



Bloodletters

A Bargaining Bulletin for OPSEU Members at Canadian Blood Services

Support Unit Bargaining Proposals Exchanged CBS gets message regarding non-monetary issues

The bargaining team for the province-wide Support Unit met yesterday with the employer and both sides exchanged our opening bargaining proposals. Both the employer's and our proposals can be found on OPSEU's website. You will notice that there are no wages or benefits in either package. It's standard bargaining practice to deal with non-monetary issues first before the money comes to the table.

Our non-monetary package is framed around your issues of job security, part-time issues, equity and health and safety. Our package includes such items as:

- Creation of full-time jobs and protection of existing full-time positions
- Enhanced job security language including "follow your job" in case of contracting out or relocation
- Improved layoff language
- A substantially increased severance package and a retirement allowance if laid off
- A top-up of 84% for Pregnancy and Parental Leave (same as OPSEU's Central Hospital Agreement)

Check out both the employer and OPSEU's bargaining proposals at

<http://www.opseu.org/bps/health/cbs/index.htm>.

- New language on Family Leave, including an 84% top-up
- Improvement to premiums

Hours of work

- Clarify meal periods by itemizing each type and length of shift and consistency across the province
- On-Call and Call Back improvements
- Improvement to rest between shifts

Health and safety

improvements including:

- A return to work procedure
- Workplace ergonomics

Part-Time Issues

- 10% in lieu of benefits
- lower the threshold to the Benefits Plan to 780 hours per year
- full uniform allowance (not pro-rated)
- paid sick leave of 22.5 hours
- 3 unpaid personal leave days

The employer appears to have gotten your message from the last round of bargaining. This time, the employer's proposals don't gut the entire agreement as in the previous round!

The employer's package includes:

- ALL full-time staff going to 75 hours averaged over two weeks
- Loss of two consecutive days off
- Deleting the premiums and overtime for Saturdays and statutory holidays if you volunteer to work these days
- Expanding dinner breaks to 3 to 8 p.m.
- Rest periods to be combined if manager deems it necessary – no longer by mutual agreement
- Vacation requests to be submitted by January 31st
- Changing prime time to July, August, March break, last three weeks of December, first week of January and limiting vacation entitlement to one week
- Elimination of premiums if work two consecutive paid holidays
- Expiry date of 2009

Bloodletters is your direct communication resource from the OPSEU bargaining teams and is intended to keep you up to date and informed on bargaining developments. *Bloodletters* is your only accurate source of bargaining team information during this round of bargaining. If you do not read it here, you cannot be sure it is true. Do not rely on gossip and rumours. We will provide the facts. *Bloodletters* will be available by e-mail and on the OPSEU website at <http://www.opseu.org/bps/health/cbs/index.htm>

The Employer has brought to the table a Separation Allowance that appears to be quite generous, though
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Proposals Exchanged

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our Severance Pay/Retirement Allowance proposal is better.

However, it does raise a serious concern on why the employer would come to the table with this separation allowance proposal. What are their long term plans?

In the last round of bargaining, your 97% strike vote made a powerful statement to the employer, and your bargaining team is asking for your support again this round.

The Technologists Unit will be meeting with the employer on April 27 to exchange their bargaining proposals.

If you have any questions about the proposals, please contact a member of your bargaining team.

If you have any comment or feedback about Bloodletters, please contact one of your local mobilizers.

If you are interested in becoming a mobilizer, please contact your Mobilizer lead hand or bargaining team member.

Your CBS

Bargaining Teams

Technologists (Locals 210 and 5101)
 Steven O'Marra (L5101)
 Shirley Johnny (L210)
 Sheila Annett (L5101)

Support Unit (Locals 160, 210, 477, 5103)
 Katherine Zan (L160)
 Brenda Thompson (L210)
 Kelly Tibbles (L477)
 Mirla Alvarado Fenn (L5103)
 Dino Gus Kourlas (L5103)

Thunder Bay Plasma (Local 716)
 Jennie Hartviksen
 Joanne Bruni
 Kelly Borchardt

Canadian Blood Services Province-wide Strike Vote

Date	Location	Local
Saturday April 30, 2005 2:30 pm – TBA	Windsor OPSEU Regional Office 1485 Tecumseh Rd. West Windsor, Ontario	160
Sunday May 1, 2005 12 Noon – TBA	London OPSEU Regional Office 1100 Dearness Dr. Unit 27 London, Ontario	160
Monday April 25, 2005 10 am – 12 Noon	Niagara Region OPSEU Regional Office 2285 Highway 20 East Fonthill, Ontario	210
Tuesday April 26, 2005 10 am – 12 Noon	Guelph / Kitchener-Waterloo OPSEU Regional Office 291 Woodland Rd. West, Unit 3C Guelph, Ontario	210
Sunday May 1, 2005 2 pm – 4 pm	Hamilton OPSEU Regional Office 55 Frid Street, Suite 1 Hamilton, Ontario	210
Tuesday May 3, 2005 9 am – 4 pm	Kingston OPSEU Regional Office 920 Princess Street, Suite 102 Kingston, Ontario	477
Sunday May 1, 2005	Ottawa Location TBA	477
Monday May 2, 2005 11 am – 1 pm	Metro West Lutheran Church Mississauga Square One (lower level, near food court)	5101/5103
Monday May 2, 2005 10 am – 2 pm	Barrie Boardroom -Canadian Red Cross Simcoe County Branch 14 High Street, Suite 100 Barrie, Ontario	5101/5103
Wednesday May 4, 2005 8 am – 6 pm	Toronto 790 Bay Street, 7th Floor Toronto, Ontario	5101/5103
Saturday May 7, 2005 1 pm – 3 pm	Peterborough OPSEU Regional Office 1789 Stenson Blvd. Unit 4/5 Peterborough, Ontario	5101/5103