Bermuda Train Company - Corporation of Hamilton - BELCO

Summer Olympics

Find and circle all of the Summer Olympic events that are hidden in the grid.
The remaining letters spell a secret message.

Note: Similarly named events are hidden separately. For example, SWIMMING and SYNCHRONIZED SWIMMING do not overlap.

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

ARCHERY
 ATHLETICS
 BADMINTON
 BASEBALL
 BASKETBALL
 BEACH VOLLEYBALL
 BOXING
 CANOEING
 CYCLING
 DIVING
 EQUESTRIANISM
 FENCING

FOOTBALL
 GYMNASTICS
 HANDBALL
 HOCKEY
 JUDO
 MODERN PENTATHLON
 RHYTHMIC GYMNASTICS
 ROWING
 SHOOTING
 SOFTBALL
 SWIMMING
 SYNCHRONIZED SWIMMING

TABLE TENNIS
 TAEKWONDO
 TENNIS
 TRAMPOLINING
 TRIATHLON
 VOLLEYBALL
 WATER POLO
 WEIGHTLIFTING
 WRESTLING
 YACHTING

SOLUTIONS ON PAGE 2