

# Bloodletters

A Bargaining Bulletin for OPSEU Members at Canadian Blood Services, Local 5101/ 210

## *What's the Delay?*

As OPSEU Local 5101 & 210 go into another two sessions of bargaining, we think you deserve an update. While we're happy with the gains we've been able to make, we are delayed by two issues: the employer continues to attempt to negotiate economic proposals in the non-economic round and the employer doesn't want to enshrine your legislative rights in the Collective Agreement because they say it's too complex.

### ***Two fundamental principles of bargaining***

*In the Collective Bargaining process, the union and the employer negotiate changes to the terms and conditions of employment in your collective agreement. Some changes (usually proposed by the union) benefit the workers; others (usually proposed by the employer) benefit the employer. In trading proposals, the parties attempt to find a combination of changes (both positive and negative) that suit*

*them both.*

*Collective bargaining often is divided into two 'rounds', beginning with the bargaining of 'non-economic' proposals and followed by the bargaining of 'economic' proposals. In the 'economic' round, the parties trade proposals that cost money with proposals that save money. Through the process, Employers often attempt to negotiate a net savings of costs.*

### ***Economics in the non-economic round***

As you know, after seven days of bargaining, we are still negotiating 'non-economic' proposals. Or that's what the union thinks we're doing. The employer, however, seems to disagree.

For some reason, CBS continues to insist on bargaining 'economic' proposals (= proposals that will save them money) in the non-economic round. The union has asked that the employer deal with 'economic' proposals in the 'economic' round. And yet the employer refuses to defer these items. Why would this be? Your union team wonders if this is a way for the employer to negotiate cost-saving measures without having to trade them for items that will cost them money in the economic round.

**For the latest bargaining update visit: [www.opseu.org](http://www.opseu.org)**

# Local 5101/ 210

## Canadian Blood Services (CBS)

### ***Complex issues?***

A Canadian Prime Minister once said that an election campaign was “not the time to explain complex issues.” This employer seems to think the same thing about your contract. And yet your union continues to fight to include key legislative information about your rights (such as entitlements found in the Employment Standards Act and other legislation) in the collective agreement. They say the contract is not the place to explain complex information. We say it is. And much of the current collective agreement includes such language already.

### ***Status***

Because of these two issues, there has been very little recent progress at the table. As bargaining continues, we want to get to the items that matter to you. After all, it's about the members.



### ***Support your team!***

The employer continues to play hardball on the key issues, so we need to stand together with all our focus and strength. The next bargaining dates are May 27, 28, 29 and June 3, 4, 5 in Toronto. The more visible support OPSEU members show in the workplace during bargaining, the more progress we can make at the table. Please ensure you have a sticker and wear it proudly while your team is at the table.

Approved for distribution by:

Warren (Smokey) Thomas  
President, OPSEU

**In solidarity,**  
**Steve O'Marra, bargaining team chair**  
**Shirley Johnny**  
**Angel Thompson**  
**Bernard King, staff negotiator**

**Your L5101/210 Bargaining Team**