

FEEDBACK

Bermuda Public
Services Union

Q1 2019



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SENIORITY CLAUSES

Bro. Jason P. Hayward, President

Seniority Clauses are one of the most important and far-reaching benefits that the trade union movement has secured for its members by virtue of the Collective Bargaining process. Seniority is the term used to describe an employee's length of service in a designated Bargaining Unit. An employee's seniority under the terms of the Collective Bargaining Agreement gives rise to such important rights that apply to lay-offs, re-call of laid off officers, promotions, transfers, salary administration, annual leave and overtime. Seniority Clauses remove management subjectivity in the workplace and increases protection for long term employees.

In the words of the US Supreme Court, "more than any other provision of the Collective Agreement... seniority affects the economic security of the individual employee covered by its terms." It is important to note that seniority pre-existed organised labour, but the advent of formalised and enforceable seniority rules came through organised workers' in the nineteenth century. Seniority first took hold on the railroads in the US after the Civil War. As organised labour and Collective Bargaining spread, seniority grew in prominence. The extent to which an employee will benefit from seniority provisions are defined in their Collective Bargaining Agreement.

BERMUDA PUBLIC SERVICES UNION

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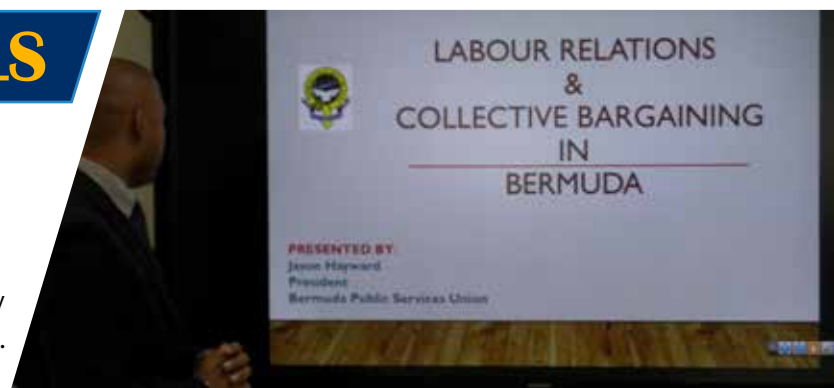
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THE UNION IN SCHOOLS

On Monday, January 21st, our President, Bro. Jason Hayward, was invited by Ms. Kim Lightbourne to speak with the IB students at Warwick Academy. He gave an enlightening presentation on Labour Relations and Collective Bargaining in Bermuda. This was well received by the students who were engaged and asked many questions.



PARENT SUPPORT SERVICES

Parent Support Services expected outcomes for children and families begin with strengthening caregivers to be primary nurturers of their children. As adults experience and respond to a child's development, our aim is to deepen the development of their caregiving. The Parent Support Services has three distinctive areas of services available for caregivers and their children, aged birth to five years.

Parent Support

- Adjusting to Parenting
- Assertiveness Skills
- Communication Enrichment
- Stress Reduction-Self Sabotage (Solution Focused Problem Solving)
- Temperament (Parent and Child)
- Trust Based Relationship Building (Strengthening Attachment)
- Supportive Home Environments (Activities to Stimulate Development)

Building the How through: Strengthening Adult Core Life Skills

- Awareness (of a child's developmental growth)
- Flexibility (sensitivity to interactions)
- Planning (becoming a change agent)
- Self-Control (emotional well-being)
- Focus (progress toward adult goals)

Parent Education

- Birth to 9 months: Parent Infant Group
- 8 part series: Self Care, Bonding, Nutrition, Sleep & Infant Massage,
- Speech & Language, Positioning & Movement, Play, Social & Emotional Development, and Early Dental Care
- 18 months to 30 months: Toddler Group
- 8 part Lunch & Learn Series: Active Parenting- First Five Years, Step-Parenting

Family Counseling

- Co-Parenting
- Divorce & Separation
- Grief & Loss
- Depression
- Trauma
- Family of Origin work (Self-concept/How I was raised)

How to access services?

For an appointment or consult:

Office: (441) 295-0746 or Fax: (441)295-5051

To register for future workshops, please email:

parenteducationcdp@gov.bm

Visit our website at: <https://www.gov.bm/child-development-programme>

Keep up with CDP on Facebook: <https://www.facebook.com/CDPBERMUDA> or Instagram: [cdpbermuda](https://www.instagram.com/cdpbermuda)

FUTURE LEADER SPOTLIGHT

Bro. Van Dyke Bean



Since August 2012, I have been working as an Engineering Assistant for the Electrical/Mechanical Engineering Section of the Department of Works & Engineering - Division 11.

In my earlier years, I took part in various forms of community service and acts of philanthropy. This was the primary reason for deciding to become a member of the BPSU's Future Leaders Committee (FLC) in November 2013. President Bro. Hayward was the Chairperson of the Committee at that time. The idea of being amongst other young workers and networking with them at various educational and social gatherings was fascinating.

Despite all the fun I was experiencing in the FLC, the Committee helped me to become grounded in my commitment to providing quality public service with professionalism and integrity. I was pleased to find that the FLC is committed to ensuring that young workers have a clear understanding of their rights; have a listening ear to communicate their issues or views respectfully; have information sessions geared towards helping public service workers between the age of 18 to 35 become/continue to be professional and accountable with a sense of wellness in both their professional and private life.

After liaising and working with other committees within the Union, I also became interested and involved with the Sports Committee under Bro. Jamal Hart and the Bar Committee with Sis. Kewanna Swan where I was able to hone my bartending skills.

I will continue to be an active BPSU member by joining the Buildings Committee with Bro. Robin Minors and/or the Community Outreach Committee with Sis. Sharon Symonds.

In my personal time I enjoy bartending, volunteering, eating vegan-to-raw cuisine, running for fitness, fishing and watching football.

“I took part in various forms of community service and acts of philanthropy.”

DIVISION CHAIR PROFILE

Bro. Laurie Harris, Chairperson - Division 9



I have been a Shop Steward and a member of General Council for ten (10) years, representing Division nine (9). I have served as Assistant Recording Secretary, Recording Secretary and for the last three (3) years served as Chairperson for Division 9. Division 9 is composed of the unionised telecommunications companies: LinkBermuda, TeleBermuda and BTC. I have worked at LinkBermuda for the last 20 years as a Systems Administrator. During my time as a Shop Steward, I have represented the Bermuda Public Services Union (BPSU) at two (2) overseas conferences - the UNI Americas Regional Conference in 2012 and the UNI Americas ICTS Conference in 2017, with its focus on Information, Communication, Technology and Services. The Union has provided me with training and invaluable skills in negotiating, research and handling grievances. I would encourage all members to get more involved in what their Union is doing and how it protects your rights as workers; this starts with getting to know your Collective Bargaining Agreement.



SIS. JO-ANN FOX *Retirement*

Sis. Jo-Ann Fox studied Dental Nursing at Mandl School in Hampstead, New York and worked for Dr. Vincent John for 9 years.

She worked at The Department of Health Oral Health Section for 37 years, starting out in the Clinical Area. After taking courses at the Bermuda College and online courses, she joined the Preventive Team and taught Oral Health in the school system and provided Oral Health presentations at many health fairs, career fairs and occasionally working in the clinics.

Sis. Fox travelled to places such as Egypt, India, Dubai, Paris and Tanzania Africa, which was her most memorable trip, to experience "The Wonders of the World" and doing volunteer work. She travelled with a non-profit organisation, AHEAD - Bermuda (Adventures in Health, Education and Agriculture Development). Every two years they would travel for the month of July. One of her accomplishments was teaching oral health in the schools with a translator (as her Swahili was not that great) in one of the largest classes, 109 students! The group helped to build a Latrine in a village, set-up a Dental Clinic, painting and rescreening windows at a hospital, teaching gardening to the AHEAD School students and helping to build a girl's dormitory.

She is a volunteer for PALS and has spent many years driving patients to their appointments and assisting them in their day-to-day errands. Sis. Fox is presently a Board Member of PALS and enjoys helping them with their fundraising events.

Some of her hobbies are making baskets for Christmas gifts, pottery, baking and cooking for family, friends and church.

Sis. Fox expressed that her time working at the Department of Health was a great experience and she enjoyed it, saying that "I think I had the best job in the world and will cherish all the memories! I would also like to thank God every day for my loving family and friends."

Her favourite quote is: **"The desire to reach the stars is ambitious. The desire to reach hearts is wise and most possible. If you get, give. If you learn, teach."** - Maya Angelo

"I think I had the best job in the world and will cherish all the memories! I would also like to thank God every day for my loving family and friends."

ORAL HEALTH MONTH

The Oral Health Department of the Department of Health offers Comprehensive Dental Services to school aged children, special clients, under insured, uninsured residents and seniors. Each year the Department of Health celebrates Oral Health Month in February. This year's theme was "Love your Teeth."

Throughout the month of February, the Department engaged in various activities such as free screenings and street visits by going into the community to speak to individuals, encouraging them to "love their teeth" by engaging in good oral hygiene practices. This has been done in Hamilton, St. George's and Somerset.

In recognition of Oral Health, they also targeted the West Gate Correctional Facility, Co-ed/Prison Farm, Mid-Atlantic Wellness Institute (MWI), Salvation Army facilities and several rest homes.



"THE FUTURE OF WORK"

Opinion column written by BTUC President, Jason Hayward

On February 14 and 15, 2019, as a part of the International Labour Organization's [ILO] Centenary Initiative, I had the pleasure of joining a tripartite group of stakeholders in Trinidad and Tobago for the Sub-Regional Conference themed: "The Future of Work We Want: Workers' Perspectives from the Caribbean". The dialogue was centered around the Report of the ILO Independent Global Commission on the Future of Work.

The Global Commission on the Future of Work was co-chaired by South African President Cyril Ramaphosa and Swedish Prime Minister Stefan Löfven. The Commission was established in 2017 as part of the ILO's Future of Work Centenary Initiative. The independent 27-member Commission included leading global figures from businesses, trade unions, think-tanks, government and non-governmental organisations.

The Commission's Report outlines a vision for a human-centred agenda that is based on investing in people's capabilities, institutions of work and in decent, sustainable work. The agenda consists of three [3] pillars of action which, in combination, aims to drive growth, equality and sustainability for present and future generations. The report contains ten [10] recommendations:

1. Increase investment in people's capabilities

- a. Lifelong learning for all
- b. Supporting people through transition
- c. A transformative agenda for gender equality
- d. Strengthening social protections

2. Increase investment in institutions of work

- a. Establishing a universal labour guarantee
- b. Expanding time sovereignty
- c. Revitalising collective representation
- d. Technology for decent work

3. Increase investment in decent and sustainable work

- a. Transforming economies for decent and sustainable work
- b. Shifting incentives towards a human-centered business and economic model

Stakeholders discussed the unique issues facing the countries of the Caribbean Sub-Region. Participants considered possible policies that can be adopted and implemented for the promotion of social justice and protection of the rights of workers.

Tripartite stakeholders accepted that there is an ever-increasing need for meaningful social dialogue. Unions have always had a human-centered agenda and have remained on the forefront of social justice. As a result, Unions were well-poised to discuss the issues that impact the future world of work in the region, namely: youth unemployment, income inequality, the gender pay gap, ageing populations, the increase use of informal working agreements and the impact of technological advances. Reasonable consideration was given to the priorities highlighted in the Commission's Report and how they can assist with remedying identified challenges.

I was able to provide intervention on the dialogue centered on the role of the state. I articulated that the state is critical and through the social contract with its citizenry, the Government has an obligation to ensure that all in society have a respectable quality of life. Growth, equality and sustainability can only be achieved by addressing the issues that hinder and undermine the social and economic development of Bermuda. Tripartite stakeholders have a collective responsibility to ensure that everyone lives decent and dignified lives.

The call for us to embrace the need for quality public services is greater than ever before. Our public service will undoubtedly play a vital role in the implementation of Government policy initiatives necessary to create a long-term sustainable path to the future world of work that we desire.

Through its Workers' Agenda, the Bermuda Trade Union Congress [BTUC] have been actively advocating for the following policy objectives:

- unemployment insurance;
- the development of a living wage;
- creation of a national workforce development plan;
- a plan to address youth unemployment;
- addressing age discrimination in employment;
- reforming labour legislation.

These policy objectives coupled with the BTUC's calls for employment and pay equity are in direct alignment with the recommendations of the Commission's Report. With the Government already committing to many of these items, Bermuda has positioned itself as one of the most progressive and assertive jurisdictions in the region when it comes to tackling challenges faced with the future world of work.



SALMON & COD FISH CAKES

Recipe found on lindos.bm

Shake up the flavour of traditional cod fish cakes by adding fresh salmon. Serve with tartar sauce and lemon wedges or slices. Better yet, do it Bermuda style - sandwich them inside a warm hot cross bun!

PREP TIME: 20 MIN • CHILL TIME: 30 MIN

COOK TIME: 40 MINS • MAKES: 6 SERVINGS

INGREDIENTS

- 6 large potatoes, cut into wedges
- 8 Tablespoons butter
- 1 lb salmon fillet, skin removed
- 1 lb cod fish
- Pinch of McCormick Grill Mates Montreal Chicken Seasoning
- 1 small sweet onion, or Bermuda onion, finely chopped
- 1 tablespoon fresh parsley, finely chopped
- 1 tablespoon fresh chives, finely chopped
- 1 tablespoon fresh dill, finely chopped
- 3 garlic cloves, minced
- Salt & freshly ground black pepper
- Flour, for dredging
- Oil, for frying
- Lemon slices, for garnish, if desired

INSTRUCTIONS

1. Soak cod fish overnight. Drain and rinse with fresh water. Refill pot with water and cook on medium-high heat on stove top. Drain water and flake fish.
2. Add potatoes to a large pot of slightly salted water. Bring to boil. Reduce heat and cook until potatoes are tender; about 15-20 minutes. Drain potatoes and mash thoroughly. Add 4 tablespoons butter and season with salt and pepper.
3. Season salmon with a pinch of McCormick Grill Mates Montreal Chicken Seasoning and broil, turning once, until cooked; about 3-4 minutes each side. Remove from oven and flake into chunks.
4. In a sauté pan, add the remaining butter, chopped onion, chives, dill, parsley and garlic. Sauté until onion until translucent. Add to potato mixture. Gently stir in flaked fish. Cover and chill 30 minutes in the refrigerator.
5. Remove fish cake mixture from fridge. Form cakes, dredge lightly in flour and shake off any excess. Heat oil in skillet and fry cakes for 3 to 4 minutes on each side until golden brown. Drain on paper towels.
6. Serve with tartar or dill sauce, and sliced lemon.

Healthy Recipe Corner FLUSH THE FAT AWAY VEGETABLE SOUP

*nutrition data, not including olive oil or diced tomatoes Yields: 8 servings | Serving Size: 1 1/4 cup | Calories: 152 | Total Fat: 1 g | Saturated Fat: 0 g | Trans Fat: 0 g | Cholesterol: 0 mg | Sodium: 542 mg | Carbohydrates: 29 g | Dietary Fiber: 7 g | Sugars: 3 g | Protein: 9 g | SmartPoints (Freestyle): 1 |

*nutrition data includes optional diced tomatoes Yields: 8 servings | Serving Size: 1-1/4 cup | Calories: 161 | Total Fat: 1 g | Saturated Fat: 0 g | Trans Fat: 0 g | Cholesterol: 0 mg | Sodium: 543 mg | Carbohydrates: 31 g | Dietary Fiber: 8 g | Sugars: 4 g | Protein: 9 g | SmartPoints (Freestyle): 1 |

*nutrition data includes optional 1/2 teaspoon olive oil per serving and diced tomatoes Yields: 8 servings | Serving Size: 1-1/4 cup | Calories: 181 | Total Fat: 3 g | Saturated Fat: 0 g | Trans Fat: 0 g | Cholesterol: 0 mg | Sodium: 603 mg | Carbohydrates: 31 g | Dietary Fiber: 8 g | Sugars: 4 g | Protein: 9 g | SmartPoints (Freestyle): 1 |

INGREDIENTS

- 1 medium sweet potato, peeled and cut into 1" cubes
- 3 carrots, peeled and sliced
- 1 stalk celery, diced
- 1 small yellow onion, diced
- 1 clove garlic, minced
- Pinch of Kosher or sea salt, more or less to taste
- 1/2 teaspoon black pepper
- 1/8 teaspoon allspice
- 1 teaspoon paprika
- 1 bay leaf
- 2 (15 ounce) cans navy beans, drained and rinsed (optional, black beans)
- 4 cups vegetable broth, low-sodium
- 1 (14.5 oz.) can diced tomatoes (no salt added), *this is an optional ingredient
- 4 cups baby spinach, loosely packed (optional, 2 zucchini, sliced)
- 1 tablespoon plus 1 teaspoon extra-virgin olive oil, optional, for serving (1/2 teaspoon per serving)

INSTRUCTIONS

1. Add all ingredients, except spinach and olive oil, to the slow cooker. Cover and cook on low 6 to 8 hours, or until the vegetables are tender. Add spinach, stir and continue cooking just until wilted, approximately 5 minutes. Serve and enjoy!
2. Tip: If you prefer a thicker soup, after 5 hours of cooking, simply remove 1 cup of soup, along with ingredients, mash ingredients with a fork, return to the slow cooker, stir and continue cooking 1 to 3 hours. When serving, drizzle a little (optional) olive oil over each bowl of soup.
3. Note: Olive oil helps the body absorb nutrients more efficiently and supports a healthy digestive system.
4. Stovetop Method: Follow the same instructions above for prep, cover, and simmer until veggies are tender, approximately 2 hour. Stir every 15 minutes to prevent sticking. Add spinach at the end of cooking time, remove from heat, cover and allow spinach to wilt before serving.

For more details and healthy recipes visit www.skinnyms.com

HOT CROSS BUNS

Recipe found on lindos.bm

INGREDIENTS

- 2 + 1/2 lbs flour or 10 cups
- 3 oz brown sugar (6tbsp)
- 3/4 oz dry yeast (3 packets)
- 3 cups warm water
- 3/4 cup unsalted butter (6oz)
- 2 large eggs
- 2 tbs cinnamon
- 1/2 tbs allspice
- 1/2 tsp salt
- 1 lb raisins
- For the Glaze
- 2 + 1/2 cups icing sugar
- water as needed

INSTRUCTIONS

1. Mix together the yeast, water and sugar and set aside a few minutes until the yeast starts to foam.
2. Mix together the flour, spices and salt.
3. With a mixer, or by hand, mix the flour, butter and eggs into the yeast-water mixture.
4. Now add the raisins. The dough will be somewhat sticky but should pull away from the sides of the bowl and form a ball. If not, add a little more flour.
5. Cover with a towel and let it rest in a warm place until it doubles in bulk. (Be sure it is in a bowl large enough to accommodate its new size).
6. Punch down the dough and cut into small 2 ounce pieces. Roll into balls and place on a baking sheet several inches apart.
7. When all are lined up cover again with a towel and put in a warm place away from draughts and allow to rise 15-20 minutes. You will need more than one baking sheet.
8. Preheat the oven to 400°.
9. Bake for about 15 to 20 minutes or until golden.
10. While they are baking, make the glaze by mixing together the icing sugar and as much water as needed to make the glaze spreadable.
11. Allow the buns to cool on a rack then brush with the glaze.

Bermuda Race Weekend



THE BERMUDA NATIONAL ATHLETICS ASSOCIATION (BNAA)

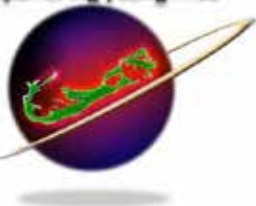
hosts Bermuda Race Weekend Annually, The Community Outreach Committee of the BPSU supports this event every year by volunteering at the water stops. This event is one that we look forward to assisting with, as it also proves to be an enjoyable experience not only for the Committee, but for the participants and community as well. We are assisted by residents that help us to hand out refreshments to the athletes. This is also an opportunity for school children to receive Community Service hours. We have built a relationship with repeat athletes as they pass our stop to chat and or take photos.

This event upholds our purpose of the Committee by placing the footprint of the BPSU in the Community.



NEW BARGAINING UNIT

Teen Services
empowering young lives



Pursuant to Section 30K of the Trade Union Act 1965, the Bermuda Public Services Union (BPSU) were certified as the sole bargaining agent of the non-managerial employees of Teen Services/Teen Haven on February 1, 2019.

The proceedings were facilitated through the Labour Relations Section, whereby all stakeholders were able to engage in open and frank dialogue. This proved to be beneficial to both the BPSU and Teen Services/Teen Haven as it provided a clear understanding of the process.

In accordance with Article 30L of the Act, the BPSU is expected to enter into negotiations with Teen Services/Teen Haven for the purposes of Collective Bargaining within the upcoming months.

We welcome our new members as we continue to be steadfast for workers' rights in Bermuda.

Bullying and Harassment Campaign



In keeping with the BPSU's ongoing commitment to reduce harassment and bullying in the workplace,

President Jason Hayward collaborated with the Bermuda Hospitals Board to develop and implement a hospital-wide programme. The purpose of this programme was to reduce the incidences and impact that bullying, harassment and incivility has on the workplace and our members. This was a 9-month initiative which included over twenty (20) presentations.

Future bullying and harassment presentations may be organised through your place of employment upon request.

Please contact Sis. Lauren Bell at lbell@bpsu.bm to make arrangements.

LUNCH & LEARN *FinTech*

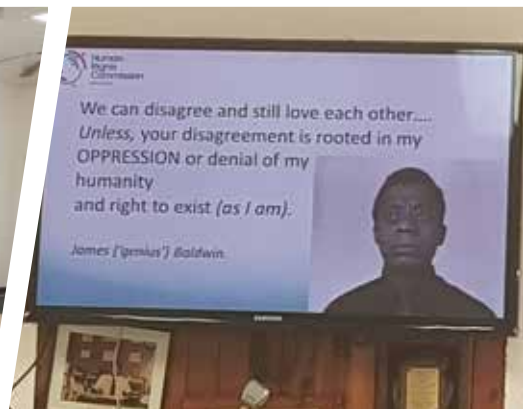
The BPSU Education Committee, in conjunction with Government's FinTech Unit, started the year off with a LUNCH & LEARN: "How the Fintech Industry will benefit Bermuda" this afternoon. This was well attended and a wealth of knowledge and information was shared.



LUNCH & LEARN

Bringing Rights to Life

On Wednesday, February 6, 2019, the BPSU Education Committee, in conjunction with Human Rights Commission hosted a Lunch & Learn on Bringing Rights to Life. Sis. Sara Clifford and Bro. Tredwell Tucker from Human Rights Commission kept members engaged.



LUNCH & LEARN

Olderhood

In conjunction with the Olderhood Group, the BPSU Education Committee hosted a well-attended Lunch & Learn on: "Life Transitions, Retirement & Financial Planning".



BPSU EDUCATION SCHOLARSHIPS

Since 1993, the BPSU has been offering scholarships to its members and their dependents for both local and overseas education.

6 awards of \$1,500 for local/online education

6 awards of \$3,500 for overseas education

Application forms are now available at the BPSU Office and on both the BPSU website www.bpsu.bm and the Bermuda Scholarship website www.bermudascholarship.com.

All applications **MUST** be received by June 30, 2019.





CONGRATULATIONS

to the Bermuda Union of Teachers (BUT)

February 1, 1919 – February 1, 2019

The Bermuda Public Services Union stands with The Bermuda Union of Teachers as they celebrated their 100th Anniversary. Congratulations!



ACCESSIBLE & AFFORDABLE HEALTHCARE

Opinion column written by BTUC President, Senator Jason Hayward

Health protection is a human right for everybody. However, the world is facing a severe health protection crisis. In the absence of health protection, care is often not accessible, available, affordable or of acceptable quality. This is a tragedy for the 40 per cent of the global population that is excluded from this right. ILO: Social Protection Department

At the end of January 2019, the Bermuda Health Council [BHeC] published the 2018 National Health Accounts Report, detailing the Island's health system costs for the fiscal year ending 31st March 2017.

The report highlighted that healthcare expenditure increased by an additional \$20m year-over-year to \$723m. The BHeC reported that the financing from private insurance declined while their revenues increased during the same period. The report revealed that more people are now paying for their healthcare out-of-pocket [up 23.3% year-over-year] and from donations [up 47.5% year-over-year]. These figures should cause alarm to all.

While Bermuda spent \$723m on healthcare, residents still do not have a healthcare system that is affordable and accessible. Recognising that the exorbitant cost of Bermuda's healthcare creates unnecessary hardship to Bermuda's residents, the Bermuda Trade Union Congress [BTUC] has consistently championed for affordable and accessible healthcare for all.

The BTUC will continue to advocate for a sustainable and improved healthcare system and as such, we appreciated the invitation to participate in the stakeholder meetings to determine a suitable healthcare financing structure. We believe that all stakeholders need to make a concerted and deliberate effort to ensure there is universal healthcare coverage in Bermuda. To this end, it is important that stakeholders work together to ensure that:

- all residents have access to basic health insurance coverage
- healthcare coverage contributions are affordable
- all residents have access to quality healthcare services.

To achieve these desired outcomes, systematic changes must be made. As reported by the actuaries who propose alternative financing options for Bermuda, there will need to be modifications to the financing structure; the current system does not ensure financial risk protection. In addition, a significant part of the resident population remains uninsured or only partially insured; addressing

this inequity must be a key priority. The current system is complicated, fragmented and unsustainable, resulting in further disadvantages, inequities and undue burdens for residents.

After an analysis of the two [2] proposed financing options presented by the actuaries commissioned by the BHeC, the BTUC supported a unified system which we understand to be:

- one system that covers everyone
- a single insurance pool to spread insurance risk
- a uniform and comprehensive benefit set for everyone
- a single network of all licensed healthcare providers
- a uniform and streamlined enrollment system
- uniform pricing, payment rules and payment methods
- financing related to the ability to pay
- healthcare coverage de-linked from employment

It is further understood that a unified system will significantly reduce the \$64m in administrative expenses of our current system. A unified system will uniform benefits and payment rates, using a single payer and claims administrator which could significantly reduce total health spending. This will result in a much greater proportion of healthcare dollars being spent on providing healthcare.

If implemented, it is anticipated that there will be pushback by various stakeholders who want to preserve their current profit margins, however, too many Bermudians are struggling to cope with the high cost of healthcare or do not have access to healthcare. Our children and relatives should not have to open GoFundMe pages to have access to critical healthcare services. The current system is not working for many and it is time that we make a concerted effort to ensure that Bermudians have the health protection they require.

BPSU BAR

Come join us

at the BPSU Bar for good music, great conversation and **LOADS** of fun!



Front Row (l to r)

Vernae Lima, Crystal Swan, Traci Francis

Meet our **BARTENDERS**

Back Row (l to r):

Bobby Wilson (Security), DeRoy Butterfield
(Bar Manager), André Washington

Missing from Photo

Alvina Daniels & April Jennings

Opening Hours:
MONDAYS – THURSDAYS
6pm – midnight
FRIDAYS
@ 5pm – midnight
(Happy Hour 5pm – 8pm)
with a live DJ





BPSU T-SHIRTS

*Represent
your Union on
International
Workers' Day*

May 1st

by purchasing a red BPSU
t-shirt from the Secretariat
for \$15.

All sizes are available.

RELAY FOR LIFE

On behalf of the Community Outreach Committee, please be advised that members are encouraged to join the BPSU Relay for Life Team: Solidarity Striders by registering on www.bermudarelay.com.



QUARTERLY ORIENTATIONS

The Education Committee of the BPSU will begin hosting quarterly orientations for new members and anyone wanting to learn more about the Union. The first session will commence at the end of March 2019. Stay tuned for further updates.



INTERNATIONAL *Women's Day* 2019

International Women's Day (IWD) was celebrated on March 8th with the UN Theme -

“*Think Equal, Build Smart, Innovate for Change.*”

In honour of this celebration, the BPSU hosted three (3) events:

- A Morning Booster at BPSU
- A special “The T” Talk Show
- Women and Wine

The Morning Booster was a Continental breakfast for our female members. The breakfast consisted of fresh fruit, pastries, cereal, fresh fruit juices, herbal juices, tea and coffee. Members had the option of sitting down to eat or taking breakfast with them to start their work day.

“The T” Talk Show, sponsored by the BPSU, was held at Pier 6 from 6pm - 7pm and was attended by 100 women. This event was produced by Crimson Multimedia/Channel 82 and was filmed live. Special guests, Superintendent Na'imah Astwood of the Bermuda Police Service and Mrs. Tina Evans of the Department of Communication shared how they started their career path and encouraged young people to embrace opportunities.

The ladies of “The T” are Ms. Teneika Eve (Host), Ms. Marlene Flynn, Ms. Aziza Furbert, Mrs. Patricia Pogson-Nesbitt and Mrs. Kristin White.

After being stimulated by the conversations, the ladies were invited to participate in Women and Wine at BPSU which began at 7:30pm. The atmosphere was set for a great time as Goslings provided wine tasting of Josh Wines and EmBrazen as members listened and danced to the sounds of live DJs.

All who attended these events were afforded a great time.

The BPSU will continue to support women on their journey for equality in this ever-changing world.







Word Search

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

**How many words
can you find?**

ANNIVERSARY

ATHLETICS

BAR

BARGAINING

BULLYING

CELEBRATIONS

CENTENNIAL

FINTECH

FUTURE

HEALTHCARE

PRESENTATIONS

PROTECTION

RETIREMENT

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