

August 2004

CBS members build strength at the table

In the July newsletter, we told you that we're getting ready for bargaining. To that end, we are working on a number of initiatives that we hope will strengthen us collectively at the bargaining table.

Draft bargaining procedures

First, we have finished putting together a draft of bargaining procedures for Canadian Blood Services bargaining units. This draft will be presented to the OPSEU Executive Board in September, but we are beginning the process now of consulting with all OPSEU members in CBS. A draft of the procedures has been sent to all LEC members in Canadian Blood Services. Local meetings are being planned for the fall to discuss these procedures with the membership.

The basic outline of the procedures is as follows:

- There will be a Canadian Blood Services Committee which will be a subcommittee of the Health Care Divisional Council.
- The CBS Committee will organize and chair a provincial bargaining meeting with representatives from all CBS bargaining units, both stand-alone and multi-regional.
- In preparation for the provincial meeting, each local/bargaining unit will elect their bargaining teams and additional delegates/alternates.
- At the provincial meeting, delegates will examine bargaining issues relevant to CBS

as well as develop strategies for coordinated bargaining.

- Local demand setting will be set up after the provincial meeting. The results of the provincial meeting will be presented and should form the basis of discussion.

Province wide conference

Secondly, we are in the process of planning a province-wide bargaining conference, pending approval by the Executive Board, tentatively scheduled for Nov. 27 in Toronto.

Under the proposed bargaining procedures, bargaining team members and elected delegates from all OPSEU bargaining units in Canadian Blood Services will come together to discuss common issues and to develop strategies for coordinated bargaining.

Bargaining survey

Thirdly, a bargaining survey has been prepared and will be sent out to all OPSEU members in CBS bargaining units. Information from the survey will be used to prepare for the proposed CBS Bargaining Conference, to assist members in demand-setting meetings and to guide bargaining teams during negotiations.

We are therefore proposing the following timetable beginning in early September, based on the new bargaining procedures that are being put forward to the OPSEU Board:

- ✓ Early September - Distribute bargaining survey to members.
- ✓ Before Oct. 15 - Each local/bargaining unit shall hold a meeting to:
 - elect bargaining team members (in accordance with their respective collective agreement)
 - elect two (2) delegates for proposed Bargaining Conference
 - approve the draft bargaining procedures
- ✓ Friday, Oct. 15 - Members to complete the demand setting survey and return it to their stewards by this date.
- ✓ Tuesday, Oct. 19 - Each LEC shall forward the completed surveys to their regional offices by this date.
- ✓ Saturday, Nov. 27, 2004 - If approved by the Board, hold a province-wide CBS Bargaining Conference in Toronto.
- ✓ Jan. 2005 - Set bargaining priorities at local demand setting meetings based on information from the Bargaining Conference.
- ✓ OPSEU to give notice to bargain in accordance with the respective collective agreements.

We know that this is going to be an action-packed autumn! But we all know that we all face very serious issues in our workplaces and we need to be prepared to take on this employer when we go to the bargaining table!

In solidarity,

Your CBS Team,

Local 160 London

President, Katherine Zan

Local 210 Hamilton

President, Brenda Thompson

Local 477 Ottawa

President, Sue Shank

Local 5101, Technologists

President, Steve O'Marra

Local 5103 Toronto Support

President Mirla Alvarado Fenn

Local 716 Thunder Bay

Unit Steward Joanne Bruni