

BARBADOS SECONDARY TEACHERS' UNION



REPORT OF THE EXECUTIVE COUNCIL

1st April 2012 to 31st March 2013



MISSION STATEMENT:

★ *To provide outstanding trade union representation, offering service and security to members, while promoting professionalism in the education sector in Barbados, for the benefit of the entire society.*

VALUES STATEMENT:

★ *In pursuit of our mission, we adhere to the following guiding principles:*

- * *Commitment*
- * *Integrity*
- * *Process and Procedure*
- * *Effectiveness*
- * *Credibility*
- * *Respect*

VISION STATEMENT

★ *To be a dynamic, proactive organization, which provides innovative leadership and promotes solidarity among all stakeholders in the education sector and wider society.*



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AGENDA

ANNUAL GENERAL MEETING

QUEEN'S COLLEGE HALL

TUESDAY 09 APRIL 2013

Theme: The Relevance of Trade Unions in an Era of Political Pressure and Economic Turbulence

I. President's welcome and opening remarks

II. Featured Speaker – Dr. George Belle

BREAK

III. Appointment of Elections Committee (Assistant General Secretary)

IV. Minutes of the AGM held 3rd April 2012

V. Consideration of the Report of the Executive Council 1st April through 31st March 2013

VI. Elections of Officers

VII. Resolutions

VIII. AOB



REPORT OF THE EXECUTIVE COUNCIL

01st April 2012 to 31st March 2013

This report represents the work and activities of the BSTU over the past year and reflects the Officers' commitment to their obligations as elected members of the Executive. The work of the Union was severely tested. Its struggles for justice in the Alexandra situation made this period the most stressful in recent memory. In the year under review, the Union was vilified and its teachers maligned as it continued its relentless pursuit and struggle for justice and fairness. No year is easy in the fight to maintain hard fought for rights, but once again, the period under review was more challenging than could have ever been imagined. There were many lessons learned and taught along the way. It ushered in the heavy hand of Government who were seemingly prepared to flout traditional custom and practice in the previously understood relationship between Trade Unions and Government. This 66th year of the Barbados Secondary Teachers' Union, will be recorded as a critical juncture in the ushering in of change. Again this year the role of the Ministry of Education, the office of the Chief Personnel Officer and the function of the Public Service Commission in relation to Trade Union Procedures and Practices all came under severe scrutiny. The Barbados Secondary Teachers' Union continues to be a beacon of hope, showing itself to be knowledgeable and visionary in defending the rights of its members in this island "Paradise". The Executive is most grateful for the unwavering support of its members and the thinking citizens of Barbados, the lack of which would have made the challenges onerous.

1. MEMBERSHIP

As at 31st March 2011 membership in the Union stood as follows:

Honorary Life Members- 2

Life Members- 2

Retired Members- 69

Ordinary Members in schools/educational in situations - 142 males and 279 females

Ordinary Members on no pay leave/secondment - 2

TOTAL 495

This represents an increase of 24 more members than in the previous year.

2. MEETINGS

Executive Council Meetings

A total of two (2) Executive meetings were held in the period under review and there was no quorum for the third.

Extraordinary General Meetings

There was one Extraordinary General meetings held, and three special meetings were convened during that period.

Officers Meetings

Nine officers' meetings were held.

3. OFFICERS/ELECTIONS

The following persons were elected to serve on the Executive for the period 2012-2011, at the Annual General Meeting held in the Hall of the Queen's College Secondary School on 03 April 2012. There were no contests for posts. Andrew Brathwaite was elected as the new member of the Executive. Members of the Executive are as follows:

President	Mary Ann Redman	(The Lodge School)
1 st V. President	Erskine Padmore	(The Lodge School))
2 nd V. President	Dr. Albert Bartlett	(The Christ Church Foundation)
3 rd V. President	Christopher Olliver	(Coleridge and Parry School)
Gen. Secretary	Mona Robinson	(The Christ Church Foundation School)
Dep. Gen. Secretary	Frank Archer	(The Lodge School)
Treasurer	Mary Burnett	(Coleridge & Parry School)
PRO	Andrew Brathwaite	(Queen's College)

4. TRUSTEES

Sis. Dame Patricia Symmonds, Bernadine Payne and Bro. John Blackman remained trustees for the period under review.

5. **AUDITORS**

W.F.D Maxwell & Co. Ltd were retained as auditors for the Union.

6. **BANKERS**

CIBC First Caribbean remained as the official bankers of the Union.

7. **LEGAL REPRESENTATIVES**

The services of Mr. Hal Gollop were obtained for all legal matters and particularly the Alexandra Strike and other matters related to Alexandra.

8. **UNION HEADQUARTERS**

The Headquarters of the BSTU have been closed for nearly ten months to allow for major refurbishment of the entire building by Mr. Louis Florent. Tiling and painting of downstairs and cleaning up of the entire plant are still to be done. It is hoped that all the work will be completed by April 30th 2013. The top floor of the building will be rented out to two tenants (one being the BSTU Credit Union) and the BSTU Trade Union will occupy the first floor or downstairs.

9. **WEBSITE SOCIAL NETWORKING**

Bro. James Carmichael remains our webmaster. The site is a reference portal for up-to-date union activities and important educational information for teachers. Some work has been done to keep it current. We encourage members to submit articles and other material of interest to teachers. We thank Bro. Carmichael for his continued interest in this area. The Union's web site now incorporates advanced multimedia features, such as streaming video.

The BSTU's Facebook webpage, primarily begun to promote its 65th Anniversary Celebrations has continued to be very low key, this is so mostly as a result of the restrictions placed on pages of that kind. In order for Facebook to play a critical role in the dissemination of information another strategy would need to be implemented.

10. **STAFFING**

The services of Ms. Marcia Cheltenham were discontinued. She had to be severed because the Union was unable to provide employment for her during the extended period of the upgrading of the office. Mrs. Gillian Perry was asked as to her interest in working in the office. Her response was in the affirmative, but the contractual arrangements have not yet been finalized.

We acknowledge the tremendous contribution of the 28 years that Miss Cheltenham has made to the development of the Union. We extend sincere thanks for her support.

10. CREDIT UNION

The BSTU trade union continued to provide support (in the form of office space) to the BSTU credit union, an independent financial institution. Although the management of the credit union agreed to a sharing of costs of the utilities, this has not yet become a reality. The Credit Union has asked to rent office space on the top floor of the building and has agreed to the sum of \$800 monthly.

11. GROUP MEDICAL SCHEME

The BSTU Group Medical Plan (CariCare Medical) was launched in October of 2011 and begun in February of 2012. The growth of the Plan has been slow, mostly due to the dislocation of the Credit Union. The program is being streamlined and the systems synchronized so that the promotion of the Plan can be initialized. Once the plan is stabilized there must be more growth and the Credit Union must modernize itself with the basic functionalities of a credit union (same day office withdrawals and deposits, online and ATM services) to itself to take advantage of the benefits of such growth. There are approximately 191 members (including dependents) in the scheme. We continue to urge members to share the benefits of the plans with others. A recent performance evaluation not yet published, shows the plan to be performing well. CariCare Medical is open to the public and can be accessed by joining the Barbados Secondary Teachers' Credit Union.

12. STANDING SUB-COMMITTEES

The first Vice president headed the Sub-committee for Teachers Professional Day.

13. UNION ACTIVITIES

There were no additional specific Union activities during the period 01st April 2012 through 31st March 2013 as most of the Union's efforts were directed towards the Alexandra matter.

14. TEACHERS' PROFESSIONAL DAY

A panel discussed the outcomes and impacts of the Alexandra Commission of Inquiry. This was followed by a session which informed about the following hierarchical positions in the Teaching service:

- Various posts and pay grades (special grade/trained teacher)
- Understanding grades and salary scales
- Differences between temporary, acting and established posts
- Determining seniority
- Management in the Teaching Service (the levels of management and responsibilities)
-

15. MINISTRY OF EDUCATION AND RELATED AGENCIES

Quarterly meetings

In the period under review there were no Quarterly meetings with the Ministry of Education. The following is a list of outstanding Agenda items which the Union had prepared for such meetings.

1. Paid full time leave for one Union officer
2. CCSLC
3. CXC payment for the keying of data and for SBA
4. The Secretary Treasurer's role in managing leave.

16. TRAINING

WOMEN LEADERS TRAINING WORKSHOP October 22-23 2012

The Public Relation Officer and Tricia-Ann Blades attended the above captioned workshop on behalf of the BSTU. The workshop was held in Castries under the theme "Putting Gender on the Agenda". The participants were addressed by Ms. Judith Spencer-Jarret, chairperson of CUT who acknowledged the desire of CUT to conduct a number of workshops focused on women within the trade union movement. Mrs. Albert Poyotte, recalled that it was in 1999 when CUT altered their constitution to allow a Status of Women's committee as a part of the Union. She went on to espouse the position of gender equity. If the women number 80 % of the Union's membership then that ought to be reflected on the Executive.

Minister of Health, Wellness, Human Services and Gender relations, energized the women present with her discourse on being transformational leaders. She encouraged the gathering to be analytical while ensuring that this is balanced with empathy and compassion.

Mr. Elizabeth Lewis, Director of Human Resources, addressed the matter of **Older Men Preying on Younger Women** and emphasized the need for girls to be taught to value themselves. Ms. Angel Heyliger looked at the **Impact of the Global Economic Crisis on Women and Girls** and noted that this was causing separation of families as parents once again travelled in an attempt to improve their lot. Some of this pressure was surfacing in increased levels of domestic abuse and in some places male children were being educated at the expense of the females. **Economic Empowerment of Women**, conducted by Ms Jennifer Rodney, made the point that innovation and empowerment of the woman within a country are necessary to the economic progress of a country. According to Ms. Rodney, investment in female education could raise the Gross Domestic Product by 0.2%. This would eventually lead to an improvement in health and education; increase in income and equality in economic decision making.

The foregoing could result in self confidence in women, empowerment and healthy generations to follow.

Mrs. Vernest Mack examined the ***Balance of Work and Family Responsibilities***. It is important for women to take care of their lives so as to avoid the stresses which lead to illnesses such as high blood pressure and cancer. Women must learn how to delegate and to schedule time on a weekly basis for rest and relaxation.

Mrs. Virginia Albert Poyotte spoke about the women of the Caribbean embracing the concept of women's committees within the respective unions. She cautioned that failure to do this would disqualify the Union from any activity, workshop or otherwise, relating to gender. The participants were placed in groups tasked with examining their Union. The questions: What has happened? What are we doing at present and what do we plan to do? needed to be addressed.

Two additional themes: ***Education and Socialization of the Boy and Girl Child*** conducted by Dr. Jacqueline Bird, Rise St. Lucia Inc. and ***Child Sexual Abuse and Incest*** by Mrs. Indra Ransingh-Geoffroy were presented. Both sessions highlighted the need for teachers to be aware and sensitive to the children with whom we interact. At the end of the workshop representatives from each union showcased how they have integrated Women's Committees and have educated their women in the area of car maintenance; have empowered them to form their own businesses and have planned activities which helped to educate the women within their organisations as to union activities. .

The workshop was reported to be educational, enlightening and insightful.

17. WORKERS' ORGANISATIONS IN BARBADOS

BSTU takes this opportunity to thank the congress of Trade Unions and Staff Associations of Barbados for the following statement on the transfer of teachers in the Alexandra debacle:

"CTUSAB urges that all relevant agencies with an interest in this matter, demonstrate through their actions, an understanding of section 6.2 (a) of Protocol 6, which reads:

6.2 *"The Social Partners agree that the maintenance of industrial harmony depends upon the exercise of mutual respect for, and protection of, the rights and entitlements of both employers and workers since they are important elements in achieving the objectives of this Protocol:..."*

CTUSAB chides the Ministry of Education and Human Resources Development on the methodology it used in effecting the transfer of teachers to and from the Alexandra

School. CTUSAB is of the opinion that the manner in which the transfers have been executed will have a negative impact on both the children and teachers, and by extension the education system.

In the interest of addressing the concerns of the Barbados Secondary Teachers' Union (BSTU), CTUSAB calls for the holding of an urgent meeting between the Chief Personnel Officer and the Barbados Secondary Teachers' Union; and ultimately the Public Service Commission, which is the employer of the teachers. "

The BSTU also thanks the Barbados Workers' Union for their support and advice during that same difficult period.

18. OTHER ORGANISATIONS IN BARBADOS

A debt of gratitude is owed to all other organisations in Barbados who supported the BSTU during the period under review.

19. INTERNATIONAL LABOUR ORGANISATION (ILO)

The General Secretary attended the 30 April 2012 meeting at the office of the Barbados Employers Confederation, as a representative of CTUSAB to continue the work undertaken by the Tripartite partners in Barbados, with support from the ILO, on the assessment of the enabling environment. These workshops were designed to identify key hurdles for enterprise development and to formulate evidence-based proposals how to further improve the environment for sustainable enterprises.

Based on a report key findings were presented and discussed in a meeting in January 2012. The three top priority issues identified were (1) education, training, and life-long learning, (2) entrepreneurial culture, (3) legal and regulatory environment. For each of the issues identified a working group was established in order to develop an action plan that was presented at a national tripartite dissemination event on 2 May 2012 at the Hilton Hotel.

20. CTUSAB

The General Secretary and/or the alternate, 1st Vice President, attended meetings of the Executive of CTUSAB.

21. SOCIAL PARTNERSHIP

The General Secretary of the BSTU attended the Social Partnership meetings as the Union's Representative in the year under review.

22. EDUCATION INTERNATIONAL

The General Secretary distributed all newsletters received from EI during the period under review. These monthly newsletters keep teacher Trade Unions up to date with worldwide events. In addition surveys on Global Monitoring Report Online Consultation and Research on Teacher Migration and Mobility were completed.

EI advocates education as a basic human right that empowers people and drives social change. Only the educated are able to make 'the long walk to freedom'.

23. CUT

The CUT Executive Meeting and 5th Educational Conference were held on Nov 30 to 1st December 2012 in Grenada. The BSTU was represented by Bro Erskine Padmore, who did not attend the conference but attended the Executive meeting for the sole purpose of offering support to Sis Virginia Albert-Poyotte who was informed that the regional office of the Education International (EI) was to be closed and that Mrs. Albert-Poyote who had worked with EI since 1991 would be severed. The Deputy Gen Sec of EI gave a presentation outlining the reasons for the closure as follows:

- EI faces challenges
- Financial resources under threat by world economic crisis
- Reduction in dues and membership from those members paying at maximum rate
- Increased staff salaries
- Increased staff expenses

The solution offered was a closing of the Regional Office and subcontracting the EI services to CUT which would become the provider of all EI activities in the region. CUT decided to set up a committee to discuss the merit of the proposal.

The 1st Vice President of BSTU presented a letter to General Secretary of CUT outlining BSTU's position on the issue and offered some advice.

OTHER DISCUSSIONS AT CUT MEETING

The 1st Vice President did not present a report but reported on the outcome of the Commission of Inquiry.

Discussion was entered into on the issue of Teaching Councils. The following concerns were flagged:

- People sitting on the Councils other than teachers

- Teaching Councils versus Teaching Services Commissions: Are objectives of former already incorporated into the latter?
- Licensing could be affected by political motives
- CUT needs to arrive at a common position on the Councils

24. SCHOOLS

Christ Church Foundation School

Several minor matters were handled locally by the General Secretary during the period under review. The administration of the Christ church Foundation School continues to question the rights of union members to ask for union presence at meetings to which they are summoned.

Two letters were written to the Principal regarding the General Secretary in the period under review. In the first instance the General Secretary's timetable was altered without justification, on her return from Long Leave. In addition the Union was constrained to again write to the Principal who made comments of a judgemental nature on the actions to the General Secretary who as an Officer of the Union, corrected errors of fact in some statements made by Senator Irene Sandiford Garner in her presentation during the Errol Barrow Day celebration in 2013.

The Garrison Secondary School

The appointment of a member who was recommended for appointment is being investigated by the Union. The Union understands that her appointment is being held up because she is a Caricom national and steps have been taken to address this issue.

Deighton Griffith School

The Union has an on-going issue with the Principal re: failure to meet with the Union and has filed a grievance which has been taken to the Board. The matter of a possible case of supersession and harassment on behalf of one of its members is still being pursued.

Harrison College

There are several outstanding matters at the Harrison College dealing with appointments to the teaching service and to HOD.

Ellerslie

The acting Principal wrote to five BSTU members asking them to sign into time books recording their arrival times at school. The Union wrote to him and explained its position on this matter and advised that our members at that, or any other school, would not be signing attendance registers since the legislation makes provision only for the Principal to keep a register but does not require that teachers assist in this exercise.

Combermere

The Union is presently engaged in ensuring the security of tenure of two members there.

Queen's College

The issue of appointment has become a major cause for concern. A number of teachers with over 6 years in the service have been identified. This has been drawn to the attention of the union and the staff representatives will engage the school's administration in dialogue on the matter.

Staff has also experienced feelings of unease relative to the mass transfer of teachers.

A number of minor disputes were resolved during the course of the year in review.

Three new stewards have been installed and have been pivotal in encouraging staff support for the union.

Members of the Business Department engaged in a teaching exercise with colleagues from Grantley Adams Memorial.

Bro. Brian Holder was named coach to the Carifta team, while Bro Andrew Brathwaite served as coach of the National Womens' Volleyball Team.

The Union congratulates them on their achievements.

The Alexandra School

A. April 2012 found this Union, as it had for the last over six years, embroiled in the fight for justice for the beleaguered teachers at the Alexandra School. In April 2012, the entire nation was awaiting the decision of the Prime Minister as to what would happen at Alexandra. The teachers were again out of school. On 17th April, the Union was summoned to Government's Headquarters where the Prime Minister informed the Union that he would set up a Commission of Inquiry to investigate the entire Alexandra

situation. The Commission would be headed by retired High court Judge Justice Frederick Waterman and would begin in July.

The Alexandra teachers and their Union accepted this in good faith and on 18th April, the Alexandra teachers returned to school and an unhappy term was experienced by all.

On Monday, June 25, a series of meetings with the staff of Alexandra and Union's Counsel Hal Gollop began.

On July 18, the Commission of Inquiry began and took center stage in the country for nearly two months. The evidence given held the nation spellbound and objectively justified the Union's position and vindicated its members. The Commissioner was unable to produce the Report in the stipulated time and asked for an extension. The date for the completion was given as 21st September.

As the deadline for the beginning of the school term drew closer, there was some tension and anxiety. On Friday 31st August, the General Secretary was called, by the Chief Education Officer, (CEO) to a meeting. The meeting was very brief (approximately ten minutes) and those present First Vice President, General Secretary and the Assistant General Secretary) were told that the status quo would be in effect since the Commissioner had requested additional time. In other words, the Ministry was expecting that it would be business as usual at the St. Peter institution.

The BSTU and all other parties involved were being asked "to allow the process to run in the interest of the students". The setting up of an "Oversight" Committee was mentioned but the Chief Education Officer in response to a question, said they didn't find it necessary to meet with the teachers. The CEO again called the General Secretary the following day to give the assurance that the Oversight Committee would be a permanent body, but that he could not disclose too much information.

A letter was sent to the Chief Education Officer requesting additional information and pointing out that the Ministry had given no assurances regarding the conduct of Mr. Broomes. The Union re-stated that it reserved its position and would consult with its members. Below is an excerpt from that letter:

"The Union reiterates that it reserves its position and shall consult with its membership on the implications of the extension of the life of the Commission of Enquiry, and your consequential requests as expressed to the Union. However, if the Union is to represent faithfully for the consideration of its membership the requests made of it by you, then there must be clarification of the context in which you hope those requests would be honoured. You will appreciate that the sentiments you have expressed thus far have been vague and imprecise, and thus unsatisfactory. The Union therefore asks formally that it be supplied in writing, and without delay, answers to the following questions which are relevant in the circumstances:

1. Upon whose direction and instruction was the meeting of 31st August, 2012 called?
2. Which individuals by name and/or office shall constitute the committee, however styled, which the Union understands from you is to oversee the management of the Alexandra School.
3. What are the specific functions, powers, authority, duties, responsibilities, terms of reference, intended start date and intended life of the above mentioned committee?
4. Under which section of which law or regulation will the above mentioned committee derive its existence, power and authority?
5. Who shall supervise the above mentioned committee in its work and to whom is it accountable?
6. What is to be the legal and professional relationship between the above mentioned committee and the teachers at the Alexandra School, especially the Deputy Principal and those holdings posts of special responsibility?
7. Has either the Board of Management or any public officer, including the person currently employed as Principal of the Alexandra School, agreed temporarily or otherwise, to delegate, waive or to subordinate in any way any of their powers, authority, obligations and responsibilities to the above mentioned committee in the execution of its duties? If so, please specify the details.
8. What instructions or directions have been given, and by whom and on what date, to Mr. Jeffrey Broomes, Principal of the Alexandra School, in respect of his conduct either towards the above mentioned committee or to the members of this Union at the Alexandra School?
9. Were those directions or instructions put in writing to him?
10. What was the response of Mr. Jeffrey Broomes to any such directions or instructions?
11. Was the response of Mr. Jeffrey Broomes put in writing?"

In addition to the letter to the Chief Education Officer, other initiatives were being taken at the level of the Prime Minister.

On September 21st the Commissioner submitted his report to the Governor General but the BSTU did not have sight of this until some weeks after.

The summary and conclusion of the Commissioner vindicated the BSTU and its position. Based on the evidence the Commissioner recommended fifteen key action points as follows:

Summary of Recommendations

Number	Recommendations	Chapter
1)	The <i>Education Regulations</i> and the <i>Public Service Code of Conduct</i> should be appropriately amended to ensure that any public criticism of teachers or their work by a Principal is expressly forbidden by law. In the interim, a Ministry of Education Circular to this effect should be issued to the Principals of all public educational institutions.	3.52
2)	A review of the <i>Education Act</i> and its Regulations should be undertaken under the auspices of the Ministry of Education to identify and address any areas of ambiguity or uncertainty which could give rise to conflict;	4.60
3)	Consideration should also be given to the strategic reorganization of the Ministry of Education and the refocusing of its staff with the aim of ensuring that the Ministry operates proactively and is more responsive to the issues faced by the Boards of Management, the Principal and the staff and other stakeholders of every public secondary school. Members of the Ministry's senior staff should also be trained in alternative dispute resolution.	4.60
4)	The <i>Education Regulations</i> should be amended to make it mandatory for both the Principal and the Deputy Principal to attend all Board of Management meetings.	4.60
5)	The Ministry of Education should take urgent action to ensure the implementation by the Board of Management of the Alexandra School (and of any other school where Special Fund Accounts are operated) of the six recommendations issued by the Auditor General in his Review Report of 2006-09-05	4.60
6)	The interplay between regulations 5(a) and (b) and regulations 17(a) and 44(5) and the areas of responsibility allocated to the Board and the Principal respectively should be clarified by way of an amendment to the Regulations.	5.5
7)	The requirement for consultation between the Principal and Heads of Department should be more clearly expressed by an appropriate amendment to the Regulations.	5.6
8)	As harmonious relations cannot now be restored, it is not in the best interests of the Alexandra School that the current Principal should be permitted to remain in place at the school as its Principal.	9.9
9)	Immediate steps should be taken to invoke the provisions of section 5.5 of the General Orders of the Public Service to place the Principal on a leave of absence from the school in the public interest while more permanent arrangements are negotiated for his re-assignment elsewhere in the Public Service, or alternatively, for his compulsory retirement from the public service	9.9
10)	At a convenient time in the near future, the Deputy Principal be transferred from her post at the Alexandra School to a similar post at another school.	9.14
11)	Mrs. Greaves should be given a written reprimand. However, in view of her position as a public officer, this issue of her not teaching is a matter for investigation and determination by the Public Service Commission.	9.22

Number	Recommendations (cont'd)	Chapter
12)	The Commission recommends that the Ministry of Education and the Board of Management should take steps to terminate the appointment of Mr. Roger Broomes.	9.26
13)	Consideration should be given to transferring Mrs. Vernell Woods and/or Ms. Abena Williams to other public secondary schools in the teaching service at a convenient time in the near future.	9.32
14)	It is in the best interest of the school that Mr. Bryan be transferred from Alexandra School.	9.35
15)	It is recommended that the Ministry of Education take urgent steps to implement recommendations 3 and 4 of the Inspection Report which in April 2011 called for an immediate injection of funds for professional expertise to: i) help staff to rebuild trust, collegiality and good inter-personal relationships; and ii) to find modalities for improving effective communication between the various stakeholders at the school.	9.36

The teachers at the school had to endure yet another Term with the Principal while the Union consistently reported continued infractions on his part. Just before the end of the calendar year and days before the start of the new Term teachers at Alexandra School and others across the island were made aware of the decision by the Personnel Administration Division to transfer them from and to the Alexandra School. This unprecedented transfer of such a large number of teachers at one time and the manner in which it was done, without any prior notification or consultation required an immediate response from the Union. Letters were written asking for a meeting with the Ministry of Education about the transfers. The Union was directed to the Office of the Chief Personnel Officer (CPO) to secure such a meeting after the acting Permanent Secretary met twice with the union and, on both occasions, refused to answer questions or provide any information in relation to the transfers. After the delay of the CPO to agree to meet with the Union a mass meeting of its membership was held and a resolution passed to withdraw labour at all schools at which the BSTU has membership if the CPO did not meet with the Union in short order. This achieved the desired response and the CPO met with the Union just two working days before our projected withdrawal of labour.

At that meeting, on 17th January, 2013, the Union voiced its many concerns in relation to the transfers and requested a meeting with the Chairman of the Public Service Commission (PSC). Some of our concerns revolved around the facts that :

- these unprecedented transfers were occurring in the middle of the school year and at a time when School- based assessments were being actively worked on by students and their teachers
- the transfers took place in blatant breach of an almost thirty year old Memorandum of Understanding between the employers and the BSTU and

further, in breach of an agreement on transfers reached between the BSTU and the Chairman of the Public Service Commission in 1985. They also breached the Government's ratification of ILO conventions that protect the transfer of shop stewards

- there was a whole scale removal of the school's management team save one Head of Department and one Year Head, the implications on the school's culture and climate are obvious
- there was no allocation of a time frame for a handing over process of any Teacher/Head of Department/Year Head to the person replacing them
- the transfers had the potential to be disruptive all across the system as not enough attention was paid to the subjects taught by the teachers and the areas that they would now be expected to fill in their new positions too many of the teachers had neither taught the subject nor done so at the level that they were now required to do
- the effect on the schools and the teachers, the vast majority of whom had given more than fifteen years of service to their respective schools, of these sudden transfers ... the human element of sacrifice, commitment, loyalty and service to their respective institutions by the individual teachers was ignored and cast aside as well as the personal considerations and legitimate expectations of these teachers involved in these transfers
- the Commissioner's Report did NOT recommend the transfer of our members who were transferred (save the Deputy Principal and hers was not to be seen as punitive). In fact it stated clearly that they were not found guilty of breaking any laws or regulations (page 81). The Union therefore saw the transfers as being vindictive and punitive because everyone one of our members at the school who gave verbal and/or written statements to the Commission of inquiry (save two persons) was transferred.

Immediately after the meeting the Union wrote, as requested by the CPO, outlining all the concerns expressed at the meeting (18th January, 2013) and further wrote requesting a meeting with the Chairman of the PSC (25TH January, 2013) to discuss the transfer of persons falling under the Memorandum of Understanding (MOU). The Union received a letter from the CPO (dated 14th March, 2013) which stated that the Commission "does not consider that there is a need for a meeting at this time". This letter also bears no reference to our stated request to meet to discuss the transferred teachers falling under the MOU. The Union responded on 21st March 2013 re-iterating our request for a meeting. We are awaiting word on this request before considering our next course of action which will have to occur shortly.

If it is one thing that the Union has learnt in relation to the Alexandra issue is that goodwill seems never to be forthcoming from many Public offices. Effective and timely communication is anathema to many officers and we cannot let long periods elapse before we act. Alexandra has been our hard lesson that we must exercise only enough patience to have followed best practice and no more.

In our way forward in this matter the advice of our lawyer is that we exhaust all remedies prior to the consideration of a judicial review.

The implications of this transfer precedent make it a matter that must be fought and the Union's membership must be ready to assist its own cause as we all deem necessary and as the circumstances may require. This matter is far from over, contrary to what many may say or believe, and the Union needs the unwavering support of ALL its members to resolve this issue once and for all.

B. A member, Miss. Michelle Grant, was hired in a part time capacity to fulfill parts of the timetable requirements of Mr. Boyce, who (it is our understanding) has been relieved of his regular timetable, except the fifth form, to assist the Principal and Deputy Principal with administration and discipline in the school. After three weeks, when payment was due, Ms. Grant received no salary and her services were terminated. The Union had to intervene to ensure payment for that member.

C. The current Principal sent a memorandum to staff on 11 Feb 2013 asking them to write a letter accompanying any sick leave certificate. Essentially the letter is to request permission for sick leave despite the presentation of an authentic certificate for sick leave from a registered physician. The Union in a letter on the 15th March made it clear that his memo violated custom and practice of the employment of the members of the Union. The Union instructed its members not to comply with the contents of the memo.

23. GENERAL

(i) Retirement

Congratulations are extended to all our members who have completed their years of service to education and have already retired or are going on pre-retirement leave. We say happy retirement to:

Sister: Yvette Norgrove, and Brother Andrew Gibbs (The Christ Church Foundation School)

(ii) Condolences

The BSTU recognises the loss of Mr. Ethelbert Yard, father of our long standing member Lois Yard, member of the Arts Department at Christ Church Foundation School. The BSTU extends condolences to and offers prayers for the bereaved and her family.

(iii) Donations

No monetary donations were made this year.

(iv) Thanks

Thanks are also extended to members of the Executive, ordinary members and other persons and organisations that have assisted in any way with the programmes and work of the Union during the year. Thanks go to those who have attended meetings and seminars as representatives of the Union.

The Executive acknowledges the special efforts of its retired members who continue to support AGMs, Teachers' Professional Days and all our other activities. The Executive is grateful to them for the continued interest in the development of the union.

Special thanks are extended to Mr. Hal Gollop who, acting as the Union's Legal Counsel, has been both indefatigable and indispensable in his efforts preceding, during and subsequent to our strike action, in helping us resolve the situation at the Alexandra School and for his stellar work during the Commission of Inquiry. We also recognize his willingness to offer assistance in all other matters related to this union and acknowledge the time and effort he has expended.

The Executive records its thanks to all those persons who serve on Boards of Management as CTUSAB's representatives.

The Executive acknowledges with thanks receipt of the following publications during the period under review:

Tutor (Trinidad and Tobago Unified Teachers' Association), *Monthly Monitor* and other publications (EI), *Today* (NEA), *The Courier* (Commission of the European Communities), Statistical Reports of the Central Bank of Barbados, *Digest of Statistics* and other publications (Ministry of Labour), the publications of the Office of Public Sector Reform, monthly Newsletters from Education International, several UNICEF publications, *L'US* (SNES), *Pour* (FSU), publications forwarded by the Embassy of the People's Republic of China, the National Tertiary Education Union (Australia), and some miscellaneous reports and periodicals from other agencies and organisations.

The Executive thanks those who work for the various sections of the media for their enquiries and continued interest in the work of the BSTU.

24. CONCLUSION

The 66th year of the BSTU has been an extremely testing time. The Union continues to be in the forefront defending the rights of its members and by extension the rights of all workers in Barbados. As a result of its fight, the inefficiencies and deficiencies of the Public Service of Barbados and including those of some of its most highly placed officers have been brought to light. Holding Public Officers accountable for their actions or inactions is something that has to be addressed by those with the authority to do so. The checks and balances that should be in operation to ensure the effective and productive running of such a large Public Service need to be implemented. Efficiency needs to be addressed to reduce and ultimately prevent the type of debacle that the Alexandra situation has been. That is not the only school with serious problems, there are other schools with serious problems that will be addressed by this Union ... but most definitely not with the same degree of patience and good will as we have previously exhibited.

This Union is convinced that there is an orchestrated attempt to weaken and ultimately blot out its existence. The battle has never been more serious. Members and friends of the Union must rally to preserve our institution, which has demonstrably always had the interests of its members as its major focus. The sacrifices of those who have paved the way must never be forgotten. We must continue to be visionary and to stand firm for the protection of our rights and profession.

In light of the unprecedented “one swipe”, mass transfer of almost forty teachers and the total disregard of a thirty year Memorandum of Understanding and agreements reached between the BSTU and the same Public Service Commission, the intentions of Government must be queried and analysed. Our response must be sure, swift and firm. Precedents detrimental to our members’ professional and personal well-being must not be allowed to be set. The struggle for dignity and human rights continues and can only be successfully fought and won with the FULL support of the Union’s FULL membership.



ANNUAL GENERAL MEETING 9TH APRIL 2013 AT QUEEN'S COLLEGE

Minutes of the meeting held 3rd April 2012

1. The General Secretary welcomed the gathering at 5.10 p.m. and prayers were offered by sis. Margaret Daniel. This was followed by the singing of the Union's song, "Solidarity Forever".
2. **Excuses** were made for Treasurer Mary Burnett, Dame Patricia Symmonds and John Blackman
3. **The Elections Committee** headed by Bro. Alvin Perry and supported by Bro. Eric Arthur and Sis. Pamela Smith, was appointed.
4. **President's Remarks.** The President welcomed all and briefly highlighted that the Barbados Government had signed and ratified ILO Conventions 87 and 98 which allows all Barbadians to right of Freedom of Association and the Right to Organise and to Collectively Bargain. Having done this the Government is bound legally and morally to uphold their application to the people of this country. In spite of this the BSTU found itself in the year 2012 fighting for some of the most basic Human and Trade Union rights for its members. It was clear In the interactions with the gents of the employer and their clients, that there is little regard for Trade Unions and their activities in this country and by extension this disregard is also shown for the rights of the workers who comprise the membership of these unions. Training of Principals, Secretary Treasurers, and Members of Boards of Management is critical. Sis. Redman urged those present to continue to fight to protect the Rights which had been hard fought and won.
5. **The Featured Speaker** Mr. Dennis de Peiza (General Secretary of the Congress of Trade Unions and Staff Associations of Barbados) was introduced by the General Secretary. Bro. de Peiza said he was honoured to have been invited to address the Annual General Meeting of the BSTU as a group of professionals with whom he had a good relationship. He brought Fraternal Greetings from the Congress of Trade Unions and Staff Associations and offered apologies for the absence of the President Bro. Cedric Murrell. Bro. de Peiza lauded the "tremendous advocacy" that the BSTU, though small in size had done in promoting the well-being of its members and others in the teaching profession. The BSTU had defended both Trade Union and Human Rights and has demonstrated leadership in this area. Bro. de Peiza said that both Trade Union and Human Rights are universal and that although it would be expected that democratic societies would respect the conventions that give support to these rights, that it is the responsibility of Trade Unions and Staff Associations to remain vigilant over such matters. Trade Unions must not become complacent, but must lobby government and work with employers to create workplaces that are free from discrimination.
6. Corrections, Matters Arising and adoption of Notes of the adjourned AGM held 28th March 2011 at the Patrick Frost Centre, 4th April re-scheduled AGM and 18th April 2011 meetings were done.
7. **Corrections of Minutes of 4th April 2011 :**
 1. **Attendance'** Alana' changed to 'Alanda' Sandiford
3. 1 **Corrections Minutes of the last AGM (31st March 2011)**
 - 1 pg. 1 Gline Clarke should be Gline Trotman (Glyne is to replace Gline)
 - 4.2 'had' removed

- 5.2 treasurer changed to Treasurer
- 6.1 'be suspended/carried forward' Replaced by the word 'deferred'.

MATTERS ARISING

4.2 No information was forwarded about the wage freeze item.

Corrections of Minutes of AGM held 18th April 2011

- 4. Appointment of Electiopns committee changed to Elections Committee
- 6.6 'Neither the Union or staff' corrected to 'Neither the Union nor staff'
- 6.7 'Vernon Leacock (Alleyne)' changed to 'Vernon Leacock (Combermere)'
- 8. Resolutions Discussion. 'satisfy'... changed to 'satisfying'
- 10.1 Any Other Business 'Bro. C. Oliver informed that the .. 'members inserted after informed.
- 10.4 'encounter' changed to 'encountered' 'move' to 'moved'
- 11. 'Adjournment' changed to 'Adjournment'

MATTERS ARISING

Draft Resolutions for 2011 AGM

It was reported that the resolution dealing with the process used for recommending persons to be appointed to the offices of Deputy Principal and Principal of Secondary Schools was canvassed by CTUSAB. Minor changes on the committees had been made. Bro. John Blackman wrote on this in respect of the Representative for the University.

Sis. Mary-Anne Redman queried the fairness of the interviewing process as practiced by some Boards of Management. She said that there seem to be no formal training was no consistency or conformity to an outline or guideline for the questions to be asked of interviewees, as it stands now. The exercise is less objective. The interview process is seen as the be all and end all. The Ministry of Education had said that they would review this.

Regarding the Resolution of an audit of the finances of the Alexandra School, it was reported that the Prime Minister had given assurances that this would be done. The Ministry of Education agreed that this would be done.

Via CTUSAB, suggestions for amendments to the Public Service Act (PSA) were lodged in Parliament.

Bro. Oliver suggested that there be a recommendation for harassment which was being experienced by teachers in schools from some Administrations.

The minutes were accepted as read, moved by Patrick Frost and seconded by Christopher Oliver.

Discussion on the Report of the Executive Council 1st April through 31st March 2012

Sis. Mary-Anne Redman took the members through the review of the Report. It was suggested that a Resolution be made for a Constitutional change for the quorum. It was pointed out that An Extradordinary meeting would need to be called for this.

The training of Shop Stewards was highlighted as a must. The possibility of said volunteers being

trained with BWU should be considered. The first Vice President said that the training should be specific to BSTU.

There was some discussion about the Union holding zoned meetings.

ELECTION OF OFFICERS

The following persons were elected to serve on the Executive for the period 2012-2013, at the AGM of the BSTU, held at the Queen's College Secondary School on 3rd April 2012. There were no contests for posts. Andrew Brathwaite was the new member of the Executive.

President	Mary-Anne Redman	The Lodge School
1st V. President	Erskine Padmore	The Lodge School
2 nd V. President	Dr. Albert Bartlett	The Christ Church Foundation School
3 rd V. President	Christopher Oliver	Coleridge and Parry School
Gen. Secretary	Mona Robinson	The Christ Church Foundation School
Dep. Gen. Secretary	Frank Archer	The Lodge School
Treasurer	Mary Burnett	Coleridge and parry School
PRO	Andrew Brathwaite	Queen's College

Any Other Business

Bro. Eric Arthur suggested that scholarships should be offered by the Union and training programmes conducted by the Union to train persons in Industrial Relations.

Sis. Deborah Springer Bryant offered heartfelt thanks to all the schools for their support.

Bro. Phil Perry queried the meaning of the term "dispatch" in diplomacy. The Prime Minister had promised that the Alexandra matter would be handled with dispatch.

Sis. Mary-Anne Redman informed that the assurance had been given that things were happening. The Prime Minister is kept abreast with letters, phone calls and text messages. The matter involves various agencies. The Prime Minister does not want a separation which would allow the Principal, through the courts to return to the school. The matter is being handled very carefully as it is clear that the Principal is interested in a court battle. The President has made the feelings of the members known.

Bro. Phil Perry spoke to the issue of whether or not appointments are made to a school or to the Public Service. The belief is that Geoff Bromes was appointed to the Alexandra Secondary School, but such a situation should never happen again.

There being no further business, the meeting was officially adjourned at 7.48 p.m.