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Chief Executive Officer

wil.pineau@caymanchamber.ky

2nd floor Macdonald Square,  
George Town

PO Box 1000 GT  
Grand Cayman,  
Cayman Islands

Phone: 345-949-8090

Fax: 345-949-0220

3rd December 2003

**BY HAND & FACSIMILE**

Mr. Roy Bodden  
Minister Responsible for Education, Human Resources and Culture  
Government Administration Building  
George Town, Grand Cayman  
Cayman Islands

Hon. Minister,

The Council of Associations met on Monday, 1<sup>st</sup> December to discuss the summary of the contents of the Employment Bill as set out in your letter addressed to the President of the Chamber of Commerce on the 26<sup>th</sup> November 2003, and which we understand will be presented to Cabinet this week.

We regret to advise that the Council of Associations of the Chamber of Commerce is unable to support the proposed Employment Bill for the following reasons:

- The summary of the Bill as provided does not address many of the issues previously raised in the reports submitted by the Chamber of Commerce, and which continue to be of great concern to the private sector;
- It is impossible to give support to a Bill which has not been seen in the form which will be presented to Cabinet;
- There are potential administrative and conflict of laws issues which remain uncertain and must be addressed prior to finalizing the Bill.

Whilst we appreciate the consultation process since the introduction of the White Paper, it would appear that unfortunately many of the issues raised in our earlier submissions remain outstanding or are not reflected in your letter to us. This does not give credit to the consultation process.

We maintain that Government should be seeking to encourage business and investment to our shores. Unfortunately, we are of the firm view that the Bill does



not and will not accomplish this, and will in fact prove to be administratively burdensome for businesses, failing to encourage good business relations.

We therefore request that the Bill is postponed until we have had an opportunity to properly consider the final form which will be presented.

Yours Sincerely,

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**Joseph Hew**

Chairman

Council of Associations

cc: His Excellency the Governor, Mr. Bruce H. Dinwiddy, CMG  
Hon. W. McKeever Bush, OBE, JP, Leader of Government Business  
Hon. Gilbert McLean, JP, Deputy Leader of Government Business  
Hon. Dr. Frank McField, JP, Minister Responsible for Community Services, Youth, Sports and Gender Affairs  
Hon. Julianna O'Connor-Conolly, JP, Minister Responsible for Planning, Communications, District Administration and Information Technology  
Hon. George McCarthy, OBE, JP, Financial Secretary  
Hon. James Ryan, MBE, JP, Chief Secretary  
Hon. Samuel Bulgin, Attorney General  
Hon. D. Kurt Tibbetts, Leader of the Opposition  
Members of the Legislative Assembly



**Cayman Islands**  
Chamber of Commerce

Council of Associations members supporting this letter include:

- Cayman Islands Agricultural Society
- Cayman Islands Bankers Association
- Cayman Contractors Association
- Cayman Islands Company Managers Association
- Cayman Islands Law Society
- Cayman Islands Real Estate Brokers Association
- Cayman Islands Medical and Dental Society
- Cayman Islands Compliance Association
- Cayman Islands Society of Professional Accountants
- Cayman Society of Architects, Surveyors and Engineers
- Cayman Islands Society of Human Resources Professionals
- Cayman Merchants Association
- Cayman Islands Tourism Association
- Caymanian Bar Association
- Mutual Fund Administrators Association
- Cayman Islands Society of Financial Analysts
- Insurance Managers Association of Cayman
- Heavy Equipment Operators Association

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