



Our History

2022 marks the BPSU's 70th 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.

"Onward and Upward together"



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Special points of interest

- photos and images that reflect our history
- Special thanks to all contributors

2000's — 2010's



The BPSU Membership conducted a peaceful march at the convening of Parliament over the lack of salary increases and stalled terms and conditions of employment negotiation talks.

At the 3rd Triennial Delegates' Conference, the Delegates voted to participate in a Bermuda Trade Union Congress ("BTUC") rally for the Bermuda Police Associ-

ation ("BPA") and to highlight the BPA's prolonged and protracted contract talks.

The International Labour Organization ("ILO") closed the 1998 Bermuda Trade Unions' complaint case with the International Labour Organization Committee of Standards and Freedom of Association Committee.*

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Historic Facts

BPSU was the first global Union to negotiate a new collective bargaining agreement under the merged US Airways and American Airlines banner. American Airlines at the time employed over 130,000 workers.

The Government of Bermuda and BTUC met to discuss the implementation of furlough days (an unpaid and unworked day per month) for all Public Officers. This aided the Bermuda Government's fiscal challenges. No jobs were lost in the Civil Service.

Voluntary separation packages were offered to Public Officers to sever their employment ties with the Bermuda Government to save money.

The re-introduction of a Tripartite Economic Committee ("TEC") resulted in a 10% discount on Wednesdays at local grocery stores for a 1-year period as a positive step to ease the impact of food prices.

Accomplishments Continued:

The BPSU joined with the BIU in requesting each Government Department to collectively find and recommend ways to reduce Government's expenditure and increase Government's revenues.

Bermuda Public Services Union Passport Booklet for Migrant Workers was introduced. The information contained in the Booklet acts as a guide for guest workers, so that they are aware of their human and employment rights pursuant to Bermuda's Human Rights Act, the Employment Act and the Trade Union Laws.

On 15th December 2000, Union Members participated in a one-hour protest march on Parliament to present the concerns of the Bermuda Hospital Nurses regarding nurses' salaries and terms and conditions of employment to the Minister of Health and Family Services.

Negotiations with Government started in April 2001 when the Government announced its plan to introduce performance-based pay. The subject was shelved for the 2000 – 2002 Agreement because of the lack of a blueprint to go forward.

The Union, partnered with the Peoples' Campaign, led a historic march of 3,000 plus workers and citizens to present the Peoples' Manifesto to the One Bermuda Alliance ("OBA") Government. The Manifesto outlined the expectations of the people of Bermuda around the goals of Equality, Jobs and Justice and was publicly disseminated.

Governor Fergusson announced that amended provisions of the Public Service Commission ("PSC") Regulations would be issued. Under this amendment, the PSC, in consultation with the Premier, relevant ministers and other stakeholders, would have the right to submit work performance observations for their performance appraisals.

The BPSU as part of the Bermuda Trade Union Congress reached an agreement and signed an MOU involving substantial concessions on the part of the unions to assist with cost-cutting measures that would reduce the Government's deficit. The agreement saw unionized workers agree to one-year of twelve unpaid workdays ("furlough days"). In January 2015, the Government attempted to extend this agreement and Unions were threatened to agree to an extension or face cuts in other areas, including salary reductions. In a show of solidarity, unionized workers marched to Cabinet for three consecutive days, some members remained on the grounds overnight, until furlough days were taken off the table.

On 13th February 2015 in response to ongoing threats to unionized workers salaries and benefits and a need to address mounting concerns from the membership, the general membership elected the post of President to be a full-time position, making Bro. Jason Hayward the first full-time President of the Union.

In recognition of the United Nation's Anti-Bullying Day, the BPSU dedicated the week of 2nd May 2016 to highlight issues related to bullying in the workplace by introducing various initiatives including:

- BPSU Anti-Bullying Magazine
- Anti-Bullying & Harassment Survey
- A Public Awareness Campaign, and
- Anti-Bullying & Harassment Posters

The Union lodged a lawsuit against the Corporation of Hamilton over supervisors and managers being denied the right to join and have bargaining rights as Union Members. The case was lost; however, the Bermuda Supreme Court decision spearheaded the Government's mandate to amend all Bermuda Labour laws.

BPSU presented position papers explaining to Members various initiatives that would affect employees, such as:

- ⇒ Public Service Superannuation Fund (PSSF)
- ⇒ Public Bodies Reform Act
- ⇒ Public Private Partnerships
- ⇒ Mutualization
- ⇒ Sexual Harassment in the Workplace

First full-time President of the Union

Bro. Jason Hayward



Photo Album

Providing effective labour and community relations.

The BPSU is committed to being a proactive and respected union which promotes the active involvement and development of its members, maximizing its resources to foster a culture that embraces bottom-up decisions, facilitates open communication channels and embraces collaboration with stakeholders for the betterment of its members and the community.



Bro. Armell Thomas

Bro. Thomas comes back to the BPSU as he was President of the Union from 2005-2011 and served as President of the Caribbean Public Services Association (CPSA) from 2006-2007. He also presided over the 37th Annual Conference held in Bermuda in July 2007.



The BPSU in Action



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