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# OPENER

CUPW Winnipeg Local #856—SUMMER 2018 Issue

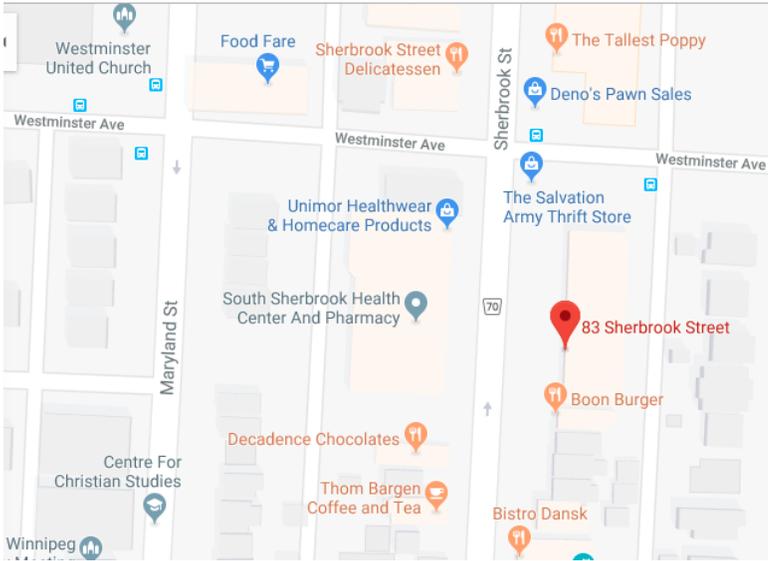
*“ They seem hell-  
bent on driving us  
towards a labour  
dispute ”*

**Mike Palecek,  
CUPW National President**



# Canadian Union of Postal Workers

## Winnipeg Local 856



207—83 Sherbrook Street

*(In the Charisma strip mall, next to Boon Burger)*

phone: 204.942.6323

fax: 204.943.7942

Facebook: CUPW Winnipeg Local #856

[www.cupwwpg.ca](http://www.cupwwpg.ca)



Canadian Union of Postal Workers

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## Who We Are

**President, Lisa Peterson** [Lisapeterson@cupwwpg.ca](mailto:Lisapeterson@cupwwpg.ca) Cell: 204-792-7022

**Vice President, Andre Sarrassin** (On Leave)

**Secretary- Treasurer, Maria Tan** [mariatan@cupwwpg.ca](mailto:mariatan@cupwwpg.ca)

**Health & Safety, Dave Lambert** (On Leave)

**Grievance Officer, Ben Magcawas** [benmagcawas@cupwwpg.ca](mailto:benmagcawas@cupwwpg.ca)

**Workload Structuring, Tyler Oswald** [tyleroswald@cupwwpg.ca](mailto:tyleroswald@cupwwpg.ca)

**Education, Myron May** [myronmay@cupwwpg.ca](mailto:myronmay@cupwwpg.ca)

**Chief Steward External** (Vacant)

**Chief Steward Internal & Acting Vice President, Tracy Schmidt** [tracyschmidt@cupwwpg.ca](mailto:tracyschmidt@cupwwpg.ca)

**Chief Steward RSMC, Eric Toupin Sellinger** [erictoupinsellinger@cupwwpg.ca](mailto:erictoupinsellinger@cupwwpg.ca)

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# What is your Power?

Thank you for your confidence in my ability to take on the roles and responsibilities as President of the Winnipeg Local. It has been a busy month and I thank many Members and the Executive who have provided me guidance, information and their time in support our Local and to me in this position.

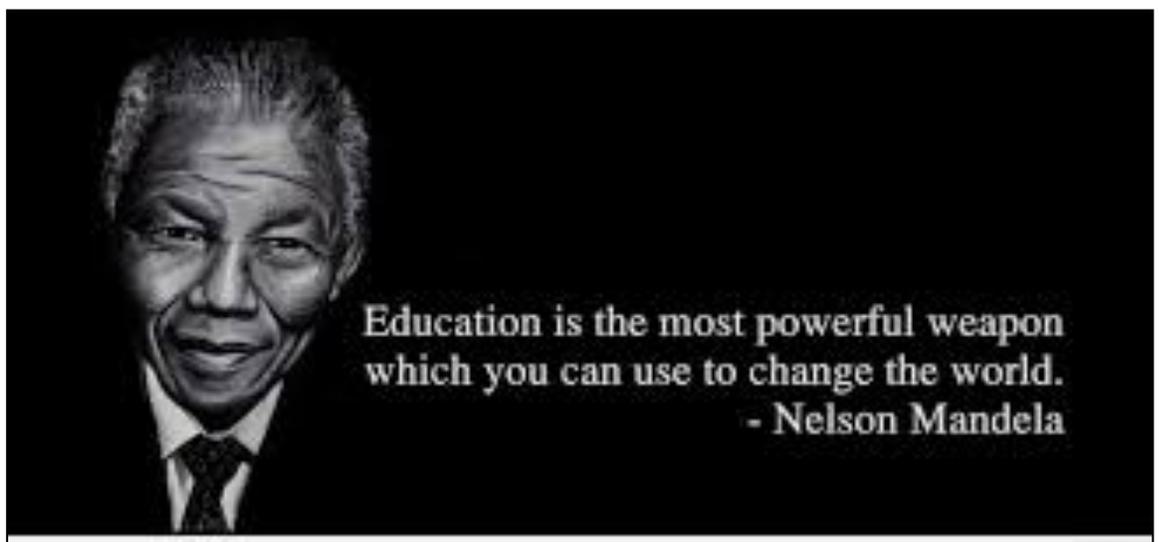
**HOW IT ALL STARTED FOR ME** - As a worker I took it upon myself to “get involved” and to find out more about my rights and how I was affected by a decision of the boss over eight years ago. When I started with CPC in 2001 I was a quiet worker, I did what was asked and I didn’t know about “the union” and I certainly didn’t know much about our Collective Agreement.

THEN one day something happened that changed me and my involvement with our Union, I felt the affect management had on me over an incident.

- I started asking questions to Union Representatives
- I stepped up to be a CUPW Member on a Health and Safety Committee in my Depot
- I attended an interview to represent a Member and I then became a Shop Steward
- I took on the role of a Union Observer through several Postal Transformation Restructures.

Through my involvement with the Union, I have been privileged to attend several Union-organized educationals, hold committee positions, facilitate training workshops for other members, attend interviews and consultations with the Employer.

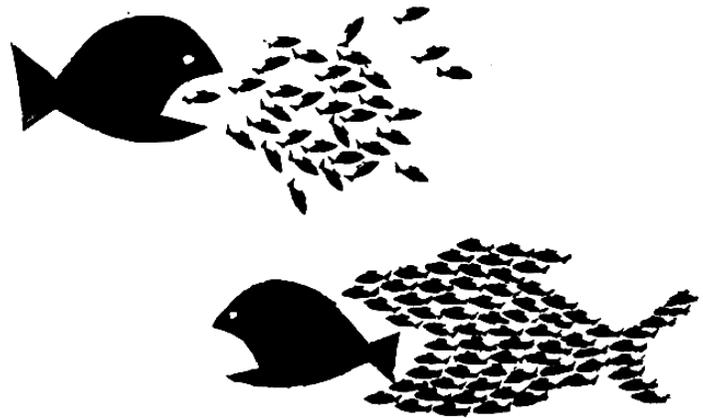
**I did all this because I wanted to help and support other workers.** Through all of this, I have gained the knowledge and skills to help me continue to support, represent and stand up for Members of our Union in a new capacity as President. I truly believe at the heart of my journey has been the access to education and information facilitated by my involvement in the Union.



A recent statement by management “This meeting is not authorized!”, gave me some food for thought. Was this statement meant to intimidate and stop Union Representatives from educating members? If it was meant to do that, I know it would have had the opposite affect on me. Employers will always try to increase their power over us. **It is up to us, the Employees, to determine where and when the line is drawn in the sand.** When the workers remained outside that day for the “unauthorized meeting” and participated in discussions regarding negotiations and our strike vote, they showed strength and solidarity. **They determined where the line was drawn in the sand that day; THEY SHOWED THEIR POWER!**

**“BUT WHAT CAN WE DO?”** - A member recently asked “What can we do on the work floor, what kind of action can we do?” **My suggestion was to do something, *any something* that could bring workers together.**

- It can be a coffee break together outside the door of your work place (group gatherings seem to cause a stir with management )
- Take turns bringing a snack to share at break time
- Plan a function outside of work
- Stand up for a fellow worker when management singles them out
- Give a statement to a member when one is needed for a grievance
- Offer a ride home to someone who may have missed a bus....



There are so many things we can do to support each other and build strength together,. Get creative! Talk about it over a break at work and please reach out for involvement and support of the Local Executive for any work floor action you decide on. We need to acknowledge our success and share our stories to show our **Solidarity and Strength** to support one another.

**Please consider what your power is and decide what you can do with it, maybe you will be the next one to move the line in the sand!**

In Solidarity ,  
Lisa Peterson  
President, CUPW Winnipeg Local 856

# Some Wins!!!

2018 is looking better all the time in a lot of ways. At the start of the year I reported that there were a lot of restructures and volume counts coming up and that the MSC/UTS restructure was well on its way. So this is how the restructures went in 2018.

MSC/UTS before the restructure had **12 FT** and **20 PT** and now they have **17 FT** and **18 PT**

Church Depot B had **13 FT** and **2 PT** and now they have **15 FT** and **0 PT**

North East 5 had **40 FT** and **2 PT** and now they have **41 FT** and **1 PT**

Depot D had **15 FT** and **1 PT** and now they have **16 FT** and **1 PT**

LCD 1 had **37 FT** and **0 PT** and now they have **36 FT** and **2 PT**

So in all of these restructures there has been a gain of routes whether it is full time or part time it is still a gain. Except for LCD 1 where they have stayed the same when you do the calculations.

This round of restructures was different then past restructures, in that the RMO's ( Route Measurement Officer) were instructed to build to 473 minutes per route in Depot B and then to 475 minutes per route in the other Depots, and they explained the shift to the need to recognize health and safety.



I believe that there were a few things that got us to this point, but no matter who did what, we are here.. We're not done yet!

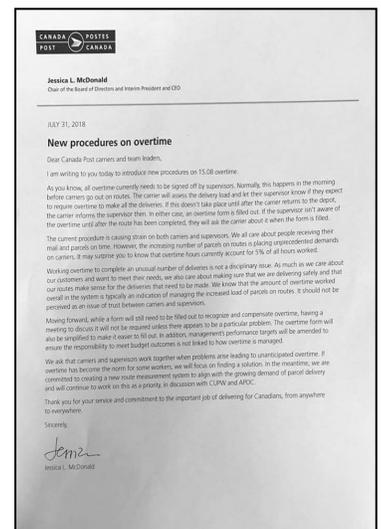
- Do we have routes that make sense? **Of course we don't!**
- Do we have routes that actually meet the averages and percentages they were built to? **Of course not!**
- Do we have members that are forced to make the crappy route measurement system work through intimidation? **Sadly YES!**
- Do we have members that feel they need to start early or face repercussions if they do not get their route done? **YES the corporation uses this!**
- Do we have members that give up their contractual breaks to get their routes done? **Of course the corporation expects this but will not say it!**
- Do members run their routes, and work overtime and not claim it to avoid discipline? **YES, the boss wants us to think this!**

### Here is the Bottom Line :

We have the government of the day actually looking into problems at Canada Post. We have the interim CEO putting out a letter about OT bullying and telling directors, managers, superintendents, and supervisors that enough is enough. She goes on to say in that same letter that the route measurement system is broken. So we don't have to make the broken route measurement system work anymore. We should not feel intimidated to start early, skip our breaks, run through our routes, or work overtime and not expect compensation any more.

We cannot keep standing on our own anymore, together we are strong but as individuals we are weak. We have to stand together and work our routes the way we are supposed to. We will not break our bodies to make this broken system work anymore. We will stand together and say enough is enough and we want to be treated fairly.

In Solidarity,  
Tyler Oswald, Workload Structuring Officer



# Memo: So the Collective Agreement is Past-due, Now What?

I've been receiving a lot of questions concerning employee and employer responsibilities, now that we are past the "expiry date" on the Collective Agreements. To help inform you, here are the facts.

- The expiry date of the RSMC collective agreement was December 31, 2017.
- The expiry date of the Urban Operations collective agreement was January 31, 2018.

After these "expiry dates", **the rights set out in both these collective agreements continue to apply until a strike, a lockout or until a new agreement is put into place.** This means your rights and responsibilities are exactly the same today as they were before the expiry date.

*RSMC collective agreement clause 34.03 and Urban Operations collective agreement clause 43.03 states: "The Canada Labour Code provides that collective agreements continue to apply until the Union obtains the right to strike, and the employer, the right to lockout."*

## **Don't Listen to Rumours!**

There will be a lot more rumours in the weeks and months ahead. Beware! Don't give in to the temptation to spread false rumours, especially if they are spread by the employer. Contact your Union Shop Steward or a member of your Local Executive to obtain accurate information. Information is power - let's make sure the right information is circulating!

Contact us if you have any questions: 204-942-6323 or [cupwinfo@cupwwpg.ca](mailto:cupwinfo@cupwwpg.ca)

Your support and solidarity will be key!

In Solidarity,  
Ben Magcawas, Grievance Officer



# Posties In Motion

In addition to defending the collective agreement, constitution and members on the work floor CUPW activists were also demonstrating, participating and furthering their education.



Top: Pride Parade, 2018

Middle: Welcome to CUPW, Local Education (Shop Steward Training), 2018

Bottom Left: One of three classes from a Five-day Spring Educational in Edmonton, 2018

Bottom Right: March in Remembrance of May Day, 2018



# So What's All This About RSMCs?

So why do RSMC's demand to have an hourly wage? RSMCs are "piece" workers similar to Amazon and Skip the Dishes delivery services. Each task such as POC, PCI, and lock changes have an attached monetary and a time value. RSMC's are paid according to the volumes and time values, never considering how all this "time" fits into an eight-hour day. RSMC's that are route holders are paid different annual salaries which are based on the previous year's volume, regardless of seniority, and regardless of fluctuation which might happen within the year. (So you would have to work the full year at double the volume of parcels, wait for your annual review, then hope that they are fair when they reassess your route in order to be compensated appropriately).

The pay equity study states that the RSMC average income is 30% lower than that of an Urban Letter Carrier. Don't forget RSMC receive a handsome vehicle allowance! That should make up for the different, right? Let's talk about that "generous" allowance...

We receive on average \$0.47/km. Within that rate of compensation, RSMC are liable and responsible to purchase the appropriate vehicle insurance, fuel, and are liable for any cost associated with vehicle maintenance. Arbitrator Flynn clearly stated that "RSMC's vehicle allowances are not to be considered as income" because it simply does not cover the costs of operation and maintenance. The reality is that as a money-making strategy, CPC has transferred many of the risks and cost of conducting business onto the individual RSMC.

In addition, here are some other issues:

- RSMC's never get their products weighed at the depot (no max weight).
- They must perform 100% coverage for neighborhood mail.
- If we cannot fit our parcels or mail in our vehicles, we are then expected to do second trips and are only paid KM and not travel times for these second trips.
- We must purchase fuel at market value, often on our own credit cards with high interest rates. Most RSMC's utilize overdraft protection just to perform their duty.
- Many routes are way too large. Some RSMC's have 1500-1800 POC.
- We are not entitled to overtime, and often work more than 40 hour weeks.
- Understaffing smaller postal outlets, means not enough relief to cover annual leave. This means CPC denies annual leave or requires the RSMC to find their own contractor, train them and pay them out of pocket.
- Just like Urban Letter Carriers, RSMC's are heavily impacted by the increase in parcels. However RSMCs are not entitled to parcel help.

Reason why RSMC's joining the Urban Collective Agreement is a good thing:

- **The use of RSMCs poses a threat to the survival of Door-to-Door, and the role of Urban Letter Carriers as a whole.** The way cities are sprawling with suburban areas means more RSMCs, not Urban positions. This saves the corporation millions!
- **It will add 8,000 new members to the Urban Collective.** This translates into strength in numbers and more support for the work CUPW is doing. More support in negotiations!
- It reinforces the CUPW stance **that the work both groups do deserves a solid livable wage!** No more loop holes and double standards.

I became Chief Shop Steward for the Rural Suburban Mail Carriers (RSMC) in November 2017. The experience of winning an election and gaining the new responsibilities of Chief Shop has been an eye opener to say the least. Since I have taken office CUPW has accomplished the following:

- Drive Time for second trip and for the Christmas period as per Article 33.
- On December 3<sup>rd</sup> 2017 the Union conducted a day of Solidarity for the RSMC where some workers wore red shirt during their shifts.
- Some RSMC's boycotted the voluntarily option of Sunday deliveries.
- The CUPW Winnipeg local also made the effort and to visit nearby RSMC's work locations. These efforts were well received by the membership and resulted in nomination of RSMC shop steward.
- The Local also settled an important grievance (# 856- R00009), that enables RSMC shop stewards to be compensated (by the Union) to conduct business on behalf of the Union and to be compensated when attending union-management meetings.
- These accomplishments are meant to encourage union involvement, so as to ensure we are well prepared the future.

### **It's Our Fight Too!**

Our will to fight as RSMC, especially during the following months is one of great importance. Our Struggle of equality has never been so evident, partially after the Pay Equity Report by arbitrator Maureen Flynn. Despite the clear evidence of inequality outlined in the report. Canada Post refuses to negotiate. Regardless of the arbitrators final decision scheduled to be released on Aug 30,2018. RSMC's are not guaranteed to be paid an hourly wage. To achieve that right, we will have to go on strike. It is unlikely that CPC will give into our demands easily even though an arbitrator has stated that we do equal work as the letter carriers.



In Solidarity,

Eric Toupin-Selinger,

Chief Shop Steward for RSMCs

## Have you heard of CUPW’s vision for the future of Canada Post and Canada’s post-carbon economy?

We call this ground-breaking initiative “Delivering Community Power”, or “DeCoPo” for short.

By now you should have heard about our push to bring Postal Banking services back for the benefit of all Canadians. Postal Banking is a big part of DeCoPo, but there are SO many more ways to revolutionize and diversify the post office while being an industry leader on climate issues. These include:



- Transitioning the Canada Post fleet to 100% renewable energy, including the potential to develop a nationwide electric vehicle charging network
- Retrofitting Canada Post buildings for energy efficiency
- Expanding door-to-door delivery and related services, including support for seniors and people with disabilities
- Turning post offices into community and digital access hubs for the nearly 3.4 million Canadians that lack reliable and affordable internet access and/or access to other government services

Canada Post is the biggest retail network in Canada – there are more post offices across our country than there are Tim Hortons – it’s about time that we take advantage of this fact and



connect Canadians with MORE services at these locations. Post offices around the world are finding ways to expand their services in the face of a changing industry, and they are seeing amazing results. It’s time Canada Post does the same.

Imagine if you could drive up to the post office, which has solar panels on the roof supplying energy to the building, and you could charge your electric vehicle while dropping off a parcel, or while signing up your elderly parents for a “wellness check” service provided by your friendly neighbourhood postal worker. Imagine if rural and northern Canadians had the same access to financial and other services that their urban and southern neighbours enjoy. Imagine Canada Post becoming more profitable and sustainable, and leading the industry towards the future.

But you don’t have to take my word for it...

**“Meeting our climate commitments requires a bold vision. By working closely with communities, Canada Post could deliver green innovation in ways that address their concerns and meet their needs.” – David Suzuki**

Keep your eyes peeled for DeCoPo pamphlets that will be circulating on the floor, and go to [deliveringcommunitypower.ca](http://deliveringcommunitypower.ca) to learn more. Once you learn about this revolutionary campaign, I urge you to consider writing, emailing or phoning your Member of Parliament and asking them what they think of CUPW’s bold new vision for the long-term sustainability of not only our public post office, but of our nation’s climate.

Tracy Schmidt

(Acting) VP, Chief Shop Steward Winnipeg Mail Processing Plant

**IMAGINE: A 21ST CENTURY POSTAL SERVICE**

“Canada’s public postal service owns the country’s largest retail and logistics network. In every province and territory, the thousands of dedicated postal workers have thorough knowledge of their communities. CUPW is really proud of them. Let’s develop our public postal service to its full potential.”  
Mike Palecek, Canadian Union of Postal Workers

**DOOR TO DOOR**  
We can restore and expand door to door delivery by adding services like checking on seniors.

**POSTAL BANKING**  
Adding banking services can replace pay lenders that exploit low-income people

**GREEN FLEET**  
Canada can compete in the climate change era by building an electric delivery fleet right here

**INTERNET & PHONE**  
Affordable internet and telephone services are possible through Canada Post.

**CHARGING STATIONS**  
Installing charging stations at post offices could speed the transition to non-polluting electric cars.

**RENEWABLE ENERGY**  
Solar panels on rooftops, retrofits and financing to make green energy accessible to all.

The infographic features an illustration of a post office building with solar panels on the roof and a red and white delivery van with a charging station on its side. A postage stamp with a sun and solar panels is also shown.

# It's Time to Stand Up for Workers' Rights

Canada Post created a workplace crisis which has been brewing for some time. Workers are overloaded and disrespected, and despite being treated as objects and machines, we have continued to provide a high-quality service for everyone across the country. But we all have limits. Our work ethic can no longer be a license to take advantage of us. Things must change. Things must improve. The time is now.

Overburdening has become for many, an ongoing nightmare, taxing our bodies and minds. It has affected the time we have to see our families and caused conflicts at home and with each other. Exhaustion, sleeplessness, and stress should not be by-products for performing a good service. There is another way, a better way.

With tenacity, cooperation, and our collective will, we will make it right. When we stick together, strategize, and stay true to the course, we create a different workplace. We recently experienced this throughout the pay equity process for RSMCs which resulted in a great victory. We must continue to band together as we fight for better working conditions, fair wages, and respect on our work floors for all workers, urban and rural. The Corporation will want to divide us, pit us against each other, tell us they can't meet all our needs. We will not let them.

We know our value and together we will fight for our collective rights to be respected.

*" When people  
come together  
and  
demand respect,  
they win"*  
*Dave Bleakney*



## Expanding Our Services, Earning Respect

Despite our working conditions, we do have so much going for us. Not only are we respected and trusted by the people we serve, but we also provide a service that continues to evolve and expand. We all know the mail has changed, but that doesn't mean postal workers have become irrelevant. In fact, it's quite the opposite.

With the growth of online shopping, Canadians count on us to deliver goods to their home along with bills and other mail.

Canada Post recently announced a first quarter record profit. In spite of dire predictions, we matter. We do good things. We should be proud that we saved the post office from privatization and destruction. This work is not done. The Government review of Canada Post calls for an expansion of services, to find new ways to serve our communities, to find new revenue and grow to be a long-term and diverse service.



## **It's Up to Us**

When people come together and demand respect, they win. When they see the Union as a service industry and take no active role in changing anything but blame someone else, it weakens our objectives.

There are two roads here: the first reflects the status quo where we all take no responsibility either individually or collectively for changing our lives, complain about others, and experience no improvement at work (and maybe it gets worse). The other is a path where we recognize our diverse strength, connect with the different roles we can play, and create a better situation for ourselves.

Whether you are a shop floor advocate or a tired and jaded worker asking a neighbour or family member to make a call to a politician or circulate a petition, every step will help create change.

A few years ago, we were facing the end of mail delivery and the theft of our pensions. Neither happened. We are still here because of your dedication to your work and the tireless effort to create a post office for everyone.

It is our time. Let us shine.

In solidarity,

Dave Bleakney, 2nd National Vice-President

# Your Guide to Understanding all this Strike Talk

You hear the word “strike” and immediately anxieties jump to mind. Thoughts of picket lines, worrying about paying the bills and feeding kids jump to mind. What are our member responsibilities during a strike? How does this whole process work? It’s a stressful time, but it is also a time when workers stick together for a common cause and support one another. To answer some of these questions, the folks at the Local Executive have put together some helpful tid-bits we hope will calm some of your anxieties surrounding this upsetting, but very necessary negotiation tool.

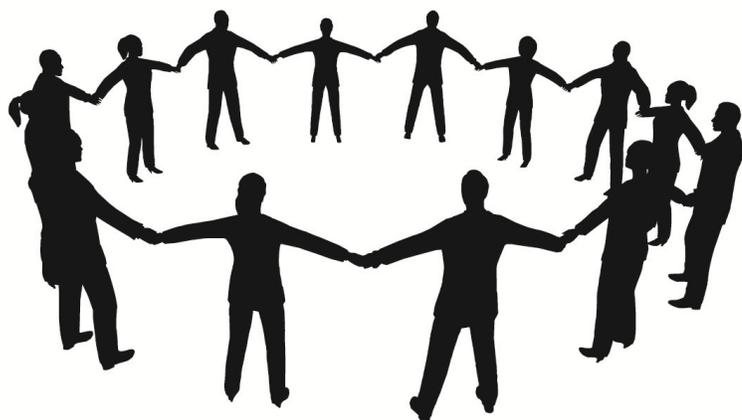
*This section was written by Maria Tan, Ben Magcawas, TracySchmidt and Myron May*

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## The Canada Labour Code and Strikes

As you know, we held a strike vote and that mandate is good for 60 days. This period will end on September 25, 2018 at midnight. Unless there is an agreement before then, the parties would therefore obtain the right to strike or lockout at one minute past midnight on September 26, 2018.

What are our options at that point?



### Possibilities

- The parties could agree in writing to extend the 60-day period that the strike vote is valid for. This would allow negotiations to continue and we would retain our right to strike.
- Should CPC not agree to extend the period, then we may have no other choice than to issue a 72-hour notice of strike action on or before September 25, 2018.

If we do not use the above options by September 25<sup>th</sup>, then our strike vote mandate is no longer valid and we would have to hold another strike vote to have the ability to issue a 72-hour notice of strike action.

Under the Canada Labour Code, once the parties have obtained the legal right to strike or lockout, no action can occur unless one of the parties has provided a 72 hour notice. **Until one party serves a 72 hour notice, the rates of pay, benefits and other conditions of employment provided for in the collective agreements must be maintained.** This includes full coverage of the health insurance plans and the right to grieve contract violations.

# Getting Ourselves Ready: Setting the Stage

By now we should all be aware that negotiations have not been going well and that the Union has applied for conciliation, starting the clock towards a possible strike/lockout situation that can occur as early as the end of September. While it is an uncertain and stressful time, in order to gain improvements to our working conditions and benefits we may need to endure.

**Definition of a Strike:** A tactic to defend and expand collective rights. A collective withdrawal of labour used as a last resort when employers fail to negotiate.

Our goal is to negotiate good working conditions, not to strike. However, contracts are won in the workplace, not merely at the bargaining table. That is why it is important for the Employer to witness our solidarity now, more than ever. If the employer gets the message that the ENTIRE membership supports our demands and is willing to HOLD OUT as long as is necessary, we have a higher chance of achieving the change we want to see. It is also important to engage with the community. The more people who understand our plight, the better our chances.

We can go into this with positivity that common sense will prevail but we should also prepare for the worst possible outcome, and plan ahead for



## How a Picket Line Works

Picket lines are a feature of almost every strike. A good picket line puts pressure on the employer, and helps build and maintain solidarity. A picket line is a great way to keep people together, and give them something concrete to do to further the strike.

Picket lines put pressure on the employer by disrupting business. A picket line is effective when:

- People (scabs, managers, etc) are prevented from going to work
- Members of the public are prevented from obtaining the company's service
- Supplies to the company are shut off
- The employer cannot deliver the product or service

Sometimes a picket line will slow things down. Sometimes it will put on pressure in different ways. For example, it may prevent managers or scabs from going to work but may allow other workers to pass. It depends on the strategy.

## Types of Strikes

Postal workers have engaged historically in **general** or **rotating** strikes. Rotating strikes keep the employer guessing and forces them to maintain a costly system in place. The uncertainty and cost to the employer is significant. It leaves the union in control of where and when to strike. A **general strike** call means that all facilities are out on strike until further notice. A **lock-out** can occur when the employer decides to lock workers out and close down the operation themselves. Historically, workers have even used **occupations** and took over factories in order to reach a fair and equitable settlement. The labour movement is full of a rich history of strike action.

## Some Common Employer Tactics

Overall strike strategy and communications affecting the whole union will come from the National Executive Board or Strike Committee. However, it is still worth to consider some common employer tactics. The employer's strategy will influence our strategy. The company could use scabs, shut down indefinitely in hopes to wait us out, lock-out, count on government legislation, etc.

- The employer will try to discredit our demands within the union, in the community and among the general public (bad mouthing CUPW and our demands and starting rumours)
- The employer will use crisis periods to make the union look at fault or irresponsible
- The employer may try to play groups of workers against one another, a given department or classification against one another, RSMC against urban, temps against part time, older against younger, etc.
- The employer may try to discredit members of the bargaining committee or try to make them appear as unwilling to negotiate and asking for too much
- The employer will try to negotiate through the media, perhaps say one thing at the negotiating table and another in front of the cameras
- The employer will go around the union and try to communicate directly with all members and their families. This will be done without the union's knowledge, sometimes even by a recorded message or letters to the home. This can cause serious morale problems.
- The employer will sometimes send more sympathetic managers to fraternize on the picket lines, to weaken resolve
- The employer will ask for an injunction to prohibit or reduce picketing
- The employer will make stuff up and the media will repeat it
- Employers will plant rumours to discredit the union or members of it's team

Sometimes employers make offers that will appeal to one section of the membership but not deal with issues of concern to the rest. It is a divide and conquer approach. This is where our solidarity is truly tested. We must repeat "an injury to one is an injury to all" and put this into practice. Everyone must be reminded why we went out in the first place.

# Getting Ourselves Ready: Practical Things

**Call Your Local (204-942-6323)** – make sure the Local Union Office has your current contact information. Addresses, phone numbers, and even e-mail will help us keep you informed and will be crucial in ensuring you receive your strike pay.

**Strike pay** – If we find ourselves in a strike/lockout situation, then under Article 7.24 of our National Constitution, *“Subject to the availability of funds, strike pay in the minimal amount of \$200.00 ( two hundred) shall be paid to the members for each week of strike”. The National Executive Board may, by a majority of two thirds, determine a higher amount if circumstances warrant it. For the purposes of this section “week” shall mean each period of seven days or more during which the Local is on strike during five days and “strike includes lockout.”*

**All members must participate in the strike in order to receive strike pay.** This participation includes picket line duty or strike committee work or work in strike headquarters. The local executive is responsible for preparing picket line and strike duty schedules for the local, as well as guidelines for minimum participation to qualify for strike pay. The Local will have a sign-in sign-out system.

**Financial Planning**—There are some important things to consider when preparing for a strike, including making sure your finances are in order.

- Your spouse should be made aware of what is at stake and discuss the implications.
- Scrutinize your budget. Add up monthly income and subtract expenses. The difference will allow you to determine the kinds of actions you will need to take to prepare. Make a budget with the knowledge that the maximum strike pay is \$200/week of participation.
- Reduce credit card usage. Credit card companies do not give breaks.
- The Landlord Tenancy Act in Manitoba does not cover stop-pages of work. Your **rent will be due on time** as usual. Depending on your relationship with your landlord you may be able to adjust the payment options. Same goes for your **mortgage** holder, or bank. In any event you should try to make all reasonable arrangements to work something out.
- Talk to your bank about a possible **line of credit**. The interest is lower than credit cards and you may already be pre-approved.
- Utility suppliers like Manitoba Hydro, Winnipeg Water & Waste, and your cell phone provider will cut off service when you are late in paying your accounts. You generally will have at least a one month grace period. They will usually charge you a hook up fee once you have been disconnected and , in some cases, require a deposit.
- Start saving money now! A little bit of money off each cheque goes a long way.**



## Other Considerations

Strike pay is not compensation for doing picket duty. It is financial assistance for those who are receiving no income from the employer while participating in strike activities. Those on approved injury-on-duty or disability insurance claims should not receive strike pay. The nominal payments for processing and delivering socio-economic assistance cheques do not disqualify members from strike pay.

RAND employees are not entitled to strike pay.

RAND employees who sign up with the Union begin to earn credits towards strike pay as of the date they complete the qualification under section 1.04 of the National Constitution.

Individuals who have been expelled from the Union are not entitled to strike pay. While they are not entitled, their participation in strike activities and their support of the goals of the Union are factors to be considered if and when they apply for readmission to the Union.

## Are You on drugs?

Many members or their family members are on prescription drugs that are commonly referred to as maintenance drugs or long-term medications. Maintenance or long-term medications are those drugs you may take on a regular basis to treat conditions such as high cholesterol, high blood pressure or diabetes.

Both the RSMC and Urban Collective Agreements could expire on September 25<sup>th</sup> and if that were to happen, we would not be guaranteed coverage under our Drug Plan. Members would then have to pay 100% of the cost of any prescription.

**If you or a family member is on any medication that would fit into the category of maintenance or long-term medication, you should consider speaking with your Doctor and have him or her write out a prescription so that you can receive a three-month supply of the drug as soon as possible.**

Have the prescription filled prior to September 25 to ensure that you have your necessary medications to take you through a strike or lockout.

## Do You Have Annual Leave Scheduled?

A friendly reminder that if you are on your annual leave during the time of the strike, the employer will not pay. Consider cancelling it or pushing it forward to a less-risky time of year.



## Retiring Soon?

Are you thinking of retiring soon? Have you submitted your papers to Canada Post to say that you plan to retire on or after September 25<sup>th</sup>? You may want to rethink that decision. Under the Urban Ops Collective Agreement, clause 30.03, a member is entitled to Post-Retirement Benefits. This provides coverage to the Extended Health Care Plan which covers drugs, physiotherapy, and massage therapy amongst other things. To be entitled to Post-Retirement Benefits, a member must apply within 60 days of retirement or by the date you receive a deferred pension (as long as you do not defer your pension longer than five years).

**Before you walk out the Canada Post's door, make sure that you are making an informed decision. Do not leave assuming that you will be entitled to Post-Retirement Benefits and find out too late that you are not.** It may be better to retire earlier, postpone your date of retirement or defer receipt of your pension. The decision is yours to make.

### Remember Why We're Doing This!

- No rollbacks!
- No mediocre gains!
- Treat postal workers with respect!



Winnipeg General Labour Strike , 1919—The Power of Many!

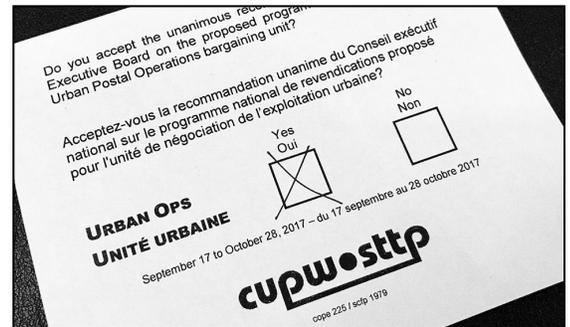
# Organizing & Mobilizing: On the Road to a New Contract

Beginning on Thursday August 2 and continuing on until Tuesday August 7, members of the Winnipeg Local Executive and the Shop Steward body conducted work floor visits to mobilize the membership about negotiations and strike vote participation.

Speaker's Notes were drafted and we printed and handbills were circulated indicating the dates and times of the strike vote meetings. We also distributed the Speaker's Notes to the entire Steward body to have on hand to help answer questions, and have been encouraging them to keep these important conversations going on the floor until our contract is signed.

In some of the Letter Carrier depots, carriers walked off the floor en masse for their coffee break and the meetings were held outside, much to the dismay of local management, including Director and #BullyBoss Virginia Lesyk, who personally called the depots when she caught wind of what was going on and attempted to threaten the members and the local by calling these coffee breaks meetings a 'wildcat' strike.

At SouthWest Depot, a superintendent and a manager came outside and unsuccessfully tried to stop the meeting, which only excited and emboldened the membership. And at NorthEast Depot, a manager and several supervisors literally ran around as members were leaving, yelling that the meeting wasn't allowed, but again they were unsuccessful in hindering and discouraging our members, and they walked out anyways, citing their contractual right to a break. Some pictures of these coffee break meetings are attached.



Southwest Depot

During our meetings we made sure to highlight the unprecedented letter (dated July 31 2018) from our interim CEO regarding changes to the 15.08 process, letting members know that this positive national directive was a direct result of a local action by Brother Tyler

Oswald. We recognize that celebrating and communicating this win was important to keep the members hopeful and positive during these frustrating and precarious negotiations.



Southwest Depot

**This is the time** to build up our collective power and focus on supporting our negotiating committee. Bargaining is a test of strength – Canada Post Corporation will only start to move at the bargaining table once they feel our power. We must get past our differences, quash rumours and stay unified in our goal: to negotiate better wages and working conditions for all postal workers. Urban and RSMC members both stand to gain by being united.

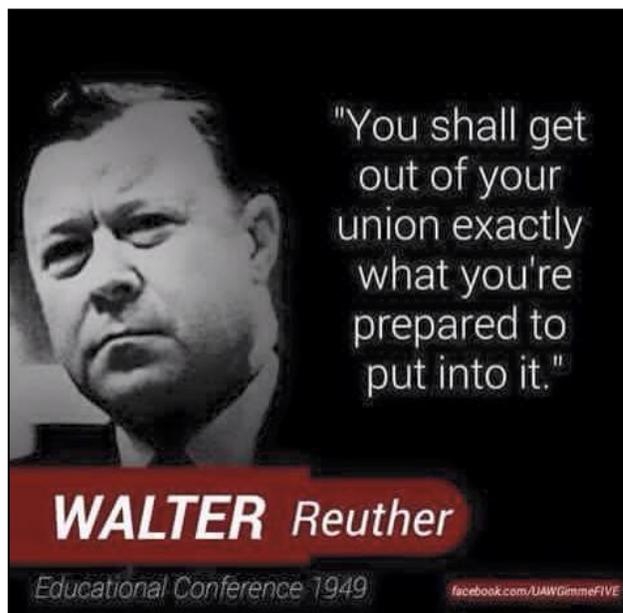
### **Mobilize**

Canada Post's bargaining power is simple – they're the boss. Our power is collective strength – it's based on the value of our work, that delivers a quality public service to everyone. We cement and show our strength through union solidarity, and at times like this we have to show our collective will and strength to CPC until they simply can't ignore it and have to take our demands seriously. Let's show Canada Post that we're fully behind our negotiators and our demands. Tell them:

- that we will not settle for mediocre gains;
- that we will not accept rollbacks;
- that it is time to treat postal workers with respect; and

### **Remember**

This round of bargaining has a lot of history. In 2011, after a couple of weeks of rotating strikes, Canada Post locked us out and then forced some serious concessions on us when we were legislated back to work. The back-to-work law has since been found unconstitutional, but we're still trying to repair the harm it did to us in this round of bargaining. In 2016, we ended up with two-year mediated agreements that did not deal with all our issues. But we accepted those agreements, knowing that changes were coming at Canada Post through a public review process, a renewal of its board of directors, and a new CEO. Now that Canada Post has a renewed



## Think ahead

The future of the postal service rests on the will to innovate and grow. Real long-term job security at Canada Post will only come through further parcel growth, new services, and expanded services, and we have to deal with all of the ramifications of that for the workers who perform the service. Postal banking, services to seniors, environmental responsibility, and fair conditions for the workers are keys to the future viability of the postal service. Remember, public support for postal workers is based on the excellent services we provide to all throughout this land. To win a new contract we need to build our bargaining power.

A great example of the results we can get with our collective strength is the recent victory on 15.08 overtime and discipline. When we unite, we can make real change our working lives.

We know that federal government decides what Canada Post does in negotiations. To win, we need to put pressure on our MPs. But, as postal workers, we are 50,000 people in a country of 36 million. We need public support, and the growing public support for our Delivering Community Power campaign is a big factor. To join the campaign, text the word “**Power**” to 778-762-0435.

## Strike Mandate

**Our negotiators** and National Executive Board will do everything we can to reach a negotiated agreement. But a strike mandate is our power, and the stronger we are now, the more likely we can negotiate a contract that meets everyone’s needs without having to start job action.

## Get Involved, Stay Informed

- You’ll surely hear rumours and speculation. Please verify your information and stay connected with updates from CUPW
- Follow CUPW on twitter at @cupw and CUPW STTP on Facebook
- Sign up for all the latest messages with CUPW’s eDigest – [cupw.ca/eDigest](http://cupw.ca/eDigest)
- Talk to your family and friends about our demands and issues
- And stay in touch with the local for events and other ways to show your support!

These mobilization meetings were very well attended and well received - it gave the members an opportunity to see their executive board members and to ask important questions, as well as giving the executive a chance to hear from the members. More importantly it showed the boss that we are serious about these negotiations, and that we are and will always be stronger than they are when we stand together in solidarity.

Solidarity Forever,

Tracy Schmidt, (Acting) Vice President & Chief Shop Steward Winnipeg Mail Processing Plant

# Who's Pulling the Strings in Ottawa?

As of this writing, the Winnipeg Local will have concluded our strike votes, with the result to be published when all of the voting has finished across the country. As we all know, the strike vote is not a vote to go on strike, but rather a vote to authorize our National Executive Board to call a strike if necessary.

For those who attended the meetings, Prairie Region National Director Gord Fischer reported that the employer has been virtually silent at the table, and have provided the Union with essentially no demands and no responses to the Union's demands. This after 8 months of bargaining.

By now we would have been inundated with a variety of letters and bulletins from the spin factory at CPC headquarters, wailing about a pension crisis, letter volume crisis, economic crisis, and any other manufactured crisis that they spit out during bargaining.

So far nothing. Not a word. Not even their standard line of "The Union's demands will cost a billion dollars". It's a strange silence that frankly we are not used to. But it is frustrating nonetheless knowing that you come to the table with the intention of bargaining in good faith while expecting the same, and you are

met with stalling and the sound of crickets. No one is sure why Canada Post has refused to play ball at the bargaining table but it's possible that there is a lack of direction.

Since Deepak Chopra's departure in March, along with his failed scheme to privatize Canada Post, the corporation has yet to fill the position of CEO on a permanent basis.

Jessica McDonald is the interim CEO but most likely does not have the mandate or authority to set policy or direction for the company.

That would mean we have a corporation on cruise control without a hand on the steering wheel. As we all know, Canada Post negotiators, or anyone in the management world for that matter, get their marching orders from the CEO and no decisions are made without the

Chief Executive Officer's okie dokie.

If that's the case, the union was not prepared to wait for the ventriloquist to report for duty, and start moving their negotiator's lips. The decision to apply for conciliation was a necessary one. The move was made to put pressure on Canada Post and force them into meaningful negotiations. Perhaps this will expedite the process of finding someone to steer the ship that is Canada Post.

**Myron May, Education Officer**



Canada Post Negotiating Team

# The MFL Occupational Health Centre

More than 40,000 Manitobans suffer from work-related illnesses and injuries each year. The Occupational Health Centre can help you find out if your job is making you sick. That makes it possible to:

- Treat the problem properly
- Prevent the problem from happening again
- Protect other workers
- Collect workers compensation

The physicians at OHC **specialize in occupational health**. They provide workers with **confidential medical examinations** and take their full work history. They use this information to determine if a health problem is work-related.

You **do not need a referral** from your family doctor or anyone else. You can make your own appointment with one of our physicians. **Our services are provided to workers for free**. OHC receives funding from the Winnipeg Regional Health Authority and donations from individuals and groups such as trade unions.

We can offer opinions on the medical aspects of a workers compensation claim. However, we do not act as an advocate in WCB cases.

We only see people with health issues that may be related to your work experiences.

Our services do not take the place of those provided by your family doctor. Instead, **we work with your family doctor and other physicians to determine if your health problems are work-related and to develop the best care plan for you.**

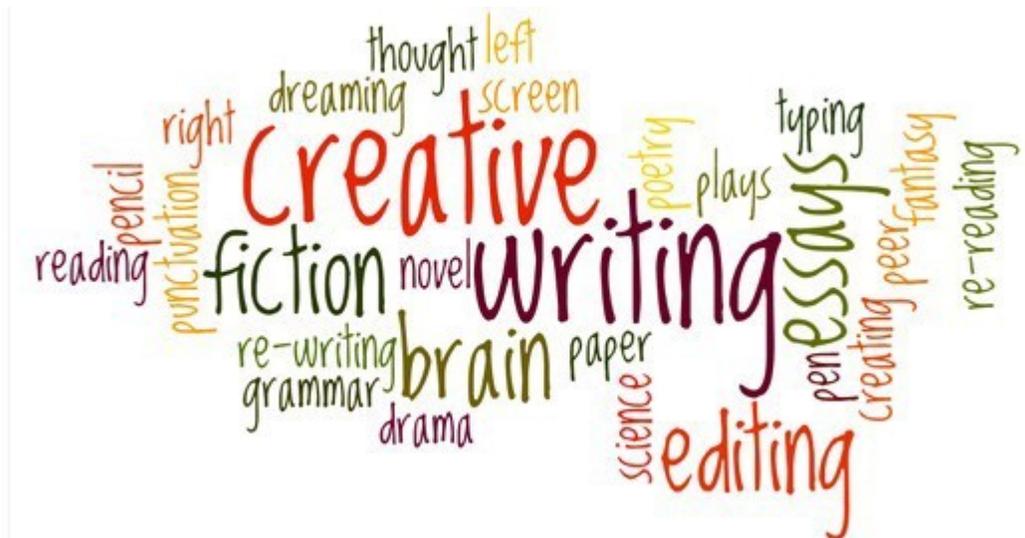
MFL Occupational Health Centre  
102-275 Broadway  
Winnipeg, Manitoba R3C 4M6  
Phone: 204-949-0811  
Toll Free: 1-888-843-1229 (Manitoba only)  
Fax: 204-956-0848  
Email: [mflohc@mflohc.mb.ca](mailto:mflohc@mflohc.mb.ca)  
[www.mflohc.mb.ca](http://www.mflohc.mb.ca)



Interested in writing an article for the next issue?

Have a fun work-related photo you want to share with other members?

Send them our way to be published!





Canadian Union of Postal Workers

The Eyeopener is the official newspaper of the Winnipeg Local of the Canadian Union of Postal Workers. The opinions expressed in this newspaper belong to the writers and not those of CUPW.

**HAVE YOU MOVED?**

**Are you planning to move?**

Contact the union office @

**(204) 942-6323**

**GET INVOLVED**

Be an active CUPW member

The communication bulletin boards in all work places need some TLC. Please contact the Local if you are willing to “adopt a board” in your workplace. It is an effective communication tool if we keep it organized and current.

Shop Stewards are needed in some work places and shifts. Please contact the local if you are interested in assisting members / co-workers with concerns on the floor.



Interested in the digital version?

Scan the QR code to access the digital version.

You will need to download a QR reader from Google Play store or Apple App store.

