



# Bermuda Public Services Union

# FEEDBACK

*“Onward and Upward Together”*

December 2015



## Christmas Message from the President

Brothers and Sisters,

Season’s Greetings!

During this festive season, I would like to extend best wishes on behalf of the Executive, General Council and Secretariat of the Bermuda Public Services Union.

While we have faced some challenges this year, we remain steadfast and focused on our mission. It is my aim as President of this Union to ensure members’ rights are protected and that they are well represented in all ranks of our various Divisions.

I wish to offer thanks to the Executive and Secretariat Staff who make it possible for the administrative arm of the Union to function. Further, gratitude is also offered to the General Council Members and Shop Stewards who assist in the trenches.

Brothers and Sisters, as we continue to move *“Onward and Upward Together,”* let us not forget that there is still work to do in 2016. We must be mindful of our connectedness in the workplace and in the social arena. Despite the fact that all may be well with you, consider your neighbor.

In reflection of your union activity in 2015, challenge yourself to be more participative and engaged in union life in 2016. There is strength in numbers and unity.

In closing, I reiterate my opening sentiments for the season. I trust and expect that you and your respective families and friends will have a peaceful and joy-filled holiday. I look forward to 2016 with great expectancy.

In Solidarity and Service,

President Jason Hayward



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# NEEDS ASSESSMENT SURVEY

As a part of the BPSU's commitment to open dialogue, we invited our membership to participate in an online needs assessment survey. The purpose of this survey was to gauge members' satisfaction levels on various aspects of the Union as well as to gain insight into members' views on the future direction of the Union. The results of this survey will serve as a benchmark for future surveys and will be used to help formulate an action plan for the ongoing development of our Union.

The last time our membership was invited to participate in a survey of this type was in 1999.

This anonymous survey was conducted from August 10th to August 23rd and comprised of 39 questions, 8 of which were open-ended questions. There were 310 participants in the survey which represented approximately 10% of our membership.

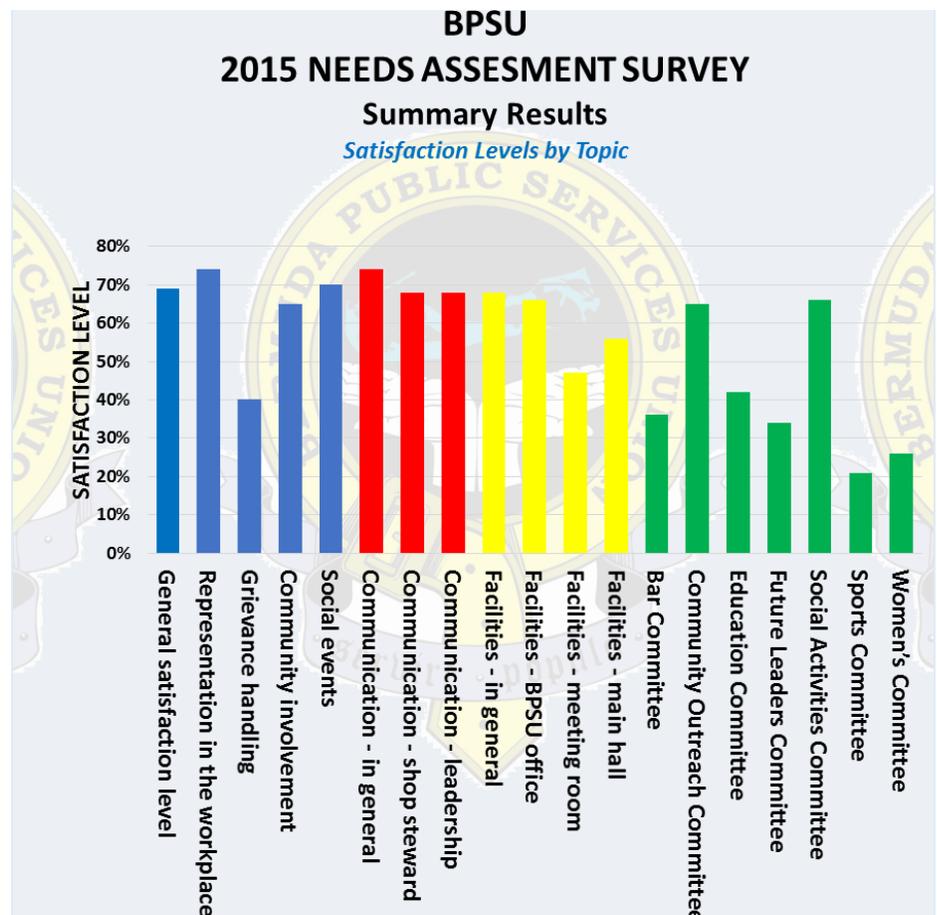
**■** General satisfaction levels trended at 69% with over 74% satisfied or very satisfied with the benefits that the BPSU provided members. 65% of members noted that they were satisfied or very satisfied with the way in which the BPSU represented employees in the workplace.

**■** 74% of respondents were satisfied or very satisfied with BPSU communication. 93% of members indicated that email was the preferred method of receiving BPSU notices.

**■** While 68% of members were generally satisfied with the BPSU facilities, 36% indicated that they would like to see a complete renovation of the BPSU hall and 38% supported a partial renovation.

**■** Members expressed a general lack of awareness regarding the various BPSU committees and the events carried out by them.

Respondents indicated that they would be interesting in attending seminars in financial advice (57%), grievance handling (50%), personal development (49%), legislature & policy (46%) and social issues (42%).



# ANNUAL GENERAL MEETING

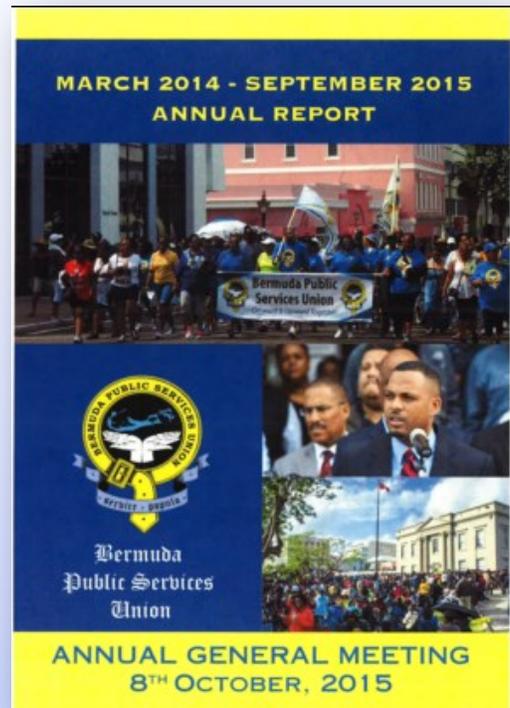
***October 8, 2015***

On Thursday, October 8th, BPSU held its Annual General Meeting at the St. Paul A.M.E Centennial Hall.

This was the first AGM that the BPSU has had in decades and it exemplified the Executive and the General Council's commitment to bottom-up leadership, good governance and transparency.

The 2014-15 Annual Report was presented at the AGM, highlighting the work that your Union has undertaken during this period including:

- Development of a new strategic plan,
- Campaign regarding the Public Bodies Reform Bill & privatization,
- Budget Reduction Working Group/furlough days,
- On-going negotiations,
- BIU Members' Credit Union / BPSU partnership,
- Reports released by the BPSU,
- Representation on external boards & committees,
- Results of the Needs Assessment Survey,
- Presentation of education awards, and,
- Executive & General Council's Attendance records



The work noted in this report demonstrates the BPSU's commitment to ensuring the best for its members and to the wider community and is a reflection of the Union's mission statement: *"to provide effective labour and community relations"*.

A copy of this report can be downloaded from the BPSU website or collected from BPSU headquarters. In addition, members were given a presentation of the Union's financial position.

This meeting served as an opportunity for the membership to gain a sound understanding of the decisions made and also provided a venue by which members were able to voice their opinions to their representatives.

The BPSU encourages all of its members to actively participate in the affairs of their Union so we can collectively move *"Onward and Upward Together"*.

# THE SPOTLIGHT



## Sister M. Claire Preyra-Leader

My name is M. Claire Preyra-Leader and I am a Behaviour Management Specialist and Home Intervention therapist at the Ministry of Education, Child Development Programme.

In addition, I am BPSU Shop Steward for the Child Development Programme and Division 12 Chair.

My interest is in ensuring that I represent the BPSU and its members to the best of my ability, and to encourage and empower members to uphold, with dignity and diligence, what is right and fair in the workplace.

My goal for the coming year is to have a Shop Steward at every department in Division 12 and to encourage all Shop Stewards to attend regularly scheduled meetings so that members will be kept abreast of, and become actively engaged in, all BPSU matters, as we move "Onward and Upward Together".



## Brother Eugene Blakeney, MBE, JP

*December 3, 1932 - October 22, 2015*

### Tribute from the Current Executive of BPSU

*Brothers and Sisters,*

*An organization's legacy is often determined not just by what the organization does but the role its leaders play when interacting with the community. The current Executive of the BPSU recognizes that we are a part of an organization that has made a significant contribution to the social wellbeing of Bermuda.*

*The death of our dear Brother Eugene Algernon Blakeney has provided us with the opportunity to reflect on his life and his involvement within our community. One must say that the growth of our Union is in a large way due to the guidance and leadership of Bro Eugene. All of the current Executive members were not privileged to have worked with him; however we are the beneficiaries of his handiwork.*

*The President and Officers extend our condolences to Sister Shirley Blakeney and Family and pledge our support and assistance should it be required.*

*Submitted with Fraternal greeting and in Solidarity,*

*President Jason Hayward on behalf of the BPSU Executive*



## *Card of Thanks*

With heartfelt thanks to the Executive, members and staff of the BPSU - with special mention of Brother Eddie Ball and Brother John Payne (retired). During this time of our bereavement, the family has been overwhelmed by the outpouring of love and sincere expressions of condolence.

Thank you for the many tributes, flowers, and cards of sympathy from both here and abroad.

Rest in peace, my love!

*Shirley Blakeney & family*

# Dellwood Middle School

## “The Big Dell Run”

December 12th, 2015

On December 12th, Dellwood Middle School held a family fun day and fundraiser called *The Big Dell Run*.

To support this initiative, persons were tasked with seeking donations from sponsors for successfully jogging 2 laps around the field.

Participants, including students, teachers, athletes, parents, teachers, alumni and our very own President Jason Hayward, took to the Victor Scott School field in support of this very worthwhile event.

BPSU would like to congratulate Dellwood Middle School for raising approximately \$7,000 as a result of this event. These funds earmarked to support Dellwood Middle School students and will include the purchase of athletic uniforms for the various sporting events.



## BPSU Secretariat Welcomes New Staff Members

The BPSU Secretariat is pleased to announce the appointment of three new members of staff:

- **Sis Lauren Bell - Senior Administrator**

Sis Lauren brings to the Union diverse experience that she gained in both the public and private sector. A previous employee of Department of Statistics and more recently an asset management firm, she has an extensive background in office management, administration and research. In her spare time, she is an avid reader and has a keen interest in Bermuda's legislative framework.

- **Sis Pamela Wade - Administrative Assistant**

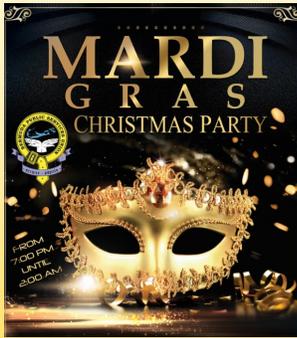
Sis Wade is the former Administrative Officer at the Dept. of Conservation Services and has over 25 years experience working throughout the civil service. She is very active within her Church and the wider community. In her free time, Sis Wade loves reading and spending time with family.

- **Sis Jamée Jones - Administrative Assistant**

Sis Jamée comes to us from the Dept. of Maritime Administration where she served as the Assistant Registrar of Shipping for 13 years. During her tenure, she was a BPSU Shop Steward. Sis Jamée loves to cook, bake, take photographs and spend time with her family.



Sis Lauren Bell, Sis Pamela Wade & Sis Jamée Jones



# BPSU 2015 CHRISTMAS PARTY

*Mardi Gras*

Cedarbridge Academy

December 12th



**BPSU**

**COMMUNITY OUTREACH COMMITTEE**

*Annual Christmas Hamper Drive*

**December 21st, 2015**



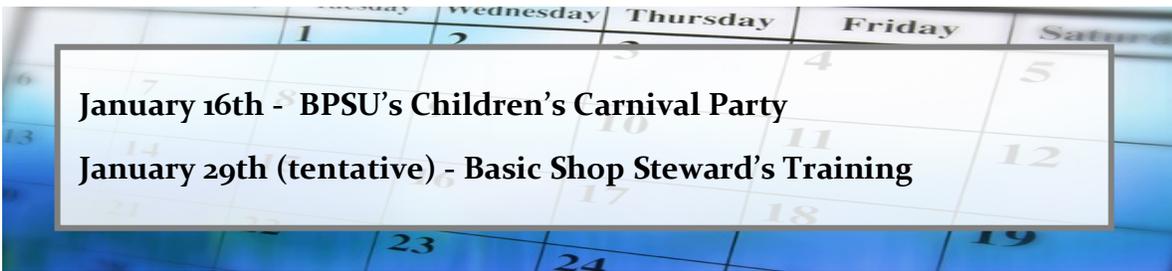
On December 21st, the BPSU Community Outreach Committee distributed over 50 Christmas food hampers to fellow BPSU brothers and sisters in need.

The food items used in these hampers were generously donated by our members and the Secretariat.

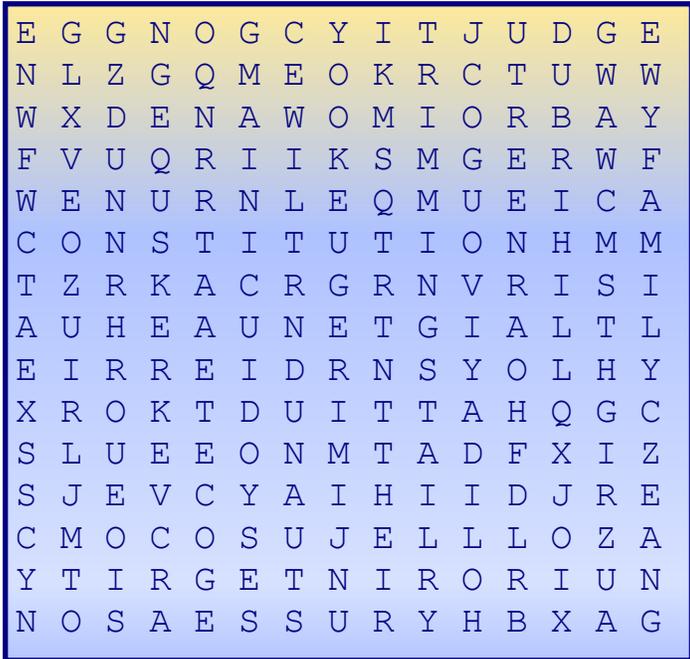
The Committee sent out an appeal earlier this month to all departments encouraging them to set up a box designated to receive food donations from staff. In addition, attendees at the BPSU "Madri Gras" Christmas party were asked to bring with them non-perishables for this worthy cause.

The Committee would like to take this opportunity to thank members for their support in this initiative; without it, this would not have been made possible.

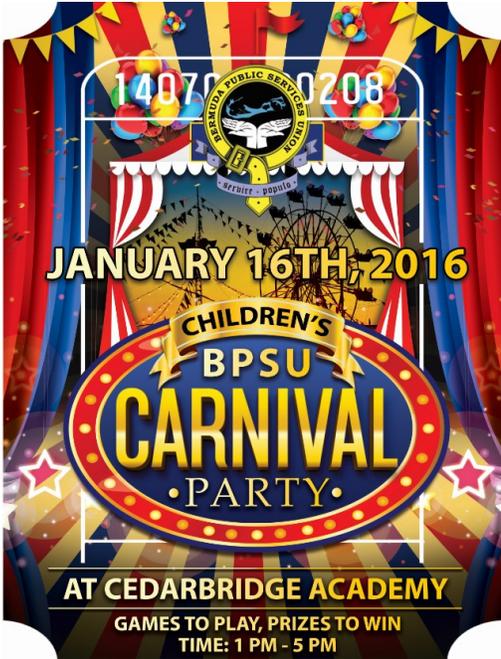




# WORD SEARCH



- |              |           |
|--------------|-----------|
| AUDIT        | CAROLS    |
| CHRISTMAS    | COMMUNITY |
| CONSTITUTION | COURT     |
| EGGNOG       | FAMILY    |
| HOLIDAY      | INTEGRITY |
| JUDGE        | MEETING   |
| NEW          | REINDEER  |
| RIGHTS       | RULING    |
| SEASON       | TREE      |
| TRIMMINGS    | TURKEY    |
| YEAR         |           |



**History is a great teacher.**  
 Everyone knows the labor movement did not diminish the strength of the nation, but *enlarged* it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production.  
**Those who attack labor forget these simple truths, but *history* remembers them.**

Martin Luther King, Jr.

**Public Relations Committee**

- Sis Lloyquita Symonds, Chairperson
- Sis Thelma Hart, Vice Chairperson
- Sis Dwanita Grant, Secretary
- Sis Linda Mienzer
- Bro Robin Minors
- Sis Tina Evans-Caines
- Bro Graham Maule
- Sis Lauren Bell



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