



ADVANCE

NEWSLETTER

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Bro. Damian Monrose

Secretary – CSA

THE NEW EXECUTIVE

For the first time in the history of the St. Lucia Civil Service Association (CSA), a President was elected from outside of the General Service. Bro. Joseph Dosserie of the Water and Sewage Company (WASCO) was elected to this esteemed position as the sixth (6th) President of the CSA since the departure of Bro. David Demacque; the Union's present General Secretary.

In addition to Bro. Dosserie's election, the First, Second and Third Vice Presidents, with the exception of the 1st Vice President, hail from Statutory Boards. They are: Sis Angella Edwin of the Met office at Sir George FL. Charles' Airport, Bro Oliver Lawrence Of Radio St Lucia (RSL) and Sis Amy Charles

of the Air Traffic Control Department at Sir George FL. Charles' Airport. The Secretary and Treasurer positions went to Bro. Damian Monrose and Bro. Cyprian Montrope of the Ministry of Commerce, Investment and Consumer Affairs and the Inland Revenue Department - respectively. The three (3) positions of Trustees were conferred on Bro. Carlisle Marshall, Sis. Cynthia Labdie and Sis. Josephine Farrel of the Audit Department, Ministry of Commerce, Investment and Consumer Affairs and the District Court respectively.

The new Executive's immediate priorities will be focused on the outstanding Increments owed to Public Servants for the period 1998 – 1999 and Salary Negotiations for Public Servants for the period April 2004 – March 2007. This list of main concerns includes the WASCO Negotiations, review of the Traveling Allowance for Traveling Officers, which stands at one dollar and seven cents (\$1.07) per mile from June 2000. Ever since then, the price of fuel and other related petroleum products have increased quite a few times following the last assessment of the said allowance. Against the background of completed nego-

tiations and award of salary increases to some Statutory Board workers, the rapid and seemingly non-stop increases in prices at the Supermarkets, and the recent increase in the price of fuel and other vehicle essentials, we think Civil Servants have been the "living sacrifice" for much too long, given the fact that we all go to the same Supermarkets, and those of us with vehicles have to purchase vehicle essentials in order to keep them roadworthy, taking into consideration some of the bad roads encountered, to carryout our duties and effectively serve the public.

We are confident that Government and other employers will see the merit in expeditiously dealing and completing the aforementioned outstanding matters satisfactorily.

CSA - THE UNION THAT SERVES YOU!!!!!!

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CSA WEEK 2005
NOV.13 TO NOV 19

THEME:

TO PRESERVE THE HEALTH, SAFETY AND FITNESS OF THE WORKERS TO ENHANCE PRODUCTIVITY



Our Newly Renovated Premises

The Union now boasts of a newly renovated headquarters and conference center. The bottom floor houses the secretariat with some floor space available for rent. The top floor is the meeting hall and conference area. Rental of the facility is available to the public with special low rates for members. For more information contact the secretariat at the numbers listed at the bottom of this page.

Contact Information: P.O. Box 244, Castries, St Lucia. Tel: (758) 452 3903 / 453 1208 , Fax: (758) 453 6061.

Immediate Past President



Bro. Francis Raphael

Web Site Up and Running

We feel privileged and honored to be informing you, our members, potential members and every one of you of our website. We have worked very hard to make this facility available to you. Recognizing the need to be able to communicate with you at all levels in these ever changing environment has finally brought to us the realization that if you won't avail yourselves to us, then we may very well avail ourselves to you.

We see the advent of the Website as a vehicle, not just for communication and traffic to have fun and pleasure, but also as a tool for serious learning and education for us the members, in these critical times.

It is our sincere hope that you find this site informative, educational, and easy to navigate and above all, your favorite. We hope it provides a useful link, so necessary between you and your organization.

We need to express our heartfelt gratitude to our Website Committee members, members of the Executive, Secretariat and everyone else, past and present, who may have contributed in any way to make this a reality.

Visit us at: www.csastlucia.org

JOIN THE CSA

\$20.00 per month makes you eligible for:

- * Work Security Representation against:
 - Victimization
 - Discrimination
 - Irregular transfers
- * Scholarships for your children
- * Group medical insurance
- * Discount scheme

Editorial from PSI's Focus Magazine - 3/2005

A New Solidarity:

Workers join unions for many reasons. Some join out of sheer self-interest. For others solidarity or a political ideology may be more important. Either way, unions are set up because they offer protection of members' interests, individually and collectively.

These interests can be narrow or broad, short-term or long-term. Members, who take a longer-term or wider view, will notice what happens elsewhere: in other unions, in the national economy, even globally. They think that what happens there may affect them. Unions that have a tradition of encouraging members to think this way are often strong and effective. Nordic and Dutch unions are good examples. In other countries, this approach waxes and wanes over the decades, as does the strength of the unions.

When jobs (and unions) are under severe pressure, some unions are influenced by nationalistic and xenophobic attitudes that permeate society and turn inwards. Not surprising, but disappointing. Members may question the use of union resources for national centres and global unions that, by definition, have longer-term views and wider horizons. Severe pressure is nothing new: the trade union movement came out of both World Wars and the Great Depression as organisations based on solidarity.

The current pressure - globalisation - can only be confronted by unfailing solidarity.

In PSI, as globalisation strikes at our members, we have to campaign against the multinationals which privatise our jobs, organise on sectoral/industrial lines and deal with attacks on public services in general.

PSI also faces generational change: several elected leaders and senior staff are about to retire. They will have to be replaced by younger people, without the loss of institutional knowledge. Some structures may change or even disappear. It's time for a new union culture - firmly based on solidarity.

To this end, PSI has set up a Transition Committee. This temporary body met for the first time in late August to discuss what transformations will be needed for PSI and its affiliates to be able to deliver quality public services under quality working conditions. We will keep you informed on this work and hope that you - and your union - can help PSI maintain the longer-term and wider views that are so badly needed.

"The only thing we have to fear is not doing something about the fear we have."

WORKERS - STAND UP!!!!

By Bro. Damian Monrose

Every worker should be conscious enough to wear their “worker’s cap” first and foremost when called upon to rally around the Union. A responsible worker should be borne out of a consciousness that upholds “Workers’ Rights and Responsibilities”. It’s an awareness, which is embedded in no one else than you the — worker.

Yes, workers are entitled to fair wages, annual, maternity (some employers allow paternity leave), sick and companionate leave. Working conditions are supposed to be conducive and free from hazardous products and materials. Working hours should be kept at the stipulated eight (8) hours per day. These are “Rights”, workers should always cherish, protect and ensure are respected. Naturally, there are two sides to a coin. Responsibilities are of equal importance to workers. Punctuality, an honest day’s work, productivity and initiative are all hallmarks of a responsible worker.

Given the foregone, it is the duty of Trade Unionists to ensure, as much as possible, that there exist equilibrium between the employees and employers. This is not always realized. Employers seek maximum profits/surpluses, without even contemplating on rewarding productive and responsible workers. Employers do not just

workers. Employers do not just give benefits to workers. Workers have to ensure that they receive what is due to them; in an orderly and timely manner.

On the other hand, there are workers who linger on the job and expect rewards. These two scenarios could breed disputes. Once workers are responsible, productive and reasonable, they should be rewarded. Workers should never feel “intimated and chicken out” of their just cause. There is nothing to break bind workers.

This is precisely why workers must hold dear to hymn – “**Bind us together Lord**” – which aptly asserts: “**Bind us together Lord; like chains that cannot be broken**”, because a chain is as strong as its weakest link. Workers must always bear this in mind! **Get up, stand up; stand up for your rights - workers!**

SUPPORT CSA – YOUR UNION!

The CSA needs the support of all Civil Servants so as to effectively and successfully negotiate your salary increases, increments and working conditions.

PHOTOS:



AGM 2005



THE PRESIDENT



GENERAL COUNCIL



CSA WOMEN



CUSTOMS FOOTBALL CHAMPIONS

CSA SCHOLARSHIP AWARDS 2005

The St. Lucia Civil Service Association has awarded five (5) scholarships to members' children to pursue studies at the secondary school level, beginning the academic year 2005. The awards went to the following:

- Crussle DT. Moise
- Ezbai C. Francis
- Kurt R. Charles
- Digna Gordon
- Martinus Clement






Meet the recipients

THE STAFF HAVING SOME FUN ON THE OCCASION OF HAYDEN'S BIRTHDAY.



BENEFITS OF JOINING THE CSA

<p>Collective Bargaining</p> 	<p>Thanks to the growth of the CSA, we have the collective bargaining power to protect and improve our working conditions and standard of living. Today, collective bargaining between employers and workers is accepted as the best and fairest way of agreeing to salaries and other working conditions.</p>
<p>Representation</p>	<p>The CSA is the Union for all public and statutory board workers no matter your post or category.</p>
<p>It is your right!</p> 	<p>While it is not compulsory to join the Union, every worker has the RIGHT to do so. We believe that once the employer accepts the CSA as your representative, all workers should be encouraged to join the Union.</p> <p>All workers share the benefits obtained by the CSA. They should also share in the struggle.</p>
<p>Fringe Benefits</p>	<p><u>The CSA also offers:</u></p> <ul style="list-style-type: none"> · Education/Scholarships · Cash discounts at various businesses · Sports and recreational facilities
<p>Group Medical Insurance</p>	<p>The CSA and the Colonial Life Insurance Co Ltd. offer an attractive Group Medical Insurance Plan to members and family.</p>
<p>Education and Training</p> 	<p>The Union believes that an educated worker is a better worker. Trade Union education is an important part of the Trade Union movement. Every member of the CSA is eligible to attend any training course or seminar organized by the Union.</p>