



Bloodletters

A Bargaining Bulletin for OPSEU Members at Canadian Blood Services

July strike?

Employer fails to deal with major issues in bargaining.

Both the Technologists and Support Units could be headed for July strikes if Canadian Blood Services fails to deal with the major issues important to OPSEU CBS members.

The Support Unit met with the Employer June 7 and 8, while the Technologists last met with the employer May 30th.

Conciliator Michele Ryan has been assigned to both bargaining units, although she has so far only been present for the Support Unit session in June owing to scheduling conflicts.

Despite the arrival of the conciliator, the employer is still not responding to either table on major non-monetary issues such as job security, health and safety, scheduling of work and severance.

Your bargaining team is at the table with a mandate to bargain.

Unfortunately, it doesn't seem like the employer comes with the same

What is a "No Board Report?"

The conciliation process ends when either party asks the conciliation officer to provide a "No Board Report" — meaning no agreement could be reached. The officer then advises the Ministry of Labour, which in turn files the report. This begins a 17 day countdown towards a legal strike/lockout position. Neither party is required to strike/lockout after the 17 days. After the 17 days elapse, the terms of your collective agreement are also no longer protected by law.

intent. Bargaining is taking place, but the pace is extremely slow. Both teams have been able to whisk through a flurry of small items, but are stalled on the major issues.

The Technologists Unit next meets with the employer June 21-22, while the Support Unit takes their turn with the employer June 28-29. The Support Unit has also set aside June 30 to meet with the employer.

Both teams have made it very clear to the management team that if your issues are not addressed in a real, substantive and meaningful way, we will be filing for the No Board Report following these bargaining dates.

For the Technologists, that would put them in a legal strike position around July 14, while the Support Unit would have to wait until to approximately July 20. The No Board Report comes into effect 17 days after it is issued. However, it can take about 3 or 4 days for it to go through the process of being issued. We will know the precise date for the strike as soon as the No Board is issued and will communicate that date as soon as we know.

HOWEVER, AT PRESENT, WE ARE SAYING TO YOU TO BE PREPARED FOR A JULY STRIKE.

Your bargaining teams will continue to work to get you the best contract possible. We will continue to negotiate as long as a possibility of a fair settlement exists. With your support, we can force the employer to work too! It is important to keep up the level of support you have been giving the bargaining teams to date.

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>

Locals across the province gearing up for a strike

Locals across the province are gearing up for a possible July strike. Strike accounts are in the process of being set up, and strike headquarter locations are being scouted out! Your Local strike committees are meeting with your staff representatives to begin strike preparation training. Also, general membership meetings are being planned over the next couple of weeks – please check with your local president about dates and locations of such meetings for your local.

In Bloodletters #4, we gave you financial tips on how to prepare for a strike. Some of you have been asking other questions about strikes – we will try to answer them here:

Would I get paid by the employer while I am on strike or lockout?

No. The employer will *not* pay you while are on strike or lockout.

STRIKE Q&A

Would the Union (OPSEU) pay me while I am on strike or lockout?

Members who perform a minimum of four or more hours of strike duties per day, or a minimum of 20 or more hours per week, are eligible for strike pay. *Bloodletters #4* gives the specific details about strike pay. (Previous editions are available on OPSEU's web site)

What happens if I am on vacation when a strike or lockout starts? Will I get paid?

No. You are considered to be on strike or locked out once a labour dispute starts. The employer is not obliged to give you vacation pay. However, you do not lose any vacation accumulated up to that point, so you can still take your vacation another time, once the collective agreement is settled.

Would the employer pay for benefits, such as vacation, bereavement leave, and short-term sick pay, during a strike or lockout?

No. The employer will *not* pay for benefits under the collective agreement while you are on strike or locked out. But, OPSEU will pay for basic coverage for members on strike who would normally receive these benefits while at work.

Members must fill out the "Personal Information Form" ahead of the strike deadline in order to obtain strike pay and benefit coverage. Your local strike committee will provide this form for you.

If you have any other questions, contact your Local Strike Committee, and they will answer your questions.

Article 30 — Penalties for strikebreaking

The OPSEU constitution describes penalties for strikebreaking, of which consequences can be very serious. Members should be advised of these consequences before a strike takes place.

The OPSEU constitution is available on our web site at www.opseu.org

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