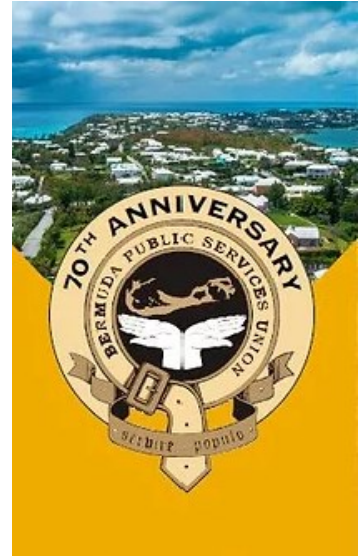


# Bermuda Public Services Union

"ONWARD AND UPWARD TOGETHER"



## Our History

2022 marks the BPSU's 70<sup>th</sup> Anniversary. To celebrate our proud history, the following articles highlight the hard work, dedication and achievements collectively accomplished since the formation of the Bermuda Public Services Union.

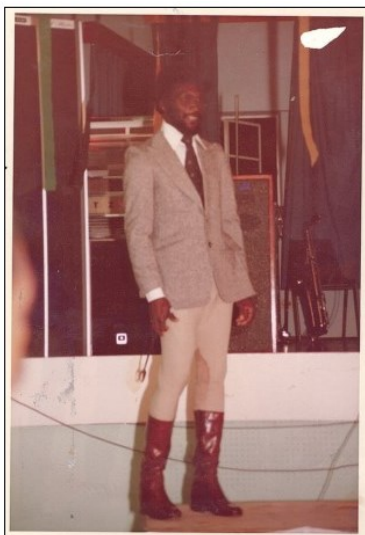


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### Special thanks

- To all who contributed to the photos and images that reflect our history
- Special thanks to all contributors



## 1960s—1970's

**Further teething matters of the CSA are encapsulated in the following account of the decade of 1960 – 1969.**

⇒ The discussions and effects of the introduction of the Government Employees Health Insurance ("GEHI") Act 1961 were shared with the membership.

⇒ The BCSA published a booklet setting out job duties and terms and conditions of employment for civil servants.  
⇒ A grievance was lodged by the Post Masters & Post Mistresses because the postmen received salary increases while the Postal Officials did not.

***The continued advancement of Trade Union rights was escalated in the 1970's***

The 1961 to 1969 Minute Book revealed an astonishing array of historical facts that provided an overview of the stamina and resourcefulness of the BCSA Executive Officers and Membership of that era.



## Further efforts noted:

- ⇒ A grievance was lodged by the Post Masters & Post Mistresses because the postmen received salary increases while the Postal Officials did not.
- ⇒ On March 4, 1963, Members questioned the Executive Officers about pay, leave, housing and passage, and the inequalities of the civil service working conditions. One such anomaly was the case of a Civil Servant who worked in a non-pensionable post for many years. On the eve of this Civil Servant's retirement, the new re-organization scheme denoted his post as pensionable. The amount of his pension benefit was queried by Members.
- ⇒ The BCSA requested a meeting with the United Kingdom consultants hired to survey Civil Servants. The President shared with the consultants that the BCSA was not a registered Trade Union but would assist in the survey.
- ⇒ The consultants raised the following concerns:
  - the terms and conditions of weekly paid civil service employees,
  - how the CSA related to the Public Services Commission, and
  - the findings of the Plowman Commission.

## From 1964—onwards

On January 21, 1964, the [Urwick-Currie Report](#) from the United Kingdom recommended a re-organization of the Civil Service. The Urwick-Currie Report was similar and applicable to the numerous subsequent written Civil Service Reports, such as the Sage Commission Report, Bermuda First Reports, the School of Government Civil Service Reports; all specific to reforming the Bermuda Civil Service.

The BCSA provided input in the drafting of the 1965 Trade Union Act which required the BCSA to re-register as a Trade Union. The BCSA signed a Memorandum of Understanding for the formation of the Labour Relations Advisory Council, commonly known as the (“LAC”). It was signed into law by Governor Lord Martomere in 1966.

In 1968, the Superannuation Act was passed with an effective commencement date in 1970. The Defined Benefit Plan (“DB”) replaced the non-contributory pension scheme that was discretionary for all civil servants.

The Bermuda Hospital Board (“BHB”) Nurses were the first non-government group of workers to join the BCSA. Through the decades, the BHB Nurses’ and the department of health Nurses have always been known for their firm advocacy and passion for trade unionism.

The first recorded eighteen-day strike occurred in 1973. At the crux of the impasse was the right of Civil Servants to receive a cost of living adjustment (“COLA”) salary increase and to have it referred to an arbitration hearing. The matter was settled without an arbitration hearing between the Government and the BPSA. A 13.5% wage increase was agreed and ratified by civil servants.

The Union joined International Trade Secretariats such as the Caribbean Public Services Association (“CPSA”), Public Services International (“PSI”) and the Postal, Telegraph and Telecommunications International (“PTTI”), renamed United Network International (“UNI”).

### Gratitude

***Bermuda owes a debt of gratitude and applause to Bermuda’s unionized nurses who were the major advocacy group that researched and strongly advocated at the negotiation table for maternity leave, sick leave, adoptive leave and paid leave to attend a sick child and spouse.***

The name of the Union was changed from Bermuda Civil Service Association to the Bermuda Public Services Association (“BPSA”) to reflect the diversity of the Membership that comprised of workers from Bermuda’s private sector providing a service to the public.

