



CANADIAN BLOOD SERVICES
Your Contract
Your Work
Your Job Security
Bargaining 2013

Demand Setting 2013

What matters most to you and your family?

Getting a new collective agreement starts with setting goals. The process of setting these goals is called *demand setting*.

This survey is the first step in the demand setting process. It's your chance to let your bargaining teams know your priorities-the improvements you hope to see in your next collective agreement.

Quality of Services

Canadian Blood Services relies on you, the front line staff, to maintain the quality of Canada's blood supply. There is no room for error in the work that you do. The quality of your working conditions helps ensure a safe blood supply for all Canadians.

What's happening this time around?

Members of OPSEU CBS Support (consisting of Locals 160 - London, 200 - Brampton, 210 - Hamilton, 477 - Ottawa and 5103 - Toronto) your current collective agreement expired on March 31, 2013. Your bargaining team will be heading into bargaining for a new collective agreement later this year.

This survey is the first step in the demand set process. It's your chance to let your bargaining team know your priorities and improvements you hope to

see in the next collective agreement.

In unity there is strength. The Employer tries to use the "divide and conquer" approach when bargaining. We cannot allow this to happen during these rounds of bargaining. We can build our bargaining strength by developing and implementing sector-wide campaigns.

Setting Priorities:

Some things to think about...

Bargaining is not an all-expense-paid shopping spree. You won't get everything you dream of.

When bargaining is over, the employer will end up spending a set amount of money, not an infinite amount

Ask yourself the following questions:

"What things do I need the most?" not, "What do I want?"

What issues are so important that I am willing to spend a lot of bargaining capital to get them?

What bargaining goals are low in cost but high in satisfaction for me?

What changes to the collective agreement will make an obvious improvement in the quality of life for me, my family, and my co-workers?

What action am I willing to take to get what I need? In this round, action might include calling your MPP, talking to your boss, wearing a button or (yes) voting to reject a bad offer from the employer and give your teams strike mandates. Nobody wants a strike. However, getting what we need has always been all about building our bargaining power.

We want your ideas!

What do you want your bargaining team to negotiate this round?

Many things are covered in our collective agreement: wages, benefits, vacations, hours of work, scheduling, overtime, enhance language regarding layoff, displacement, recall, severance and more.

We're heading into bargaining and we need to know which of these items are important to you.

This information will also be used by your bargaining team to guide discussions during demand-setting meetings and negotiations.

CANADIAN BLOOD SERVICES

BARGAINING SURVEY 2013

**Note DEADLINE FOR RETURN OF SURVEY:
Friday, April 19, 2013**

Visit the OPSEU website to complete this survey on-line @
www.opseu.org/bps/health/cbs

Please hand in completed form to your OPSEU steward or Local President.

Name: (optional): _____

Classification (Job Title - REQUIRED): _____

1. Tell us what bargaining unit you come from:

- Province-wide Support Unit
 - Local 160 (London)
 - Local 200 (Brampton)
 - Local 210 (Hamilton)
 - Local 477 (Ottawa)
 - Local 5103 (Toronto)

2. What is your employment status?

- Full-time
- Part-time
- Temporary
- Casual

Instructions

As you read these pages, circle the number of each bargaining issue that is important to you. Blank lines are added under each category to add other issues if you wish. When finished, list your top 5 priorities in order of importance on the last page of the survey.

What matters to you most? What are you willing to take a stand on?

If you could change things in your collective agreement to improve the quality of your job, what would you change?

Wages and pay

- 1 General wage increase
- 2 Severance/Layoff notice
- 3 Term of agreement
- 4 Shift premium
- 5 Vacation Pay
- 6 Anniversary increments
- 7 COLA (Cost of Living)
- 8 Other wage and pay issues (specify) _____

Hours of work

- 8 Equalization of hours for part time
- 9 Shift switches, Not Available (N/A) language
- 10 Improved overtime rates for Holidays, Saturdays and Sundays (FT)
- 11 Other hours of work issues (specify) _____

Health and Safety

- 12 Improve workplace ergonomics
 - 13 Improve return to work/accommodation language
 - 14 Collective Agreement language to address 'stress'
 - 15 Employment Conditions (heat, cold, rest areas, etc.)
 - 16 Other health and safety issues (specify)_____
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Job Security

- 17 Contracting out language
 - 18 Improving length of notice of layoff
 - 19 Increase in pay of lieu of notice
 - 20 Improve severance/termination payments
 - 21 Avoid use of temp agency workers
 - 22 Improve education/training allowance
 - 23 Work of the bargaining unit (non-union staff doing our work)
 - 24 Other job security issues (specify): _____
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Part time issues

- 25 Overtime for part-time workers
- 26 Conversion of part-time hours to full time positions
- 27 Paid Emergency Leave for Part time workers
- 28 Guaranteed part-time hours
- 29 Shift exchanges
- 30 Scheduling
- 31 Job sharing
- 32 Other part-time issues (specify) _____

Expenses

- 33 Uniform allowance
- 34 Shoe allowance ('safe shoe')
- 35 Professional fees
- 36 Meal allowances
- 37 New vehicle training/air brake license
- 38 Mileage rate
- 39 Other expenses issues (specify) _____

Breaks-meal /rest

- 40 Requirement to work 2 hours before rest period assigned
- 41 Regularly scheduled meal and rest breaks, improve or clarify Language under 'meal periods'
- 42 Other meal/rest break issues (specify) _____

Leaves

- 43 Parental leave top-up
- 44 Family Medical Leave top-up
- 45 Improved bereavement leave
- 46 Emergency leaves
- 47 Pay out sick leave on termination or retirement
- 48 Other leave issues _____

Benefits

- 49 Part time benefits-decrease eligibility (hours)
- 50 Improved paramedical (Chiropractor, physio, etc.)
- 51 Hearing Aids
- 52 Improve vision care (including eye exams)
- 53 Orthodontics
- 54 Improve orthotics
- 55 Other benefit issues (specify) _____

Union Leave

- 56 Increase paid time off for Local President's
- 57 Improve number of days for union educationals and union leaves
- 58 Increase number of stewards that Employer recognizes
- 59 Paid time for committees, grievances, labour/management meetings, negotiations
- 60 Other union leave issues (specify) _____

Rank your most important issues below.
(#1 is your MOST important issue, and so on)

Issue #	Name of Issue
#1	_____
#2	_____
#3	_____
#4	_____
#5	_____

Remember to return this survey to your
Local President or Bargaining Team Representative by

Friday April 19, 2013
