

TO THE POINT

A NEWSLETTER FOR OPSEU MEMBERS WORKING IN SECTOR 19: CANADIAN BLOOD SERVICES AND DIAGNOSTICS

“Keep Your Eyes On The Prize”

OPSEU Holds 34th annual Convention

The theme for the 2009 Convention was “Keep Your Eyes On The Prize.” John Cartwright, President of the Toronto and York Region Labour Council, and Andrea Horwath, NDP Leader were just a few of the notable speakers that addressed the Convention. CAW National President Ken Lewenza gave a passionate speech and thanked the delegation for their participation in the Canadian Auto Workers Queen’s Park rally in support of the CAW’s fight for pension protection.

Warren (Smokey) Thomas, President and Patty Rout, 1st Vice-President/Treasurer were both acclaimed for a second two-year term.

Delegates, alternates and observers from locals in our Sector gathered during an evening caucus on April 23. Sector 19 Chair Sean Allen updated members on the ongoing activities within the Sector. Brother Allen explained to the caucus that there will be many challenges in the upcoming year. He highlighted that the Sector would be facing bargaining, a facilities re-development in CBS and the recent announcements by the employer about the

KEEP YOUR EYES ON THE PRIZE
TOUJOURS NOS OBJECTIFS PRÉSENTS À L'ESPRIT



multi-skilled worker.

An update was also provided to members on support bargaining and the provincial labour adjustment committees.

President Thomas closed the Convention by thanking the members for making OPSEU a dynamic union, and praised the activists and the OPSEU staff for the incredible work that they do. Visit the OPSEU website for full coverage of the 2009 Convention.

Sector Dues are due

Reminder! Please submit your Sector dues. Dues can be paid at any time, with the expectation that they are paid prior to voting at the BPS Conference. Bargaining units in Sector 19 are required to send their sector dues to Shirley Johnny, Treasurer. Sector dues are collected by bargaining units in the Sector and provide voting privileges during sector elections at the BPS Conference, November 24-26, 2009.



OPSEU mourns the loss of a Brother

Mike Bacile 1967-2009



Mike Bacile age 42, passed away suddenly at home on Sunday July 5, 2009. He was the beloved husband and soul mate of Patricia (Larocque) Bacile, and the proud, devoted and loving Dad to Jessica and Joshua.

Mike worked for the Canadian Red Cross and its successor Canadian Blood Services (Transport Department). He had 20 years service. Mike was an activist and was always there for the other person, at home and at work. Mike received a certificate of Valour from the Ottawa Police Service when he and a life long friend and union brother Richard Facette attempted to rescue a man who had set himself on fire in a vehicle. Mike and Richard didn't hesitate in their rescue efforts when they came across this individual in distress.

The same can be said for Mike's union activism. Mike served with the "Association" during his employment with the Red Cross and was a key activist when members chose OPSEU as their union of choice for CBS in Ottawa Centre.

Mike held various executive positions over the years and was a strong steward in Local 477. Mike always believed in "the forward together" approach.

Mike was a dedicated family man who worked hard to provide for his family. Mike was working towards a family trip to take his children to Disney World in Florida. Members of Local 477 have established a trust and are fundraising to ensure that Patti, Jessica and Joshua make that family trip to see Mickey in Florida. Any funds raised will be matched by the local.

"Brother Mike was always a man who put others first", says Sean Allen, Local President "He would be humbled".



Canadian Blood Services attends open Board meeting

On June 25, 2009 the OPSEU Sector 19 Executive (Sean Allen, Shirley Johnny and Katherine Zan-Payne) attended the Canadian Blood Services Open Board Meeting in Ottawa. It was a full agenda with five minute presentations scheduled from the public.

Discussed at the meeting were “Organ Tissue Donation and Transplantation” and the facilities update in Brampton, ON and Dartmouth, NS.

The Board discussed that “Safety and Security” of the blood program as a priority and that Canadian Blood Services is open and transparent regarding Board meetings.

The “Comprehensive Risk Assessment and Exposure Modeling” presentation reviewed insurance that CBS has if there was to be a “blood catastrophe”. The presentation concluded that CBS would maintain the current funding level because the risk of a catastrophe is unlikely. Blood risk insurance policies allow CBS to take pro-active action and be pre-emptive.

A report from the “Risk Management: Safety, Science and Ethics Committee” touched on H1N1 and West Nile Virus. PDI and NCR reports are low and recalls are low. The Q4 report stated no reports were submitted to Health Canada. There are twenty-five Health Canada audit inspections scheduled this year.

The “E-Questionnaire” pilot is now in the Sudbury Centre and the Ottawa Centre facilities. The “Standard Operating Procedures” (SOP’s) are now shared on the employer’s intranet.

The “Talent Management Committee” (TMC) reported that there are thirteen collective agreements to be negotiated (Nationally). Surprisingly, grievances nationally are down fifty percent from three years ago. The report also stated that CBS is “to act accordingly in the future” with regard to OPSEU Pay Equity. Finally, TMC reported that there was no “whistle blowing” activity happening.

A motion for recommendation was carried by the CBS Board endorsing the decrease in pension eligibility from twenty-four months to three months. This was a surprise for support members in

attendance since there is an article in our collective agreement with respect to eligibility and negotiations are ongoing for a renewed collective agreement.

Lunch was provided at the Château Laurier and we enjoyed discussions at the table with CUPE members from New Brunswick and we were joined by CEO Dr. Graham Sher. The CUPE members from CBS New Brunswick Centre were in attendance to express the displeasure in their community due to the planned closure of the Manufacturing and Production site. This is the same issue now happening in Ontario with the new Consolidated “Super Centre” in Brampton, ON.

At the end of the Board meeting, Sean Allen, Chair of Sector 19, made his presentation about the impact of organizational change on the workforce, safety of the blood supply, quality assurance, continuous improvements, and rising costs. He also provided details on opportunities for staff development.

Copies of the presentation were given to each Board member and members of the Executive Management Team, including CEO Dr. Graham Sher. The OPSEU Sector 19 presentation is now available on the OPSEU website at <http://www.opseu.org/bps/health/cbs/index.htm>.

Thank you to Miriam Edelson, OPSEU Research Officer who prepared the brief for presentation to the board and Shirley Johnny, CBS Technologist and Sector Executive Treasurer for gathering, preparing the information and working closely with Miriam to achieve the final document. Thanks to all the Local Presidents for providing the information.

The next open CBS Board meetings will be December 2-4, 2009 in Toronto, ON and December 8-10, 2010 in Calgary, AB.

It was an interesting experience to be in another realm of Canadian Blood Services and see what happens outside our own workplaces and the national level.

In Solidarity,

Katherine Zan-Payne
Secretary OPSEU Sector 19, President Local 160

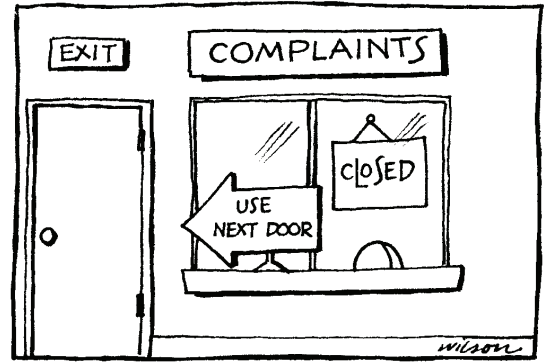
Labour/Management relations in a sad state of affairs

It is recognized that good Labour/Management relations are essential to good human resources management. An effective Labour/Management committee relies on the development of relationships based on mutual respect and trust, coupled with the free sharing of information and opinions.

At Canadian Blood Services, Labour/Management meetings have become a "waste of time". This is seemingly the viewpoint of certain Locals within Sector 19 who have abandoned the idea of these potentially highly effective meetings due to the lack of resolution on issues and lack of interest apparently on the part of the employer. There are Locals throughout Canadian Blood Services who have reverted to settling disputes solely through the grievance process instead of having a reasonable discussion arena in which to voice workplace issues. There has been one report within CBS of members having to resort to extreme measures to have their issues addressed.

The question is how to repair the breakdown in effectiveness of these committees and overcome the blatant animosity existing between labour and management. Both parties must be committed to the continual enhancement of the process to improve the working environment.

Most apparent is the need for management on these committees who can and will make significant decisions. Deferrals of important decisions are often



reflected in the minutes of the meetings, instead of immediate practical resolutions.

The need for specific dates and for definitive answers is also apparent. Currently the average time for resolution of issues is 1-2 years. This can hardly be considered meaningful or reasonable progress.

Brian Tracy, one of the world's leading authorities on success and personal achievement, states that "all the best companies ... anywhere in the world, are built on the Law of Compensation; sowing good seed and reaping good harvest. All unsuccessful individuals and companies are built on the premise of taking as much as you can get and putting in or back, as little as they can." In these circumstances good relations between labour & management is the key to reaping good harvest for both the company and our individual selves. Let us gather our diplomacy & work together toward success. Happy workers make happy customers.

In Solidarity,
Beverly Ross
LMC Committee Member, Sector 19

Pay Equity Negotiations continue

The Pay Equity process is ongoing while we continue to negotiate with Canadian Blood Services. Union members of the Pay Equity Committee met with the employer in January and June of this year and we have further dates scheduled for November. The negotiations are progressing slowly, and cannot be openly discussed at this time.

The union would like everyone to understand we are doing our best and will continue with our efforts diligently to fulfill our obligations to you.



Bargaining Updates

Our brothers and sisters in the **Ontario Agency for Health Protection and Promotion** are bargaining their first collective agreement since divestment from the OPS. Bargaining will continue September 22 to 25. Watch for bargaining updates in their newsletter "Lab Lines" on the website at <http://www.opseu.org/bps/health/cbs/labline/index.htm>

Local 716 – CBS Thunder Bay, Plasma Unit ratified the renewal of their collective agreement.

Highlights of the agreement are:

Duration: August 1, 2008 to July 31, 2011

Wages: 3% ; 2% ; 2.25%

Language improvements including job security, maternity leave and vacations.

Local 160, 210, 477 and 5103 – CBS Provincial Support Unit went to the table in conciliation June 23, 24 and 25. The team had the full support of their membership. They were armed with a 99 per cent strike mandate and a strong message: "We're not going there!" There was significant progress at the table and further dates with the conciliation officer have been set for September 14 and 15 in Ottawa. Be OPSEU Proud and Professional – watch future issues of "Bloodletters" and talk to the members of your bargaining team.

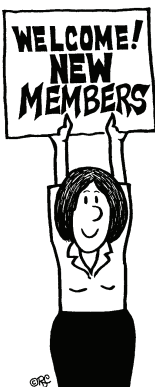
L544 – Cybermedix knows times are tough and your bargaining team members are ready for the next step. The bargaining team has filed for conciliation. Sector 19 wants you to know that they are behind your efforts to achieve a fair contract. Wishes of Solidarity are sent from your brothers and sisters around the Division.

L619 – CBS National Contact Centre began negotiations in early July. While talks went reasonably well, further dates are required. Dates are being negotiated for early September. Share your support with the bargaining team. Get informed! Be involved!

L455 – Ottawa Fertility Inc. paramedical employees are bargaining their first collective agreement for 24 employees in their FT/PT unit. These members joined OPSEU after a Public Sector Labour Relations Transition Act (PSLRTA) application when their work was moved out of The Ottawa Hospital. More bargaining dates are scheduled in August. Good luck at the table from your brothers and sisters in Sector 19!



OPSEU Welcomes Local 659



Here we grow again!

L659 – Sudbury Vascular Laboratory Ltd. joined our Sector on June 22nd. They are an all employee unit with 13 staff working in the City of Greater Sudbury.

Welcome aboard!



Authorized for distribution

Warren (Smokey) Thomas

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