

**Canadian Blood Services
Board of Directors Meeting
October 26, 2005**

Let us begin by introducing ourselves. We are Susan Ruffo, Executive Assistant to the National President of the 540,000-member Canadian Union of Public Employees (CUPE) and Derek Fudge, National Director of Policy Development and Liaison with the 340,000-member National Union of Public and General Employees (NUPGE).

Who we are

Our two organizations are the two largest unions in Canada and represent over 25 percent of Canada's unionized workforce. Together, we represent well over three-quarters of a million workers employed in almost every facet of public services and programs in the provincial and municipal sectors across Canada.

What we stand for

Our organizations believe in the values of sharing and caring, and our collective responsibility to each other as citizens of Canada and to the world we share. In keeping with that vision, we assert that Canadians are entitled to quality public services, accessible to all without discrimination, political bias, or incomes test.

We believe public services can be delivered effectively only by public workers without the distortions of profit-making, which inevitably leads to inadequate services, poor working conditions and a lack of public accountability.

Who we represent at Canadian Blood Services

The unionized workforce of Canadian Blood Services is represented through a shared jurisdiction between our two unions - NUPGE and CUPE – and SEIU and NSUPE.

Our two national unions represent at least some workers employed in every single classification within CBS's unionized workforce. Our members are committed to ensuring that the safest quality of blood and blood products are recruited, collected, screened and delivered to those in need across Canada.

Because our members share a common employer across the country, we have determined that it would be to their benefit that NUPGE, CUPE, SEIU and NSUPE form a network of our leadership activists employed with CBS to discuss and consider common concerns and strategies with respect to dealing with CBS. Over the last two years we have built and strengthened this network.

We believe that it is only through our unionized workforce that CBS products are currently, and will continue to be, provided by

professional employees who are highly qualified and trained for the safest blood system possible.

Issues of concern

We are as much concerned about public policy as it relates to Canadian Blood Services as we are concerned about workplace issues. We have come to realize that our members' workplace issues are very much related to important public policy issues associated with the collection and delivery system for blood products.

Our primary concern with CBS in the last couple of years has been the perceived shift in the philosophy of CBS away from a public agency providing a vital public service to more of a corporate entity providing an important product to consumers.

Under this corporate model, our members tell us that they sense that cost savings often takes priority over providing the best quality and safest product.

Our members believe that due to this agenda, certified staffing levels have dropped, and the use of non-medical professionals is being integrated into our workforce.

CBS workers also believe that this agenda includes cost savings towards the screening and analyzing of blood products. They inform us that in certain regions of Canada, that CBS plans to do this

mechanically without the use of various laboratory technicians who are legislated to perform all testing, analyzing and screening of all blood products.

We are led to believe that CBS is also planning to phase out registered nursing staff by replacing them with a cheaper workforce.

Restructuring its labour force appears to be a main focus of CBS's new corporate strategies of cost savings. Although we are told that it is not an official human resources strategy, we see a move to increase the use of part time employees. This is a huge concern, both from the human cost to your employees, and from the product safety point of view.

It is well documented that part time workers are not able to provide the dedication that a service such as CBS requires. Because they are economically forced to pursue second and sometimes third jobs to support their families, they are continually in conflict with the needs of the employer.

The effect on CBS is reflected very concretely in higher costs for recruitment, training, retention and upgrading. These costs should be of serious concern to you as a Board, as they directly affect CBS's ability to continue to provide the highest quality public service to Canadians.

Conclusion

Our members throughout Canada are committed to quality public services that will ensure that the safest blood collection, screening and distribution will be maintained for the citizens of Canada. We believe this can only happen when your employees are well resourced, properly trained and supported with progressive workplace policy and management.

Our unions encourage you to examine the issues we've raised in a critical way, from a policy perspective, that will result in improved service delivery.

We can assure you that each and every CUPE and NUPGE member is committed to engaging CBS policy makers and management in continued discussions, negotiations, and consultation. We look forward future opportunities for dialogue with you.

Thank you for this opportunity.

Respectfully submitted,

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And

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