

LAB CUTS?



Hospitals plan to break promise not to transfer laboratory staff to EORLA

16 HOSPITALS PLAN TO TRANSFER LABORATORY STAFF

10% Workforce Reduction Planned as Eastern Ontario Regional Laboratory Centralizes and Staffs Down

16 eastern Ontario hospitals are planning to break their promise to laboratory staff not to move their employment from their base hospital to the Eastern Ontario Regional Laboratory (EORLA).

The Eastern Ontario Laboratory Project's final report, dated December 2006, called for lab employees to be transferred in two stages, first to the Ottawa Hospital and then to EORLA.

A Third Party review has now been conducted of the EORLA Project's final report and it appears to support all of the major recommendations, including the creation of a single employer but not the transfer of staff to the Ottawa Hospital.

The EORLA business plan anticipates a workforce reduction of 10%.

It also sees an additional \$1 million a year to be spent on management and consultants' salaries.

The contracting-out of some accounting and support functions is also foreseen.

These changes are planned despite the fact that the best case business plan projection for EORLA anticipates cost savings of \$14 million on a 10 year budget of \$1.031 billion, a saving of just 1.357%.

And the worst case scenario has losses of \$11 million on projected costs of \$1.056 billion.



Lab Test Consolidation

Microbiology will be consolidated to a single regional lab under EORLA, the beginning of stripping lab services from communities.

BROKEN PROMISES

Staff and Communities Misled

Hospital laboratory technologists and technicians and support staff were promised at the outset of the EORLA process that they would remain employees of their home institutions.

Communities were promised that testing would remain on site, but the actual plan is to consolidate it over time into one major, central, regional lab.

And these broken promises are going to be a problem for EORLA as it becomes clear that the commitments that have made cannot be relied on.

Smaller communities will be very concerned about the changes that the member hospitals in EORLA are proposing.

The EORLA Final Report talks about the transformation of the Riverside site of the Ottawa Hospital from a fully functioning laboratory to a centre that focuses more on specimen collection and on the transfer of specimens to a regional centre for analysis.

Over time the plan is to refocus work from smaller communities into a large regional centre.

As a result, labs outside of the regional centre can expect a transfer of staff to the larger lab and a de-skilling of much of the work that remains.

Laboratory staff may not want or be able to relocate their families to Ottawa. And the replacement of lab analysis with specimen collection will be very unpopular across the Ottawa valley.

What will happen to the employees?

CUPE local leaders have been meeting with staff and legal counsel to plan a legal fight and a public campaign aimed at allowing our members to continue to remain employees of their hospitals. Membership meetings about EORLA will be held in April.

CUPE, working with SEIU and OPSEU was recently successful in persuading 14 Toronto hospitals to change their plan to move 600 materials management staff to a new company, where 40% of the employees would be laid-off. No employees transferred and the hospitals changed their business model.

EORLA Makes No Sense

A plan to move services and skilled employees from smaller communities to Ottawa and downsize the numbers by 10% in an enterprise that will probably lose money makes no sense at all.



EORLA Plan Leaves Staff and Communities Vulnerable

What Can I Do?

Please read the EORLA Final Report and the Report of the Third Party Review. Judge for yourself whether this plan sounds like a good idea for our communities, our members or the taxpayer.

Please alert your co-workers to EORLA and our concerns.

Please attend the local union membership meeting about the EORLA, which will be held in April.

Please plan to attend the public meeting in your community, which will be held in May and bring your family, co-workers and neighbours.

FOR MORE INFORMATION:

Contact your CUPE Local President