



Public Service Union of Belize

P.O. Box 458, South End Governor General's Field
Belmopan City, Belize, C.A.

Internationally affiliated with PSI and CPSA

Council of Management Briefing to Membership 4 of 2021

September 9, 2021

The Public Service Union of Belize (PSU) held its monthly Council of Management meeting on September 4, 2021. Cognizant of the fact that timely and effective communication with members is important to the PSU's success and central to achieving the Union's goals and objectives, membership is hereby apprised of the following:

1. A presentation on updates to the architectural design of PSU's proposed Headquarters Building was done by Bro Mandela Wade to the Council of Management (CoM).
2. Council of Management supports the attendance of the President to participate in a round table discussion with other grassroots and social partners for a "Betta" Belize scheduled for later this month.
3. The PSU has engage legal counsel and has received preliminary comments on the mounting of legal challenges related to the unfair termination of Open Vote Workers, Super Annuity Benefits for Open Vote Workers, Salary Adjustments, and Costs for Covid-19 testing related to SI 74. Upon receipt of the detailed opinions on these matters, Members will be briefed.
4. Five (5) members of the PSU CoM will attend the virtual 2nd Biennial Caribbean Workers Forum (CWF II), namely Sis A. Gonzalez, Sis G. Neal, Sis A. Novelo, Sis G. Garcia and Bro R. Cunil. This will be held from September 15 to 18, 2021 under the theme "*Reimagining the New Normal*".
5. The 2021 PSI Caribbean Sub-regional Meetings will be held virtually on September 21, September 28 and October 15. Bro A. Lemoth will be attending the Young Workers Caucus, Sis M. Cayetano will be attending the Sub Regional Women's Advisory Committee (SUBWOC) meeting, and Bro D. Flowers will be attending the Sub-Regional Advisory Committee (SUBRAC).
6. As a result of transfers, illness and family related deaths, the Executive Committee of some Branches have been affected. Branches were advised to reconstitute their Executives in accordance with the PSU Constitution Section 32 (20) which states: *Should an office to which election is made by the branch fall vacant, the branch committee may, at its discretion, appoint a temporary holder of the office until the Annual Meeting.* General Membership are therefore encouraged to cooperate with requests to serve on their respective Branch's Executive Committee.
7. Council approved for the Superintendents and Trustees of the Union to proceed with the evaluation of bids for the construction of a fence for the Belize District Branch Office to better secure the property from derelicts.
8. National Branch Audits are currently ongoing. To date three (3) Branch Audits have been completed and presentation of the results and financial position of the Branches will be scheduled and presented to the respective Branches. The remaining branches should be completed by the end of September.
9. As an update to the PSU History Book, publishers are being looked at along with pricing/costs. This will be addressed and approved at the next Council meeting.
10. A general update on the finalization of the PSU Staff Regulations was given. A Special Council Meeting will be held to address staff matters in detail and approve the Staff regulations.



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11. Outstanding overtime payments were addressed at the last monthly PSU/MPSCPR Meeting in August. As a result of this, several Public Officers were paid their outstanding overtime.
12. Also addressed at last month's PSU/MPSCPR meeting was the continued concern surrounding the instability in employment of Open Vote Workers (OVWs). The Minister in the Ministry of Public Service Constitutional & Political Reform has express support in addressing this longstanding matter and suggested for the PSU to put forward a proposal on how best to address and regularize the employment OVWs. A team has been put together to make recommendations to the Council for consideration and subsequent presentation to the MPSCPR. The next meeting between the PSU and the MPSCPR is scheduled for October 4th, 2021.
13. The Annual General Meeting of the Caribbean Public Service Association is scheduled for later this year in October or November. This year's meeting will be held virtually; Barbados' NUPW is tentatively scheduled to host and chair this year's meeting. Failing NUPW ability to host and chair the meeting, PSU Council of Management suggests that Belize offers to host and chair the meeting.
14. A brief update was given on the Election Policy. The policy with its amendments will be forwarded to Council after which a Special Council meeting will be held to address prior to presenting to membership.
15. A brief update was given on the amendment to the Education Policy to include the Government Sponsored Scholarship of seventy-five thousand dollars (\$75,000.00) for up to three (3) years. This will be forwarded to Council and addressed/adopted at a Special Council meeting.
16. A general update was given on the PSU's Constitution amendments. This will be forwarded to Council after which a Special Council meeting will be held to address prior to presenting to membership.
17. The Council was asked to think about investment ideas and Branch Chairs asked to reach out to their membership for same. A draft business plan template was submitted to Council.
18. The Grievance Committee comprised of the PSU/MPSCPR/APSSM failed to meet during the month of August. The Committee is scheduled to now meet on September 14th, 2021. A total of seventeen (17) grievances is expected to be addressed.
19. The President informed Council that his "Weekly Notes from the desk of the President" will resume on the 13th September.

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