



# Bloodletters

A Bargaining Bulletin for OPSEU Members at Canadian Blood Services

## Technologists Unit exchanges proposals April 27

### Employer attempting to reverse the impact of Bendel?

The bargaining team for the province-wide Technologists Unit met April 27th with the employer and both sides exchanged bargaining proposals. Both the employer's and our proposals can be found on OPSEU's website. Like the Support Unit, no wages or benefits are included in either package. It's standard bargaining practice to deal with non-monetary issues first before the money comes to the table.

Early indications suggest that the employer is attempting to reverse the impact of the Bendel Award by proposing numerous takeaways that could have a significant impact on your earnings.

These include:

**Changes to weekend premiums:** Instead of being paid one and a half times your basic hourly rate for a second consecutive Saturday, the employer is proposing a flat rate premium of \$1.50 per hour for any regularly scheduled Saturday and Sunday. For most members, this would amount to a loss of about \$100 a month, although for some, it could mean a loss of as much as \$400 a month.

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

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

**Days Off:** While presently no employee is required to work two consecutive paid holidays, the employer is increasing this to three. Should operational requirements dictate an employee having to work three consecutive holidays, that employee shall be credited with all hours worked on the third paid holiday. This amounts to a 0.4 per cent wage rollback.

**Taxis past 10:30 pm:** This only applies if there is no public transportation available — which effectively means a cut of this benefit for most technologists.

**Notice of sick leave:** Employees must give four hours notice before his or her regular shift is to begin, otherwise the sick day is at the employee's expense. That means if you wake up with the flu, you better do so four hours before the beginning of your shift!

**Vacations:** Under this bizarre proposed language, part-timers cannot request vacation until four weeks prior to taking it — at least that's how they have been interpreting it in Hamilton. Forget booking your vacation six months in advance — this clause means you better join a last minute club if you plan to travel.

**Retroactivity:** You better not ever leave Canadian Blood Services: Once you have terminated your employment, your rights to any retroactive pay or benefits may be very difficult to collect.

The employer has yet to respond to any of the strong language we have proposed around job security or parental/pregnancy leave. It's anticipated we will get a look at this when a full economic package is exchanged. Nor has the employer tabled any similar language to the increased severance provisions offered to the Support Unit.

While you have given your bargaining team a strong mandate for improvements, this employer has begun the process with a series of takeaways. The bargaining team is asking for the ability to call a strike — if necessary — to show CBS we are serious about our demands. Our work to date has given us a much better starting position, but we need to keep the pressure up.

*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>



## **Leah Casselman tours CBS Toronto site**

*Left: OPSEU President Leah Casselman toured the Canadian Blood Services Collection and Testing Site in Toronto on March 1st with Regional Vice President Terry Downey and Board Members Peggy Maybury and Nancy Pridham. Although the employer wanted to draw Leah's attention to the architecture, which is impressive, Leah was more impressed by having an opportunity to see the important work being done by our members. She had an opportunity to see work being done in collections, testing, transportation and office support*

## Have some questions, want to get involved?

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

## Three more reasons the Support Unit should vote for a strike mandate...

In addition to the issues raised in Bloodletters #5, here are three more takeaways from the Support Unit:

- Part-time who work at least 975 hours per year SHALL be required to enroll in the benefits plan (in other words, no percentage in lieu) — see below.
- Limitations on the use of taxis (see front page)
- Time restrictions to phone in sick leave (see front page)

## Employer wants to remove choice re: Support Unit part-time benefits plan

### **A threat to full-time jobs?**

Presently there is a choice regarding participation in the benefits plan for those working part-time in the Support Unit, and OPSEU's bargaining proposals maintains that choice (in fact, we improved upon it). The Employer wants to remove that choice. No such move has been made in the Technologists Unit. Is the employer trying to play one table against the other, or is this just incompetence on the part of CBS, who don't seem able to be consistent from one table to the next?

We all know that the employer loves the idea of a part-time workforce. They also wants part-time workers to be as cheap as possible. This is why they want mandatory inclusion in the benefits package for all part-time employees if you hit the 975 hour per year threshold. This way they don't have to pay the 6% in lieu. Many part-timers don't want to be in the benefits package, since their spouse may already have a family plan. Since many will opt out of the benefits package, it's a win-win for the employer – they don't have to pay a percentage in lieu of benefits OR pay the benefits premium! Part-timers become cheaper, full-time positions become more expensive – making it even harder to force the employer to keep its existing full-time positions.

**Did you know? Strike pay is tax-free!**