

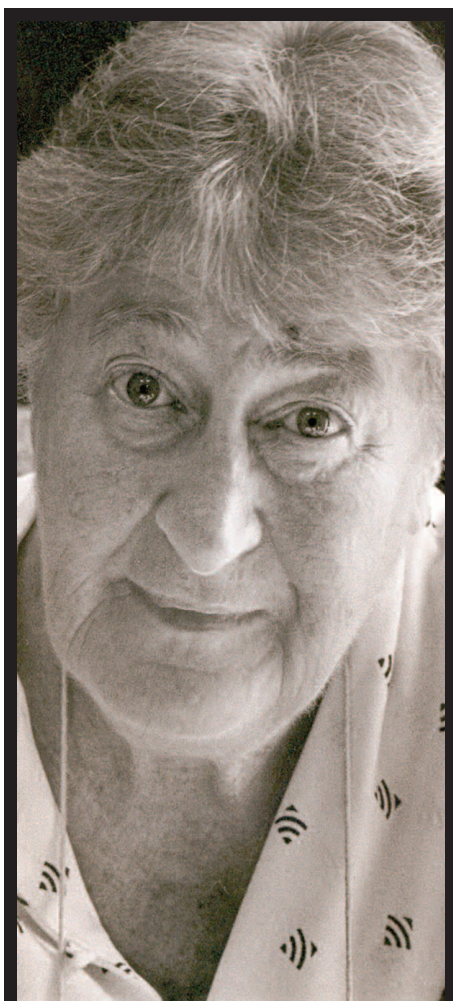
Workers Voice Snubbed by Premier Cannonier

by LaVerne Furbert

Since Craig Cannonier was sworn in as Premier of Bermuda on December 18, 2012, the Workers Voice has not been invited to one press conference that he has hosted. Initially a communications gaffe, however it has been confirmed to us that the Premier of Bermuda does not want “that girl” (LaVerne Furbert) attending his press conferences.

Premier Cannonier has held several press conferences since he was sworn in at Government House on December 18, 2012, the day after the General Election. The Workers Voice did not receive an invitation to the swearing-in ceremony and like the rest of Bermuda, we witnessed the ceremony on television and by way of Bernews. Neither was the Workers Voice invited to the Swearing-in of the OBA new cabinet members on December 20, 2013.

The Workers Voice is aware that Premier Cannonier shies away from individual press conferences and interviews as much as possible, however, as Brother Cal Smith said in an article in the Workers Voice in February, 1998 regarding Sister Doreen’s ban, “The



The Late Siter. Doreen Lightbourn

Workers Voice represents an important viewpoint. But what is government’s attitude towards the workers’ organ?”

“Dr. James has banned the Workers Voice from attending press conferences

held by the all-important Finance Ministry,” continued Brother Cal in the article. “The Speaker of the House has refused permission to reporters from the BIU newspaper to sit in the press gallery. His party would appear to be ready to ban all media from sitting in the press gallery”.

On Thursday morning, March 28, 2013, the Workers Voice was informed that the Premier would be holding a press conference later that day. We then reached out to the Premier’s Press Secretary - Charmaine Burgess - by telephone, however she did not answer her telephone so we left a voice message. At 10:36 a.m. we sent an e-mail to Ms. Burgess with the following message “I understand that the Premier will be holding a press conference this afternoon. The Workers Voice has not been extended an invitation but I certain would like to attend. What time is the press conference? Thanks, LaVerne Furbert”. No response has been received from Ms. Burgess in spite of the fact the original e-mail was resent and copied to Ms. Janelle Ford, Acting Director at the Department of Communications (DCI) and Information.

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Workers Voice Snubbed by Premier Cannonier

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Ms. Ford did call to say that she had received my e-mail and to inform me that the Premier's Press Secretary works independent of DCI, but she would forward my e-mail to the Secretary to the Cabinet, Mr. Donald Scott.

In the February 13, 1987 issues of the Workers Voice, Sister Doreen wrote the following: "At a time when the Bermuda Industrial Union is emerging as an organization with a very real sense of dedication and commitment to providing services, not only to its members, but to the community as a whole, the Ministers of John Swan's Cabinet have shut out the Workers Voice (the Union newspaper) from any participation in their news conferences."

Ironically, just as Ms. Ford has informed us that she will be referring the matter to the Cabinet Secretary, in 1987, Dr. Barbara Ball, then the Editor of the Workers Voice, wrote to the Secretary to the Cabinet at the time, Mr. Kenneth Richardson, to question the "apparent boycott by the Government ministers".

"In his reply, Mr. Richardson stated that, according to the Bermuda Constitution, "... in all matters in respect of the day to day activities of any specific Ministry, the Minister has the absolute right to decide what actions

should be taken..... And that the Minister is at liberty to invite whomsoever he wishes". Certainly we would hope that democracy in Bermuda has matured since 1987.

We would have to agree with the following statements that Sister Doreen wrote in 1987 "If we are to be honest, then we must admit that NO news media in Bermuda is entirely objective in its presentation of the news. Even news stories are often slanted to convey a certain point of view. This is a fact of life in our small concentrated and sometimes divided community.

"Hence the Workers Voice, as a Union newspaper, makes no excuse for reflecting the views of the workers, and especially those on the lowest rungs of the social and economic ladders."

As Premier Cannonier represents every voter in Bermuda, which includes the members of the BIU and other members of the public, the Workers Voice will continue to press Premier Cannonier to respect the principle of freedom of information which the workers of Bermuda sacrificed much to attain. Further, it is the responsibility of all of us to ensure that the freedoms for which the workers of Bermuda sacrificed much to attain will continue to grow and flourish.

THE WORKERS VOICE

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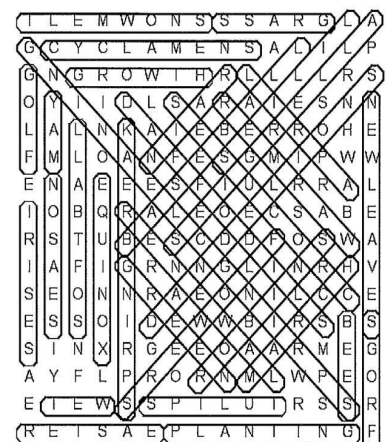
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REPRESENTATIVES**
Shirlene Simons
David Bean

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PUZZLE • SOLUTION

SPRING

This is the solution to the puzzle located here.



ALLERGIES	FROGS	RAIN
APRIL	GOLF	RENEWAL
BASEBALL	GRASS	ROBINS
BEES	GREEN	SEASON
CROCUSES	GROWTH	SNOWMELT
CYCLAMENS	IRISES	SOFTBALL
DAFFODILS	LILIES	SPRING BREAK
DANDELIONS	MARCH	SPRING CLEANING
EASTER	MAY	TULIPS
EQUINOX	NEW LEAVES	WARMER
FLOWERS	PLANTING	WET

The hidden sentence is: APRIL SHOWERS BRING MAY FLOWERS

History Repeats Itself – Again!!

In my opinion, Karl Marx had it right when he coined the phrase “History repeats itself, first as tragedy, second as farce”. Certainly our front page story indicates just that. It was a tragedy in 1987 when the late Sister Doreen Lightbourn, on behalf of the Workers Voice, was denied access to United Bermuda Party government press conference, but it is a farce that in the year 2013, I LaVerne Furbert am being denied access to press conferences hosted by the Premier of Bermuda and Leader of the One Bermuda Alliance, Craig Cannonier. One would have thought that twenty-six years is enough time for any group or organisation to mature to the extent where they recognise “that the Workers Voice, as a Union newspaper, makes no excuse for reflecting the views of the workers, especially those on the lowest rungs of the social and economic ladders”.

Prior to the December 17, 2012 General Election, the Workers Voice was invited to all government press conferences, and while we could not attend all press conference, we certainly were provided with press releases from the government. Additionally, the Workers Voice was also invited to all press conferences held by the Progressive Labour Party (PLP) and now that the PLP is the Opposition, we continue to be invited to their press conferences. However, the Workers Voice has never been invited to a press conference held by the One Bermuda

Alliance (OBA) and for that matter, we were never invited to a press conference hosted by the BDA or the UBP. However, I would have expected that once elected to govern, the OBA, in particular the Premier of the country would have done the right thing and ensured that all of Bermuda, in particular the workers, would be given access to his words of wisdom to the people.

Since its inception, many in the community have speculated that the One Bermuda Alliance (OBA) is the United Bermuda Party (UBP) with a different name. Certainly the “Secret Document” that was circulating just prior to the December 17, 2012 General Election confirmed this to many. However, Premier Craig Cannonier has vehemently denied that the OBA and UBP are one and the same. In fact at a press conference held on December 4, 2012, Mr. Cannonier was quite emphatic that there was no relationship between the UBP and the OBA, stating “They have nothing to do with the party I lead — the One Bermuda Alliance.”

More importantly to the issue at hand which is the Premier’s refusal to include the Workers Voice at his press conference was the statement that he made just prior to storming off the set at A.B. Place Media room was his statement “That’s how you treat the media”. In other words as at December 4, 2012, Mr. Cannonier did not realize the importance of the media to his image as a leader and the



image of his party, and the fact that he is refusing access to the Workers Voice confirms to me that he is indeed a “colt” (the word used to describe him by the now Finance Minister, Bob Richards) and not yet ready to be the opening batsman.

If it was only the Workers Voice that the Premier was avoiding, I would put it down to a personal conflict, although prior to his meteoric ascendancy to Premier of Bermuda, I considered Craig Cannonier to be an ally, certainly we were not political opponents as she displayed no public allegiance to any political party although my membership and support of the PLP has been public knowledge for at least four decades. However it is no secret that the Premier and many of his Cabinet members have refused interviews with Sherri J of Magic 102.7. I’m now beginning to think that the Premier and his cabinet colleagues have a problem with those of us whose offices are located in North Hamilton.

Having said all of the above, in my

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“Somner” Appointed to Human Rights Commission

BIU Organiser, Brother Louis Somner, was recently appointed to the Human Rights Commission. He was one of the twelve people selected out of over one hundred and twenty applicants.

Brother Somner says, “Almost on a daily basis I see first-hand the effects of various forms of discrimination in the workplace,” Brother Somner told the Workers Voice. “As an organizer we are responsible for bringing closure to such disputes. I believe my experience can assist the Commission when deliberating on matters that are brought to them by the general public”.

Brother Somner further explained that for the past few years he has been working along with Amnesty International and several other local organizations including migrant workers who have been discriminated against by their employers and others in the workplace and at home.

“In addition to the above, I attended several international workshops and seminars that have been sponsored by various international organizations, including the Building Woodworkers International (B.W.I.) dealing with human rights which have provided me with insight into issues that would be discussed by the Human Rights Commission.”

Following the amendments to the Human Rights Act 1981 (the Act), which were enacted on October 26, 2012, an independent Selection and Appointment Committee was appointed to recruit and appoint up to twelve Commissioners. The newly appointed Commissioners will serve a



three-year term and will be responsible for adjudicating complaints of discrimination. They will also serve as educators and advocates in the promotion and protection of human rights.

The Selection and Appointment Committee was tasked with constituting a diverse and representative Commission by overseeing a public recruitment process. This is the first time that a public application process has been implemented to populate the Human Rights Commission. In accordance with the Act, one-third of the twelve-person Commission must possess legal qualifications; the other two-thirds may be drawn from the general population.

“We received a significant amount of interest from the public to serve on the Human Rights Commission. Although we had only twelve positions to fill, we received over 120 applications,” said William Madeiros, Chairperson of the selection committee. “While this made our job more difficult, it also allowed us to construct a very competent and capable Board. The truth is, we were overwhelmed by the quality of all the applicants – we had a tremendously difficult time in narrowing down the candidates from such a robust group of applicants.”

Mr. Madeiros also stated that, “The recruitment process clearly identified the tremendous amount of interest in human rights as evidenced by the many talented and engaged advocates working in the community.” He encouraged those who applied to stay connected to the work of the Human Rights Commission, and to continue collectively working and being involved in opportunities which promote, protect and advance human rights and equality for all.

The recruitment and selection process was guided and informed by the expertise and dedication of the Selection and Appointment Committee who volunteered a significant amount of their personal time to review each application over a 6-week period ahead of conducting interviews. The Selection and Appointment Committee was comprised of the Mr. William Madeiros (Head of the Committee), Mr. Cole Simons, Ms. Simone Smith-Bean, Mr. Doug Soares and Ms. Wanda Richardson (Deputy Head).

The eleven other Human Rights Commissioners are:

Michael Hanson (Chair)
Kim Simmons (Deputy Chair)
Donna Daniels
Pamela Fowkes
Darcy Gimás
Richard Horseman
Jens Juul
Kai Musson
Naomi Schroter
Tawana Tannock
Millard Thompson

Measuring Business Cycles #2

Measuring business cycles is an extremely difficult statistical exercise. The difficulty arises from the problems encountered when attempting to measure the phenomenon. Problems arise in the first instance from the definition of the term business cycle. It continues and is perhaps amplified when statisticians, economists and business analysts try to analyze economic time series in order to assist government decision makers in their management of the economy.

The first difficulty arises from the decision to describe the upturns and downturns of economic time series as a cycle. As any high school student knows, the definition of a cycle describes a movement which is of a relatively fixed amplitude and duration. By amplitude one refers to the height of the cycle from the trough to the peak. The duration refers to the time taken for a particular time series to move from trough to peak.

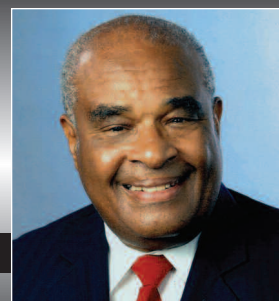
An example of a cycle would be the seasonal cycles which generally reflect a lowering of temperature from October to March and a general increase from March to September. These seasonal cycles generally are completed over a twelve month period corresponding to the calendar year. For this reason, they are the one measure that can be visualized readily in any time series that is influenced by climate change.

A major component of virtually all time series is the 'secular trend'. This aspect of a time series may exist for substantially long periods of ten years or more. Because secular trends reflect such long periods of development they are studied to determine the social and economic impact of incidents of long term influence such as changing birth, death and marriage rates

on the growth of the population and the economy. For instance, in the years which included World War II and immediately following the end of that war, there was an enormous increase in total births which impacted on society for decades after the war. For example, the rising births of the forties and fifties ushered in a demand to build elementary and secondary schools in the period following the war. However, beginning in 1961 and continuing for the next two decades, the annual number of births annually fell substantially thereby reducing the need for additional schools. This consequence was obvious from a cursory reading of the birth trends; yet schools were built and expanded despite forecasts indicating the long-term trend in reduced demand for schools.

Other long-term trends which are readily available have been the participation of women in the work-force and the rising proportion of persons in the age group 65 or older. The participation of women in the work-force is greatly influenced by falling birth rates and a reduction in the number of children born to women aged fifteen to forty-five. One could add that better birth control procedures have also had a marked influence as has the increased tendency of women to pursue careers after marriage.

Many economic time series also display sharp movements of one or two month's duration which statisticians define as the irregular element of time series. Usually these movements are readily recognized and explained. For instance, a serious hurricane or tornado might disrupt internal transportation to the extent that businesses close for two or more days. However, even if the businesses do not close, it is unlikely that there will be much



BY CALVIN SMITH

economic activity during the period of the bad weather. These short term movements might also be the result of civil disturbances such as boycotts, industrial disputes or a bad fire.

Finally, there is the movement normally referred to as the business cycle. This movement is restricted entirely to the measurement of the economic activity of the country and can last from one to several years. However, the business cycle can be influenced by activity which did not start out as economic activity. For instance, discussions between labour and management over wages and working conditions are being conducted continually with no visible impact on the economy until a wage is agreed. However, should negotiations break down, then there might be work stoppages with a resulting loss of income as defined in economic text books?

Although we have only briefly surveyed the importance of the study of economic time series, it is clear that knowledge of their movement over time provides vital information for decision makers of both government and private institutions. It should also be stated that the study of the components of economic time series is vital for an in depth understanding of the behavior of an economic as well as of the factors which influence the decision-making of the leaders of both government and private institutions.



Tomorrow's Voices - Bermuda Autism Early Intervention Centre AUTISM AWARENESS MONTH EVENTS - APRIL 2013

March 28 - Royal Gazette Special Feature – Featuring our services, staff, volunteers, and accomplishments in the field of Autism and our ramp up to celebrate Autism Awareness Month throughout April.

April 1 to 30 - "Eat! Shop! Give!" 2013 Fundraiser – All month get access to fantastic discounts & promotions from over 50 participating stores when you **donate \$10 for an Eat Shop Give card**. Your \$10 donation allows us to provide 30 minutes of therapy to children in need.

April 1 to 30 - "Giant Autism Puzzle Pieces" Window Displays – Participating merchants island-wide decorate their shop fronts with our giant puzzle pieces in support of Autism Awareness Month. Each puzzle piece provides a little information on Autism and how it affects children.

April 1 to 30 - Membership Drive – April is an opportunity to become a member of Tomorrow's Voices, donate online to our Centre, or become a member of our Facebook group.

April 1 - "The Ladies Room" with Nikita - HOTT 1075 – Nikita has adopted Tomorrow's Voices as her charity for April. Tune in at 10:30am as we talk about Autism, our Centre and how you can support Tomorrow's Voices for Autism Awareness Month.

April 2 - World Autism Awareness Day – Join us and the rest of the world in observing this day dedicated by the United Nations to bring attention to autism, a pervasive disorder that affects tens of millions.

April 6 - Workout for Autism – CrossFitBDA will be holding a free/donation class for non-members where the class fee of \$5 will be donated to Tomorrow's Voices. Get a good workout while raising funds to combat Autism.

April 6 - Tomorrow's Voices Gives Back – We give back to Deloitte staff for supporting us during the Argus Walk the Walk 2013 as the Largest Corporate Team. They enjoy a beautiful walk through Spittal Pond while we support them with refreshments.

April 11 - Ministerial Visit to Tomorrow's Voices – The Minister of Health and the Minister of Education visit Tomorrow's Voices and learn about the services we provide to children between the ages of 2 and 21 and their families.

April 13 & 27 - Saturday Social Skills Group – Come join in as our clients and their typically developing peers participate in their Saturday Social Skills Group. Drop off your child and enjoy a half-day of respite. Volunteer your time and see how you can benefit our children with special abilities and change their lives! **9am-1pm | \$35 per child**

April 19 - "Open House" at Tomorrow's Voices Autism Centre – Visit the Centre and meet our Staff. Find out what we do and why we do it! See how Applied Behavior Analysis & Verbal Behavior therapy can change lives!

April 24 - Tomorrow's Voices Training Institute – "All About Autism - Everything You Wanted to Know About Autism But Were Afraid To Ask!". This is a workshop that will give you the ins and outs of Autism. All participants will receive Professional Development Certificates. **Email: tomorrowsvoices@northrock.bm to register. 6pm to 8pm | \$25.**

April 26 - "Autism Pops" – We will be selling a variety of flavoured popcorn island wide to raise funds for our Centre. Call or email us today to have your school or company participate in this great fundraiser. We will deliver flavoured popcorn right to your door. Combating Autism one Kernel at a time!

April 27 - "Get Puzzled" Scavenger Hunt Fundraiser – Join the DATs as they host the best Scavenger Hunt ever in the City of Hamilton. Get your team together to seek out clues, learn about Autism, and have a great night of fun!

April 30 - Autism Awareness Month Ends On East Broadway – Join us on East Broadway as we display our Autism Signs and Puzzle Pieces as we remind the community that "It may be the end of Autism Awareness Month but it's not the end of Autism."

FOR ADDITIONAL INFORMATION ON THE ABOVE EVENTS

Visit www.tomorrowsvoices.bm | Email tomorrowsvoices@northrock.bm

Call (441) 297-4342 | Fax (441) 297-2342

Demonstrations are Neither Polite nor Pretty

A demonstration or street protest by the people made against their government is neither polite nor is it pretty.

Many were of the opinion that it was embarrassing that Premier Cannonier and Minister Fahy were the subject of some Bermudian anger during the recent protest at the House of Assembly. But I can say that I was not among them, having the opinion that this-anti-Bermudian regime - the OBA government - was long overdue for such a protest to explode in their face. In fact, I got into a big argument on the job as to whether someone should have gotten in the face of the premier. Well the premier himself had not set any example, refusing to appear on the Sherri Simmons talk show along with his OBA politicians and storming out of a pre-election news conference and being overheard boasting that this is the way you treat the media.

Minister Fahy in other news media appearances followed in the bad footsteps of his boss in stating that he is not prepared to answer any more questions. The argument on the job got real heated when I stated that both OBA government politicians deserved what they got and this time there was nowhere to run in the face of the wrath of the people, even if the newly appointed OBA press officer attempted to shield her boss.

The discussion on the job took another turn when the aggrieved person took to "bad-mouthing" her own Bermudian countrymen. It is a funny, if not tragic thing, that so many Bermudians take to casting the same insults towards their fellow Bermudians that they have heard from other people who have nothing for Bermudians to do as if they

themselves are exempt from such downgrading of their own countrymen. This person later told me that she went home to her mother and told her that I called her anti-Bermudian and pro-foreigner. Well, I don't intend to let anyone get away with insulting my Bermudian countrymen, even if that person is another Bermudian.

Speaking on Bermuda's economic situation and the so-called shared sacrifice voiced by the OBA Finance Minister, Bob Richards, I have not heard anything about the \$1.5 million Bermuda pays for the upkeep of the British governor that sits up on the hill that is higher than the one the Bermudian parliament sits on. No cutbacks in this area? I wonder when we as a country will get wise enough to understand that we should not be paying for Britain's diplomatic presence in our country. That is what it is - a diplomatic presence. Apart from reminding us that even in the 21st century we remain someone's overseas territory.

The Queen does not appoint the Governor, the British government does and that makes it a diplomatic post and not the Queen's representative as we like to believe. If I had my way, the Government House site would be the site of a Bermudian university, a potential third leg for Bermuda's economy. If we could develop such an educational institution, not only for Bermudian students, but international students whose housing needs could kick-start or renew the guest house accommodations, transportation prospects and having college or university students in Bermuda for school sessions, not just spring break.

THE OTHER ALTERNATIVE



BY ALVIN WILLIAMS

And just think how much foreign exchange we could save if Bermudian students could get their degrees right here in Bermuda and how much foreign exchange Bermuda could earn from the presence of international students earning their degrees on our shores.

Another area which the PLP broached in their Reply to the OBA budget was off-shore mining which is not such a far-fetched idea. Bermuda sits upon a mountain. What is down there is something we could sell to the world. Technological advances have allowed for the prospect of exploring areas that have never been within our reach before. Just think if we could find something down there like oil or gas or other important minerals that China or other nations would be interested in. We could develop something with international investors or partners that potentially could be bigger than both tourism and international business. This would create a future better than we could ever dream about. At long last we would have a Bermuda economy built on something that at long last for the first time since we had our own ship-building sea trade capability that we could truly call our own.

Department of Human Resources Announces Application Process for the Civil Service

The Department of Human Resources is pleased to announce that, as of April 1st, 2013, the Government of Bermuda will implement its first Human Resources Information Management System (HRIMS). The system will offer greater efficiencies in the areas of recruitment, learning and development, and performance management.

This new system will mean that those seeking employment within the Government of Bermuda will apply online at www.govtcareers.gov.bm rather than submitting a hard copy as is the current process, although some exceptions do apply.

One of the benefits for applicants is that the first time they apply on-line for an advertised post, information relating to their personal contact information, qualifications, experience, and work history is saved in their personal profile in the system. The new system will allow candidates to upload, save and then update their profiles as changes arise. Therefore, when applicants view advertised positions they can apply with the click of a button.

Candidates locally and overseas will be able to log on anywhere and can submit their applications at any time of the day by the closing date.

A benefit for candidates applying for positions and the Government of Bermuda is the anticipated reduction in the time to

hire on average by 10 weeks for recruitment conducted locally and 12 weeks for overseas recruitment.

For those unsuccessful applicants their information will be retained in the Government system. This will enable the Department of Human Resources to quickly search their database of potential candidates on behalf of employing departments who may have employment opportunities for similar posts.

For persons who may not be comfortable using the computer, these individuals will be required to complete a hard copy application, together with any other forms that are required and submit it to the relevant location as instructed in the advertisement.

"It should be noted that the system will not be used for all positions that are advertised in the Official Gazette," said the Director of Human Resources Mrs. Carlita O'Brien. "Therefore, if you see a post advertised in the newspaper, and then you go on line and do not see the post on our Careers site this is an indication that your application will have to be manually submitted, mailed or faxed (if a number is provided) to the location as instructed in the advertisement."

"We are committed to becoming a World Class Public Service and the HRIM System is a tool that will enable us to make

tremendous strides in that direction," explained Mrs. O'Brien. "This system will take us from a manual system to a system that will greatly increase our efficiency and effectiveness. With the implementation of the HRIMS we will be better positioned to provide our clients with service excellence and thereby the people of Bermuda will benefit."

As well as the 'Talent Acquisition' component there is also a 'Talent Management' element to the HRIM System which will allow the Department to provide support to employees through performance management, skills and competency management, 360 Degree feedback, Career & Succession Planning, Learning Management.

"Effective recruitment is crucial to the successful day-to-day functioning of the Government of Bermuda," said Mrs. O'Brien. "In short, we are in competition for the best talent, and want to ensure candidates interested in employment with the Government of Bermuda have a positive experience."

For more information contact the Department of Human Resources at 279-2824.

The Tuckers Town Cemetery

by E. McNeil Stovell

The exact time and date in history when African Bermudians first settled in the area known as Tuckers Town is not known, but it is believed to have been many years before emancipation took place in 1834 and that most of them were thought to have been free blacks.

What we do know from history was that Tuckers Town got its name from Governor Daniel Tucker, who once tried to establish a town there and that over the years, the idea failed to catch on and the whole venture fell through. From the days of Governor Tucker much has taken place at Tuckers Town that has affected the lives of those who lived there as well as the rest of Bermuda. At one time, parts of Tuckers Town was used as a military outpost, and at one time, a quarantine station was set up at Castle Point for soldiers who had yellow fever.

But for many years during and after which, Tuckers town had grown into a thriving farming, fishing, whaling and piloting community that was mostly inhabited by African Bermudians. From as far back as I could remember as a little boy growing up in Marsh Folly, I could still hear those old stories that were told to me by my great-step-grandmother and many others who had once lived down in Tuckers Town. From what I could remember there was a lot of anger being expressed about just how those who ran the Bermuda Development Corporation back then had treated the African Bermudian people that once lived down there.

My great-aunt Dinah Smith, by the way, was evicted from her little home, a home that she was born in and was a part of her very being all of her life, simply because she refused to give up her birthright. She finely died broken-hearted and angry over the loss of her birthright that was down in Tuckers Town.

Let's go back to the year 1875 when Daniel Smith, the uncle of Dinah Smith, lost his entire family, his wife, four children and a stillborn child when a tornado swept through Tuckers Town Bay leaving him the only survivor. Dinah Smith's father, Josiah Smith, died the following year in 1876 from injuries he received and suffered as a result of a very bad fall he had while rushing to help his brother Daniel on the night of the terrible loss of his family.

With all of the above now being absorbed in the soil of the Tuckers Town Cemetery for more than a century and a half, how am I to feel when I know that part of the history of my very genes lie in the ground at the Tuckers Town Cemetery and that there are those amongst us today who would dare to interrupt their eternal rest and would seem to feel no way about it.

I have known for some time that there was a cemetery down in Tuckers Town, but never knew where it was situated. It was in the early 1990's when I located and saw the condition that the cemetery was in, and I was appalled at what I had seen. There was a heavy overgrowth of trees and weeds within the walls of the cemetery and even growing out of some of the graves and the entire section of the south wall was completely missing. Since that time the cemetery has been cleaned up even though golf balls rain down upon it from the Tuckers Point Golf Club's practice range situated on a hill to the west. But there is a plan afoot to rearrange how the cemetery will look in the future, yet there are those, such as members of the Tuckers Town Historical Society and others, who feel that the cemetery should remain in the original layout that it has been laid out in before being disturbed.

The new plan that has been set out in conjunction with the tuckers Point Hotel, the National Museum of Bermuda and the Marsden Methodist Church, consists of the cemetery remaining within the original walls, but without the surface stone graves that are situated there now, but with a single solitary monument placed somewhere in the center of what will eventually appear to be a walled-in lawn with no other grave markers.

As it now stands, the plans have been presented to the Planning Department for approval. As far as I know, no one from any of the above-mentioned institutions have approached any other concerned group or any one of the members of the Tuckers Town Historical Society about the situation at the cemetery. It must be pointed out that the property on which the cemetery rests, belongs to the Tuckers Point Hotel & Golf Club complex.

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Brazilian Senate Gives Domestic Workers Equal Rights

The Brazilian Senate has brought in a new law giving domestic servants the same rights as other workers for the first time.

An estimated 7m house maids and cooks – nearly all of them women – will be entitled to overtime after working for a maximum of eight hours a day and 44 hours a week, among other rights.

The constitutional amendment is set to be enacted next week.

The reform could increase the cost of having a domestic worker by nearly 20%.

Many middle-class Brazilian families have been used to having a maid to cook, clean and wash for them.

In recent years, their rights have been gradually revised to include paid holidays, sick leave and maternity leave.

'End of slaveship'

The new rights have been called historic and widely welcomed in Brazil.

"It's the second abolition of slavery. We have house maids who work 18 hours a day," the head of the Sao Paulo's Domestic Workers and House Maid's union, Eliana Menezes, told Brazilian newspaper Folha de Sao Paulo.

"They are subjected to their employers' rules in their homes."

The equal rights trend has led to rising costs that are making employing a servant an unaffordable luxury for some. The new law is set to make them even more expensive.

On social media, many Brazilians reacted to the news saying that the country's middle classes would have to learn how to live without house maids, as

has already happened in many developed countries.

Others speculated that the enhanced legal rights would lead to a rise in unemployment. The new bill ensures that, like other employees, domestic workers will build up a fund of money paid by their employers, equivalent to 8% of monthly pay, to be made available upon compulsory redundancy, death and other contingencies.

Estimates say the cost of having a domestic worker could rise by between 18% and 40%, depending on their working arrangements.

The amendment was passed unanimously in two votes of the Senate, after being approved by the lower house as well.

The law comes into force on 2 April.

UFCW makes its voice heard in roundtable on Temporary Foreign Worker Program

Ottawa – March 11, 2013 – UFCW Canada recently participated in an "invitation-only" roundtable regarding the federal government's Temporary Foreign Worker Program (TFWP). The meeting was held in Ottawa and was chaired by Jason Kenney, Minister of Citizenship, Immigration and Multiculturalism, and Diane Finley, Minister of Human Resources and Skills Development.

The federal government is conducting ongoing consultations that it says are aimed at improving the TFWP following complaints that employers are using the program to exploit migrant workers who lack sufficient employment protections, benefits, and compensation.

As a longstanding defender of migrant workers' rights, UFCW Canada expressed a variety of concerns relating to

the TFWP in its submission to the Ministers. Through its ten AWA support centers across Canada, UFCW Canada comes in contact with tens of thousands of migrant workers annually and provides more services to migrant workers than any other organization in the country.

"While our grievances with the TFWP remain intact, and nothing was said to indicate that meaningful change is on the horizon, the dialogue with Ministers Kenney and Finley was an important first step in reforming a program that is unwanted by many migrants and is economically unsustainable," says Naveen Mehta, General Counsel for UFCW Canada.

"Constructive dialogue and consultation with all levels of government has been a primary tenant of our long-term strategy to achieve legislative change and

eliminate the abuse that is inherent within the TFWP as it is currently structured," adds Mehta, who attended the consultation on behalf of the union.

Prior to participating in the roundtable, UFCW Canada encouraged the federal government to adopt the recommendations of the Fall 2012 Metcalf Foundation report entitled "Made in Canada: How the Law Constructs Migrant Workers' Insecurity."

The report found that the TFWP lacks the supports, programming, and services needed to operate efficiently and effectively and recommended that adequate resources be made available to the program. It also called on the federal government to provide more migrant workers with a path to permanent residency and opportunities to improve their skills while working in Canada.

History Repeats Itself – Again!! continued from page 3

opinion, it is past time that Premier Craig Cannonier being to think and act like a statesman, as difficult as it may be for him. It is most unfortunate that he allowed himself to be picked out of a line-up of potential black faces to “lead” the One Bermuda Alliance, now the governing party of Bermuda. However, I am now wondering if the OBA made the same mistake that was made during a recent police identity parade where the witnesses picked the wrong man.

In my opinion, Craig Cannonier’s lack of political experience disqualified him from leading Bermuda as the Premier, and there is nothing that I have seen since December 17, 2012 that has changed my mind.

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TRUE or FALSE (Circle the correct answer (T or F))

- T or F One is saved before one is baptized.
- T or F Babies and Infants are to be baptized.
- T or F Immersion in water has nothing to do with salvation.
- T or F One does not have to be baptized to have their sins washed away.
- T or F Baptism is sprinkling or pouring.
- T or F One can be saved in bed.
- T or F The right purpose of baptism is to show that I have been saved before baptism.
- T or F In the books of Acts (conversions) there are examples of people getting saved First and then are baptized later (days, weeks or months).
- T or F One can enter into the Kingdom of God without being born of water.
- T or F In the Book of Acts, sinners were told to pray for forgiveness of sins.
- T or F One who is not baptized will be saved.
- T or F One receives forgiveness of sins prior to baptism.

So how did you do? Brace yourself.

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The Rise of Arab Trade Union Women Leaders

They continue to live with the realities of ongoing wars and revolutions, discrimination and abuse, but Arab women are finding ways to organise for a better future through sisterhood and trade union solidarity across borders.

Through an initiative sponsored by the Swedish trade union development organisation LO/TCO, 33 women participated in Public Services International's Middle East and North Africa regional women's leadership conference in Tunis, 23-24 Mar 2013.

Union activists from Jordan, Egypt, Lebanon, Algeria, Morocco, Tunisia, Kuwait, Palestine, Canada, Belgium and Sweden shared experiences and brainstormed on ways to advance women's equality in their workplaces and respective countries.

"It was very useful to meet other women union leaders who fight against dictators, who fight against discrimination, and gain their rights. Women who prove to all the world that we can fight for our rights, and that we are on the same level with men - not behind them but with them - and that maybe sometimes we can do better than them!" said Dr. Randa Al-Khaldi, president of the women's committee of the General Trade Union of Workers in Health Services (GTUWAS) and national coordinator for PSI in Jordan.

In a poignant address to the group, Tunisian lawyer and women's rights activist Basma Khalfaoui said she had made a special effort to speak to this gathering of PSI women trade unionists "because women must lead



the way for peace and equality in the MENA region." Khalfaoui's husband, Tunisian opposition leader and trade union supporter Chokri Belaïd, was assassinated by gunmen on 6 February in Tunis. The killers have yet to be brought to justice. Khalfaoui believes that the Ennadha Movement, currently holding government leadership, is directly implicated.

Yamina Mghraoui, women's committee president with the Algerian independent public services union SNAPAP, highlighted the connection between neoliberal interests and growing attacks on workers: "Our challenges include how to face neoliberalism and multinational policies and the effect of capitalism on workers' rights and conditions – including mass dismissals and mounting unemployment. We need a clearer vision of the best ways to encourage and motivate women to join our unions and be active at levels of trade union structures. Trade union solidarity is also necessary to strengthen our organisations."

Al-Khaldi added that political voices need to be strengthened as well: "In Jordan, we have women

representatives in parliament but we need them to be more active and speak out for women and workers."

Members reported that in some countries, including Jordan, Lebanon and Kuwait, less than 10% of union members are women, while in Tunisia that figure is closer to 50%. Union members emphasised that PSI's gender equality policy has had a significant impact in increasing the number of women union members in trade unions across the region, but that "there is still a long way to go to reach gender parity in top executive union positions."

Meeting chair Anan Qadri, general secretary of the Palestine Health Services Union-West Bank, said bluntly, "We don't see really serious commitment from executive councils in the Arab region to advance representation of women at top levels in unions. We call on these leaders to make a firm commitment to do this, or we must confront them." She added, "I recommend to PSI that we have a mechanism to monitor and support gender issues. We know that sister Rosa [Pavanelli, PSI's new general secretary] believes in women's empowerment. Women are powerful, especially women in the Arab region who are part of these revolutions. We are fully aware of our potential and capacity, and we will move forward with the support of PSI and each other."

SNAPAP general secretary Nassira Ghoulane joined other union representatives who credit PSI's direct support for

continued on page 14

The Tuckers Town Cemetery

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The Marsden Methodist Church are seen as the appointed overseers on the cemetery, because they were associated to the Methodist Church that was moved out of Tuckers Town in the 1920's when the government of the day took over the land by way of legislative compulsory acquisition.

The National Museum of Bermuda on the other hand are the ones most responsible for bringing in the people from Wilfrid Laurier University of Ontario, Canada who carried out the ground-penetrating survey inside and outside of the Tuckers Town Cemetery. It is no doubt that the plans that were presented to planning would be approved no matter how any other group outside the three institutions mentioned above might have disapproved or opposed.

Nonetheless, like many others, my roots that lead to those that are absorbed in the soil at the Tuckers Town Cemetery go deeper than those which any tree could reach. Yes, they are the parts of my genes whom I've never met, yet I felt the pain of my poor uncle Daniel Smith who lost his whole family some seventy-three years before I was born to a tornado, so much so that I cried for him.

For those with whom I am not related may own the very ground that holds the bones of my ancestors, for they now need to know that their genes live on as they move freely across the landscape of life in me, and are carried by my very soul to meet their next generations that are many to come.

International News

Jamaican Union Struggles for the Rights of Migrant Workers



The Bustamante Industrial Trade Union (BITU) is working actively to organize and protect migrant workers rights in Jamaica. Brother Rudolph Tomas of the BITU states that a big challenge is that many migrants in Jamaica are afraid of joining the union because it could lead to loss of employment.

"The economic downturn with rising unemployment also poses great challenges to unions in Jamaica who are struggling to keep their members," added Brother Tomas.

Nevertheless, with international solidarity and support from FNV Bouw from the Netherlands, BITU has successfully reached out to both migrants and local Jamaican workers. By creating awareness on labour rights and the benefits of organizing, BITU have made the union more viable and engaged new groups of works in the union. The BITU along with other BWI affiliates in the Caribbean have been actively engaged in organizing campaign outreaching to migrant workers and promoting their rights through a BWI project supported by FNV Mondiaal and FNV Bouw.

Another priority of the BITU is to advocate the rights of migrant workers towards the government. At present the BITU president Kavan Gayle is trying to arrange a meeting with the Minister of Labour and Social Security with the aim to put together a legal framework on protection of migrant workers in Jamaica.

BITU is also at the forefront when it comes to organizing women and young workers. Of a total of 13,851 members, 65% are between 18 and 35 years old and 46% are women. Mr. Tomas vision is to create a cadre of active trade unionists who can inform and educate union members in all parts of society about their rights as well as to negotiate better working conditions with employers.

Jamaica is today a country of both origin and destination for migrant workers. With many Jamaicans seeking work abroad in other countries within the Caribbean, the United States, and Canada, the BITU strives to outreach to workers prior to departure to create awareness about their rights as workers and ensure safe migration.

The Rise of Arab Trade Union Women Leaders *continued from page 12*

advancing women's rights and participation in trade unions across the region.

Qadri recounted that women became involved in unions in Palestine only after being introduced to union activism through PSI capacity-building projects.

"Through policy and research surveys we have identified barriers to women's participation in unions; this has really helped us to outline proactive policies and to upgrade our skills. The surveys were followed by effective training programs including how to set gender equity strategies and work plans. PSI has had a very positive impact on women, empowering us."

At the same time, Qadri said, "We were inspired by the experience of trade union women who opened the way in Morocco, Algeria, Tunisia, and more recently Egypt. Now we see more women attending and speaking at our meetings. Further to the PSI gender equality policy and training programs, PSI has enabled women to become trade union trainers; they have in turn inspired activists to organise in other sectors such as the textile industry."

Qadri also noted that a recent PSI Communications Actions Network forum held in Tunis has improved women's ability "to communicate about our issues through video, journalism, and social media skills training; we hope this program will be continued and expanded in the MENA region."

Moroccan Labour Union electricity sector representative Soumaya Mhadeb emphasized that, "Moroccan women



enjoy some leadership positions in trade unions, but this was only accomplished through many years of efforts to address women's working conditions through research, education and substantial media outreach to organise women."

Forum participants were keen to hear how anti-discrimination legislation in Sweden combined with collective agreement clauses has made the enforcement of laws more effective in that country. "The union and employer must work together to address situations of harassment and discrimination in the workplace.

"The union is key to this process," said Karin Brunzell, international secretary for Sweden's ST -The Union of Civil Servants in her presentation.

"Things do change, but it is an ongoing struggle to protect our rights as women. Just fifty years ago in Sweden, a man accused of rape could defend himself by saying that the woman provoked it through her dress or behaviour "that wouldn't happen today."

Kristina Olsson, international secretary of the Swedish municipal workers' union Kommunal, told how

her trade union counted only men as members a century ago, but today women are 80% of the membership.

Kommunal promotes gender equality and diversity through wide-ranging measures. At the end of two full days of discussion and presentations, participants set a short-list of action priorities for the region. These include: building the capacity of women to engage as union members and leaders, demanding laws are enforced to ensure women's rights and protection from violence and discrimination, addressing the impact of precarious work on women, and continuing to communicate and grow the support network for MENA women trade unionists, including through social media connections.

Mirna Mirna Mneimneh, of Lebanon's trade union for tobacco and tobac workers, concluded that the knowledge and contacts she has gained from this PSI women's leadership forum and previous communications training strengthen her ability to network and communicate, and to support her co-workers and family as a stronger union activist.



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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
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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

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