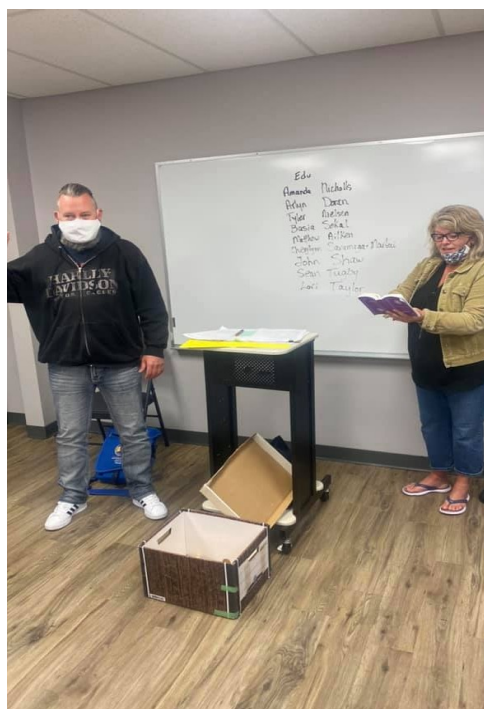
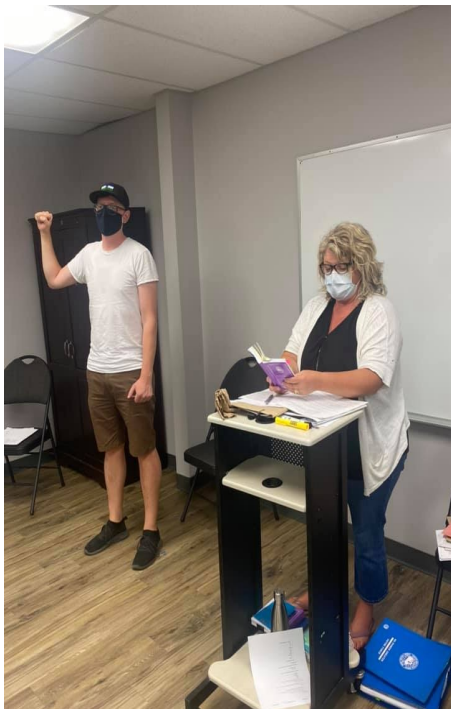




EYE

OPENER

CUPW Winnipeg Local #856—Fall 2020 Issue



Newly elected Exec. Members Matthew Aitken (left) and Reggie Taman (right) being sworn in by Lisa Peterson (President) at the August and September GMM's respectively



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Canadian Union of Postal Workers

Winnipeg Local 856



207—83 Sherbrook Street

(In the Charisma strip mall)

phone: 204.942.6323

fax: 204.943.7942

Facebook: CUPW Winnipeg Local #856

www.cupwwpg.ca



Canadian Union of Postal Workers

Who We Are

President, Lisa Peterson Lisapeterson@cupwwpg.ca Cell: 204-792-7022

Vice President, Cameron Fortier vicepresident@cupwwpg.ca

Secretary- Treasurer, Matthew Aitken sectreas@cupwwpg.ca

Health & Safety, Todd Jarema healthandsafety@cupwwpg.ca Cell: 204-770-0789

Grievance Officer, Cheryllynn Saramaga-Martai grievance@cupwwpg.ca

Workload Structuring, Tyler Oswald tyleroswald@cupwwpg.ca

Education, Christie Bykerk education@cupwwpg.ca

Chief Steward External, Sean Tugby seantugby@cupwwpg.ca

Chief Steward Internal, Ed Schwartz internalsteward@cupwwpg.ca

Chief Steward RSMC, Reggie Taman rsmc@cupwwpg.ca

Orange Shirt Day (September 30) -Every Child Matters!

The annual Orange Shirt Day on September 30th opens the door to global conversation on all aspects of Residential Schools. It's a day for survivors to be reaffirmed that they matter, and so do those that have been affected.

The orange shirt in Orange Shirt Day refers to the new shirt Phyllis Webstad was given to her by her grandmother for her first day of school at St. Joseph's Mission residential school in British Columbia. When Phyllis got to school, they took away her clothes, including her new shirt. It was never returned.

The date was chosen because it is the time of year in which children were taken from their homes to residential schools, and because it is an opportunity to set the stage for anti-racism and anti-bullying policies for the coming school year. It is an opportunity for First Nations, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come.

The Assembly of First Nations Chiefs-in-Council passed a resolution declaring Orange Shirt Day, "a first step in reconciliation," and pledged to bring the message home as well as to the government of Canada and the churches responsible. Several provincial governments have designated Orange Shirt Day, and in March of 2019, the Government of Canada passed a bill designating September 30th National Truth and Reconciliation Day. Unfortunately, that bill died in the Senate.

On this day of September 30th, we call upon humanity to listen with open ears to the stories of survivors and their families, and to remember those who left us too soon, taking some details of their stories with them.



Suggested reading to learn more:

[I am Not a Number](#) by Jenny Kay Dupuis

[Fatty Legs : A True Story](#) by Christy Jordan-Fenton and Margaret Pokiak-Fenton

[Stolen Words](#) by Melanie Florence

[Sugar Falls : A Residential School Story](#) by David Robertson. David is an Indigenous graphic artist and novelist from Winnipeg. David is of Swampy Cree heritage.



One Child's Story Chanie Wenjack

Chanie Wenjack, an Anishinaabe boy from Ontario, ran away from his residential school near Kenora at age 12, and subsequently died from hunger and exposure to the harsh weather. His death in 1966 sparked national attention and the first inquest into the treatment of Indigenous children in Canadian residential schools.



Chanie grew up at Ogoki Post, on the Marten Falls Reserve with his parents, sisters and two dogs. Ogoki Post did not have a day school. At age nine, Wenjack and three of his sisters were sent to Cecilia Jeffrey Indian Residential School more than 600 km away, where he was given the name "Charlie."

On 16 October 1966, Wenjack and two of his friends escaped from the Cecilia Jeffrey School during their afternoon time on the playground. They were wearing only light cotton clothes when they ran away. This was Wenjack's first and last attempt at escape.

Journalist Ian Adams brought Wenjack's story to national attention with his article, "The Lonely Death of Charlie Wenjack," published by Maclean's in February, 1967.

Chanie Wenjack has become a symbol of resistance to the power of colonization in Canada. In 1972, Indigenous students and members of Trent university's Native Studies department lobbied for the university to name its newly built college after Wenjack. Ultimately, a theatre in the college was named "Wenjack Theatre."

In October 2016, Tragically Hip frontman Gord Downie released *The Secret Path*, a multimedia project that includes an album, graphic novel and animated film based on Wenjack's story.

From Gord Downie's statement "Chanie haunts me. His story is Canada's story. This is about Canada. We are not the country we thought we were. History will be re-written. We are all accountable, but this begins in the late 1800s and goes to 1996. "White" Canada knew – on somebody's purpose – nothing about this. We weren't taught it; it was hardly ever mentioned.

All of those Governments, and all of those churches, for all of those years, misused themselves. They hurt many children. They broke up many families. They erased entire communities. It will take seven generations to fix this. Seven. Seven is not arbitrary. This is far from over. Things up north have never been harder. Canada is not Canada. We are not the country we think we are.

Wenjack's story, as well as the many similarly tragic stories of residential school students, led to eventual legislative reforms and class action lawsuits, including the Indian Residential Schools Settlement Agreement and the Truth and Reconciliation Commission."

To learn more and to watch this video please go to secretpath.ca

Vice President's Report

In these unprecedented times, something totally unexpected happened in August and September – we achieved quorum at our meetings! Perhaps it was due to the lack of GMM's over the past six months, perhaps it was a membership that just wanted to feel “normal” again – whatever reason you go by we had a successful GMM in August and were able to begin to catch up on the business of the local.

The pandemic has not only put the local behind on the regular order of business (committee elections, shop steward elections, annual budget, etc.), but it also delayed the election of two recently vacated executive offices. I would like to thank those members for their service and dedication to the local and wish them health and happiness.

I would like to extend a warm welcome to our new secretary-treasurer, Matthew Aitken and our new chief steward-RSMC, Reggie Taman, who were both elected at consecutive GMMs. I would also like to welcome all the new stewards and committee members who were elected or acclaimed at the September meeting.

Having said all that, it says a lot when the local has to have a GMM in August. Normally, there isn't one due to a majority of members being on annual leave or out at the cabin. With COVID-19 restrictions, the local was limited in not only where but also how many members we could have for a GMM. This is why pre-registration was required for meetings in June and July, and were subsequently cancelled due to

If you're still reading this you have at least a limited interest in organizing and communication in the local. Organizing, either internal or external, is essential to maintain an active membership. Communicating with the membership has been and continues to be a moving challenge. Have you taken a look at your union board lately? Whereas printed material continues to be the preferred choice, such as the EYEOPENER that you're currently reading, the world of social media has opened up a slew of possibilities. The only problem with social media is accountability. Although some feel they can say or post anything they want, there is always a consequence to everything you do or say on social media. Even if you're not friends with anyone in management, one of your contacts might be, and if they have access to any of your posts or comments, those can be provided to management.

CUPW Winnipeg Local 856 remains committed to serving the membership to the best of our abilities. In addition to posting national bulletins (which are readily available at cupw.ca) we also have an e-bulletin that is sent out to the membership. If you have yet to sign up, fire me an email and I can get you on the list. The e-bulletin also is used to notify the membership about the next shop steward or general membership meetings, or any other event the membership might be interested in.

In addition to e-mail and printed material, there are a series of WhatsApp chat groups that were originally intended to be a resource to the membership during the rotating strikes. Lately, the chats have become more group specific (work location, LHSC, shop stewards, etc.). Whatever the chat room you are in be mindful that WhatsApp is owned by Facebook and just because you are on an encrypted chat doesn't mean you are not exempt from CPC's social media guidelines. Not that I'm trying to downplay the importance of networking with fellow coworkers, but anything you say or post could come back to haunt you at a later time.

Whatever forum you choose to state your beliefs or opinions or concerns the GMM is always the safest way to be heard. Not only are there other activists there who have the same or similar issues to whatever you are going through, but there are also executive committee members that can point you in the right direction to address your concerns. Also GMM's are a great way to find out about the business of the local and the concerns that we are all addressing with the employer. I encourage everyone to not only try and make it to a meeting but also feel free to ask questions and get involved.

If you have any questions or concerns or would like to submit an article for a future EYEOPENER. I can be reached at vicepresident@cupwwpg.ca.

P.S.: There are still positions available for the Organizing and Communications Committees if you are interested contact the local for more info.

Cameron Fortier

Vice President

vicepresident@cupwwpg.ca.

204-942-6323 ext # 6

204-229-9815 cell



**CUPW
eDigest**

Stay connected. Stay informed.



Stay Informed!

Email the Local at

cupwinfo@cupwwpg.ca

to sign up for our
electronic newsletter.

Secretary-Treasurer's Report

Hey 856,

Three months ago, I joined the local's Facebook group and saw a post about a general membership meeting. I was still living and working in Kelowna, but our plans would see us living in Winnipeg for the meeting, and I never miss a general membership meeting.

I had a conversation with my partner about how there was going to be an election for secretary-treasurer that night and I distinctly remember saying, "I won't be trying to get myself elected there. I need to get there, meet some people, and if a position on the local executive is the right fit for us sometime in the future, then maybe. But not now. I'm unknown, and I should build a reputation and trust before I dive into something like that."



And that was the plan. I had just finished a two-year term as the president of the Kelowna local, and I was feeling a bit battered and bruised. I was looking forward to being a rank-and-file member for a couple of years, doing some overtime sometimes and collecting sweet, sweet flyer money. But it all changed when I showed up to that membership meeting on August ninth.

Mail in Kelowna is delivered in the old-school way. Relay boxes and mail that you get to sort into a case. So, when I arrived in Winnipeg, even though I had successfully bid on a route, I was not trained appropriately. I was assigned depot duties and I just started doing what I do. I was sniffing around for big parcels and trying to inform people about their rights and responsibilities. I was appealing to management, attempting to have partisan posters removed from the instillation. I was talking to people, asking them what they thought about the union. I got some unfettered responses. It was all an interesting and I was a little bit frustrated being forced to do inside duties. But if I was going to be kept inside, I was going to organize as much as I could.

Sister Jackie Catellier noticed what I was up to. And she showed up at the meeting on August ninth. And (I found out later) she nominated me to be secretary-treasurer on a whim. I accepted the nomination because I don't think any position in this union should be decided by acclamation.

When Sister Catellier nominated me, my stomach sank. When I accepted, my heart started beating a lot heavier than it typically does. Dry mouth. Wet palms. I have a long history in performing arts, and I felt like how I do on opening nights. I was nervous.

I gave my speech and I don't really know what I said, but I tried to lay out very succinctly what I stand for and what I do. And after the second vote, when the legendary Myron May said that I had been elected secretary-treasurer, I honestly think my heart stopped beating, actual butterflies entered my stomach, and I instinctively stood up and I don't know why. I was gobsmacked. I was humbled. I was incredibly flattered. Wasn't expecting it. Could not believe it. I texted my sweet partner and told her what had happened. She was excited and not surprised. I later found out she somewhat expected it. Other people can see thing in you that you don't necessarily see yourself.

So here I am, 856. I'm your secretary-treasurer. I didn't know I would be in this position, and I have never been a secretary-treasurer before, but I'm learning the ropes and things are going smoothly. I've installed a large document and information centre at the office. Now, things like transfer lists, consultation minutes, bulletins, and National Executive Board meeting minutes are on a wall, easy to grab and read, accessible to all members. I've started my process for reporting back to the members on our consultations with management. I've been elected to a couple of committees and I'm looking forward to contributing there. Really excited to see some classes get going and having members empowered through education.

So, it was all unexpected, 856, but you've got me and I've got you. When I'm working on something I love, I put everything I have into it. I have spent entire summers touring the country for a few hundred bucks because I loved it. I've gone into debt putting myself through school because I felt it was important and school is one of my favourite places. I try to provide my family with everything it could ever ask for. And just so you know, I don't think it's perfect, but it's better than nothin', and I love the union, standing up for members, and want to help to make the world a better place for everyone.

Take care of one another, be kind, solidarity, always,

Matthew Aitken

Secretary-Treasurer
204-942-6323 x1



On December 6, 1989, 14 women were brutally murdered at L'Ecole Polytechnique in Montreal in a misogynist attack: they were killed because they were women.

Every year since the Montreal Massacre, the MFL Women's Committee has hosted an event around **December 6, the National Day of Remembrance & Action on Violence Against Women**, to raise the importance of putting an end to violence against women, and to raise money to support women's shelters and other anti-violence organizations in communities across our province. Due to the current COVID-19 health crisis, we regret that we are unable to host our normal in-person lunch and learn event this year. Instead, we will be hosting a **Remembrance & Action Ceremony on Zoom on Friday, December 4th at 12:00 pm**.

As a fundraiser for Manitoba's women's shelters, the MFL Women's Committee is selling

A limited edition 'TAKE ACTION TO END VIOLENCE AGAINST WOMEN' t-shirts for \$30

T-shirts are available in two styles:

1. Crew cut / large fitting / "men's"
2. V-neck / small fitting / "women's"

Available sizes include: small, medium, large, XL, 2XL, 3XL, 4XL and 5XL

If you would like to order a t-shirt please bring your payment to the Local Office by Oct. 15, and indicate 1) quantity, 2) style and 3) size.

Please email Cheryllynn at grievance@cupwwpg.ca for more information.



Health & Safety Officer's Report

September 2020

Slips, trips and falls are the leading causes of injuries resulting in workers missing time at Canada Post. The injuries that result from a slip, trip or fall can be as minor as a mere scrape or bruise to a life-altering head injury.

For many workers, once an injury has occurred, the nightmare really begins. Workers are challenged with navigating the labyrinth that has been created by the insurance companies or WCB in order to receive wage replacement benefits. They must also deal with payroll issues, countless medical appointments, requests for forms with supporting medical evidence, physiotherapy, chronic pain, claim denials, appeals; not to mention the anxiety and stress that ensues.

Once the worker has traversed those challenges, the return to work and accommodation process begins to find suitable work that falls within their restrictions and limitations. This process can be cumbersome and stressful. Often there are more workers needing accommodation than there are positions available at Canada Post. Once the graduated return to work has been completed to full hours and duties – here comes one more curve ball ... your requested participation in the “At Risk Employee” process.

This is where the employer calls the worker into a meeting, reviews their history of reported incidents and tells them that “for your safety, we can no longer allow you to perform the job you love, so we are going to put you on a different shift, give you different work.” In some cases, the employer will state that this unilateral decision is permanent, causing further anxiety, stress and disruption of your work/life balance. It is interesting that Letter Carriers or RSMC are often displaced to the plant, yet I do not recall one instance where a plant worker has been forced into delivery.

This seems overwhelming doesn't it? Prevention of such injuries is a key goal of every safe and healthy workplace. So as a worker, what can you do? File a grievance? If you are at this stage you likely should as there is a good chance your rights have been violated at some point in the above process – and in four to six years it might get in front of an arbitrator, you might get some money or the hollow victory of a declaration that you were importuned years ago.

If that doesn't sound like an attractive or viable solution, you are likely right! If you are at the stage of needing to file a grievance, that means it already happened – what can be done to prevent it from happening?

It is fair to say that prevention of every single instance of injury is impossible, that's why they are called accidents and we are only human. It is most important that workers are aware of what rights they have and what the employer's obligations are.

Controlling hazards

Employers must:

- Provide information and instruction to workers on how to avoid all potential hazards workers may encounter.
- Encourage workers to report all incidents, injuries and hazards.
- Identify and assess the risk of job-specific hazards.
- Establish controls to eliminate or reduce workers' exposure to these hazards.
- Ensure the control measures are working.
- Ensure that workers understand what hazards they might encounter.
- Implement occupational health and safety policies and programs to prevent workplace injuries.
- Correct poor work practices through training, communication and follow up.

When a hazard has been identified, the employer must take every precaution reasonable in the circumstances to protect workers. Employers must provide information, instruction and supervision to workers to protect their health and safety.

All workers have the right to work in a safe and healthy environment. A strong workplace health and safety culture requires all workplace parties to adhere to Health and Safety Legislation and regulations. This includes paying constant and appropriate attention to workplace health and safety issues.

More information

Here are some basic steps and recommendations to follow:

Document everything, ensure that you report the incident or injury to your supervisor immediately and ask them for copies of any forms that need to be filled out. Make sure that you also notify your CUPW Local Health and Safety Representative to insure they are aware the incident happened. All reported incidents should be investigated by the Local Health and Safety Committee and the results of the investigation should be part of the Employer's incident report.

Seek medical attention as soon as possible after the incident. Even if you "feel ok" at the time, often pain, swelling or discomfort will not manifest until hours later and could result in further injury or worse, increase your recovery time. Make sure that you are following the recommendations of your medical professional and advise them how and where you were injured. Your doctor is also required to report a workplace injury to WCB.

For further information, speak to a CUPW member of the Health and Safety Committee at your work location or contact the local Health & Safety Officer @ (204) 942-6323 EXT 4.

In Solidarity,

Todd Jarema
Health and Safety Officer
Winnipeg Local Office

Education Officer's Report

Since Covid all union educationals have been put on hold, and like everything else we are working to try and navigate towards a new normal. With a big increase to the education budget at the last general membership meeting, we can now provide a number of local educationals.

Looking at the current shop steward list ,many are new or have not taken the training due to limited number of spaces or travel restrictions. Many members would benefit from the One Day Basic Shop Steward Educational. This course is for urban and RSMC members who want to become or already are Shop stewards. This introductory course covers the role of a shop steward, shop steward's rights, communicating with members, active listening, the grievance procedure, grievance investigation as well as discipline and interviews. Look for sign up sheets on your union boards. The best way is to come to the monthly general membership meetings, which happen on a Sunday evening at 6:30. A notice will be posted on the union board as to location and date.

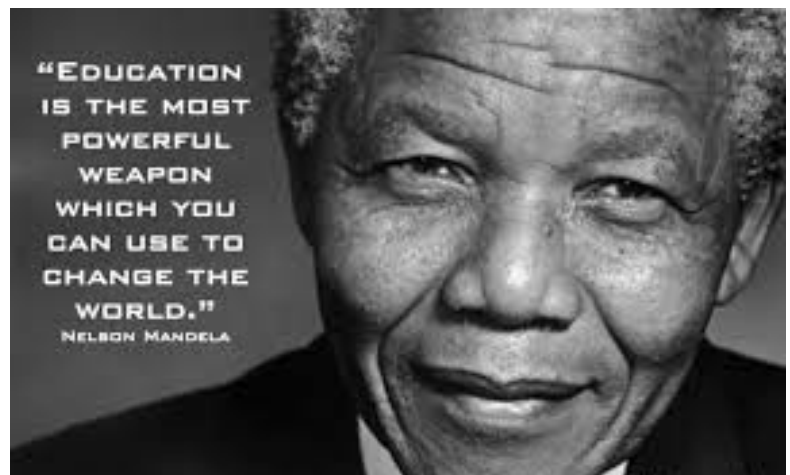
CUPW offers a number of great educationals and Regional is looking into setting this up provincially to avoid air travel at this time.

Below is a list of some of the educationals the union has to offer. For more details email education@cupwwpg.ca

- Basic Health and Safety
- Fight Back
- Know Your Rights
- Know Your Route
- Leadership Skills
- Media Training
- Political Action
- Shop Steward
- Social Steward
- Solidarity Skills Level 1&2
- Temporary Workers and Their Rights
- Turtle Island Training
- Updating Routes and Basic LCRMS
- Welcome to CUPW

National Courses:

- Facilitator Training Level 1 & 2
- Regular Arbitration
- The Union Educational Program



Chief Steward– RSMC



Wait...what?!? Who?? I have a few questions too,... believe me!

My name is Reggie Taman and I am a letter carrier in St. James, Moray Depot. I've been slugging it away for fifteen years now, the majority of them with blinders on, coasting along, with the union having my best interests in their hands, and I was fine with that. I never really had, or was even interested in participating in the union until six years ago when I joined the Local Joint Health and Safety Committee. From there, my interests and involvement broadened, into

becoming a facilitator for new hires, and training Local Joint Health and Safety Committees. The next step, becoming a shop steward in Moray was an easy decision. I've represented brothers and sisters involving their files, filing grievances, and assisting our union at first level grievance hearings.

So why RSMC Chief Steward? Well that's a great question! After being nominated at the September GMM, it was a quick decision to accept. It's definitely not because of my vast knowledge of the Collective Agreements for both Urban and RSMC. I have a LOT to learn believe me. But that's what intrigued me. I want to learn, I want to help, I want to benefit our union, and build solidarity.

I'm looking at a tough, but exciting road ahead learning the RSMC world. I will probably be asking a lot of questions, as will you... and I'll admit it right now, I may not (probably not) have the answer to yours but I will make every effort to get you whatever information it is that you need.

I am ready to accept the hard work ahead, and I assure you I will give you my best effort. My only ask is, Please Be Patient, as I am a work in progress. Lol

In Solidarity
Reggie Taman

The importance of supporting global unionism

And the influence of the general strike

Earlier this week, the local received a phone call from UFCW to ask if CUPW would like to come to the line and support the bus drivers in getting a fair collective agreement. This struggle is not too far removed from us; we too have called on other unions to support our cause and struggle. When we work in concert with other labor unions and in tandem we apply a pressure that an individual cannot simply match. If we all had employers that were honest and unwavering in doing what was right, for example paying a cost-of-living wage, taking our health and safety seriously, not bullying its employees, workers might feel different. To me, these seem like very reasonable demands. Why then, did the employer not only deny these requests but went to the media to say we were trying to take Christmas from Canadians in 2018? As we were walking lines to stand up and say, "No we will not take less than what we deserve," the government was quickly writing legislation to force us back to work and deem us essential. At that time, we had allies buttress our positions on the lines, stopping pass, and in the case of six Halifax activists, being jailed. What an amazing show of solidarity! We are part of a global community of labour unions who support each other. By ensuring we all make gains we are raising that bar, the bar of benefits, wages, and working conditions. The continued success is essential for all of society to flourish. When all workers make good wages, they support our local businesses and communities.

We can attribute many of the positive working conditions in Canada to the General Strike of 1919. I know what you're saying, that was different, and times have changed. But have they? In 1919, the strikers had these demands: poor wages, an unsafe work environment, and the employers' refusal to address these concerns.

On May 15, 1919 unionized workers walked off the job and were surprisingly supported by nonunionized workers who have collectively said enough is enough! Roughly 35,000 workers held signs saying, "Strike or starve," and "We stand for 35,000 against 1,000." Sewing machine operators walked along beside steel workers. Brewers and printers, firefighters and postal employees, everyone was united. They stood together and changed history.



On June 7, 1919, 10 leaders were arrested from the central strike committee and two members of One Big Union were also thrown behind bars. Four days later, strikers held a silent parade in support of arrested leaders, which led to the famous tipping of a streetcar. The strike went on for six weeks, on June 21, 1919, Bloody Saturday, two strikers were killed by the North West Mounted Police and 30 others were injured.

The gains from the strike would not benefit workers for some time, however they were united with common goals, and solidarity reached a level never before seen in Canada. *(Continued on page 15)*

Chief Steward – Internal Report

Greetings Brothers and Sisters, the last six months have been stressful for us all in all of our own ways in WMPP. The abundance of overtime, scheduling issues, short-staffed sections, positions not being backfilled, pressure from the employer to move the mail, all the while navigating the unknown of Covid -19. Rest assured, we're all feeling the pressure especially with peak season just around the corner and the looming volumes that would normally bring with it on top of the already increased volumes we've been seeing consistently.

Now that the employer is filing backfill positions and starting to hire a new group of casuals, there will be plenty of new faces around and it's in everyone's best interests help those new employees as the union's strength lies in the strength of its membership. It's crucial that we as a group remain diligent against abuse by the employer through this peak season as we're all going to be working through a difficult season with large volumes and challenges such as social distancing and absences due to illness. Each member new or old on the work floor is a set of potential eyes and ears for keeping the employer in check for violations of the Collective Agreement and when those violations happen, the more members that see it, the better position we're in to fight against it.

Now especially is the time to remain strong, shoulder to shoulder (while at arm's length to keep social distancing) and not let the employer trample all over your rights. Whether it is violations of the Collective Agreement or Health and Safety it's best to remain united as a workforce. Don't forget to involve your Stewards and LJHSC committee members as they can be a valuable resource to gain knowledge for everyone's benefit which can potentially help avoid simple problems. It's within everyone's rights to ask to see members of the union or LJHSC committee if you have concerns and the more you exercise those rights, the less incentive the employer has to think they can keep doing whatever they want without any repercussions. Stay strong and stay safe this season.

In solidarity,

Ed Schwartz

Chief Steward - Internal

The importance of supporting global unionism and the influence of the general strike *(continued)*

We firmly established that we as laborers will not settle. We will fight for rights, equal treatment, and all others and in doing so, it will keep us on the right side of history. I know where I stand; perhaps this article resonated with you? If it did, consider contacting the local and ask what you can do. You can join a committee, stand up for someone that needs it, and when the time comes to stand with another union or your own, just ask yourself what side of history you want to stand on.





The CUPW Child Care Fund

CUPW and Canada Post Corporation negotiated the CUPW Child Care Fund in 1991.

The CUPW Child Care Fund supports CUPW members who have difficulty finding or affording quality, licensed child care for their children. This includes members who work irregular hours, live and work in rural and remote areas of the country or need infant care or have children with special needs.

CUPW works with non-profit community based child care service providers in different regions of the country to develop services that are innovative and support CUPW member families. The Fund currently supports eight child care projects for children ranging in age from 0 – 12 years.

Many Members in Winnipeg have access care for their children Knox Day Nursery, Inc at 406 Edmonton Street.

From Executive Director Heather Olson “ As we are adhering to Public Health Guidelines we are currently only caring for thirty (30) children. These thirty (30) spaces consist of four (4) infant spaces and twenty six (26) preschool spaces. In normal operation, we are licensed to provide care for seventy six (76) children. We have been unable to accommodate a number of our families that were previously enrolled due to our current capacity limit. Fifteen (15) out of our thirty (30) enrolled children are CUPW members’ children. We also have a growing waitlist of CUPW members’ waiting for available spaces. For those members’ who are new to Knox, CUPW subsidizes forty (40) percent of child care fees for one child. For two or more children, CUPW subsidizes forty –five (45) percent of child care fees. The centre bills CUPW directly, and then you pay your remaining portion to the centre.

CHILD
CARE
is
ESSENTIAL

If you would like to hear more about Knox or join our waitlist please contact the centre Director (Heather).

When you call the centre, please identify yourself as a CUPW member and say you are interested in joining the waitlist or interested in learning more about the program. Finding quality child care is stressful during the best of times, never mind during a world-wide pandemic. We are here to support, connect and help CUPW members access quality child care.

We can’t wait to share our program with you!”

Heather Olson Executive Director

Knox Day Nursery, Inc. 204-943-1795

CUPW Endorses Child Care Now “Get Canada Working Again with Child Care” Campaign

Having a hard time finding child care?

Having a hard time affording the high cost?

You are not alone?

The majority of Canadian parents (73%) cannot find or afford high quality child care.

It's time to change that.

The Federal Speech from the Throne set out a bold promise to provide substantial funding to provinces and territories to build robust systems of child care that Canadian families so badly need and on which a fair economic recovery depends. Child Care Now wants to ensure this promise is kept and included in the next federal budget.

Between now and the end of October, Child Care Now will undertake a “Virtual Lobby” of key Members of Parliament (MP's):

[Leah Gazan](#), MP Winnipeg Centre (NDP)(204) 984-1675

[Terry Duguid](#), MP Winnipeg South (Liberal) 204 984-6787

They need parents willing to share their childcare stories to take part. It is important that MPs' hear first-hand about the child care needs of working families.

Child Care Now is asking endorsing organizations to identify members, who are constituents in as many of the identified ridings as possible, who would be willing to join a virtual meeting to talk about their child care needs.

Child Care Now will make sure that all constituents are briefed in advance, and that someone with good knowledge of childcare policy will join the call to assist in answering questions.

If you would like to take part please contact Child Care Now to provide your name, contact information, and the riding you live in to Chloe Waters chloe@ccnow.ca.

If you don't live in one of the identified ridings, that does not mean you can't add your voice. It is so important that all MP's hear from constituents about why childcare is important.

**Join us in our fight for high quality, affordable, cupw
and inclusive childcare for all children and parents!**



Post COVID-19: Support a Stronger and Greener Canada Post

COVID-19 has made the situation clear: communities, workers and vulnerable people are not supported or protected sufficiently to face a global crisis, whether it be economic, environmental, or health and safety related. From coast-to-coast-to-coast, many are at risk of being left behind.

But the pandemic has also given us an opportunity to reimagine our future. What do we want our society to be, post COVID-19?

CUPW, its members and its allies want a socio-economic structure that leaves nobody behind. Canada Post is our country's largest logistics and delivery network – the Federal government has a responsibility to harness this power towards building expanded and more inclusive public services that do not shy away from addressing socio-economic injustice and fixing our climate emergency.



Other countries have started taking steps to lower their carbon footprint. From using electric vehicles for corporate fleets to retrofitting older buildings – countries are creating jobs, investing in their cities and communities, and addressing the climate emergency.

Take action and tell your Member of Parliament that it is time we do the same.



World Post Day is On October 9

World Post Day marks the founding, in 1874, of the Universal Postal Union (UPU). It's a day to celebrate and highlight the role of postal workers' work in daily life. We've increased awareness this year of the service's economic value, and the connectedness and stability that it brings.

The United Nations has a page on World Post Day: <https://www.un.org/en/events/postday/>

So does the UPU: <https://www.upu.int/en/Universal-Postal-Union/Outreach-Campaigns/World-Postday>.

That experience has been the same for many postal systems, with a lot of wrinkles and special features in different places.

Here in Canada we've certainly felt the increase in support and gratitude for the service, and CUPW is working to make sure that support for our work translates into working conditions and public policy that recognize the public postal service as a crucial part of surviving this crisis and reducing the toll in terms of lives lost and in terms of economic damage.

Remember October 9 and the crucial service we provide as postal workers.

"More than mail"

Message from the Director General of the Universal Postal Union (UPU)

We all need to recognize the incredible sacrifices made by postal operators and their staff during the global COVID-19 pandemic.

Deemed essential staff as the pandemic raged furiously across the world, these postal workers labored hard to deliver the mail.

Some workers tragically lost their lives; others confronted life-changing damage to their health.

Many more suffered in numerous other ways.

I salute the bravery and dedication of the millions of postal workers who continued to deliver when faced with global disruption.



You have made this industry and the world proud—I stand in awe of your many achievements.

Through airline stoppages, border closures, outbreaks in sorting offices and elsewhere, the mail was kept moving.

When obstacles barred the way, new routes were forged. Trains and boats replaced passenger planes; postal operators designed new ways of working, new ways of delivering.

Huge logistical chains transcending national borders and continents—covering vast distances—were altered within days and weeks.

Innovation and creativity were the hallmarks of this new period and the drivers of fresh ways of providing social and financial services to customers.

Thanks to the post, the old, isolated and infirm were assisted; life-saving medicines delivered; protective equipment provided; and essential financial services maintained.

The Universal Postal Union also stepped up by providing much needed analysis, partnerships and innovation to our member countries.

Despite the many challenges, we have collectively upheld our duty to the universal service obligation calling for postal deliveries to everyone on this planet, no matter their location.

World Post Day is a fitting day to pay tribute to our member countries, postal operators, postal workers and everyone else involved in delivering the mail.

Since our earliest beginnings, we have overcome wars, natural disasters and pestilence.

We have always delivered.

The year 2020, however, was the year that the postal industry showed the world its resilience, its determination, and the invaluable role it plays in every society.

We showed we are more than mail.

Evidence Needed For A Successful Grievance

90% of the grievances filed are won if the evidence is there. Not every grievance goes to arbitration, but you should always prepare your grievance as though it will be heard by an arbitrator. First, a well-prepared grievance is more likely to convince management that your case is strong. Second, you never know which cases will end up in arbitration, so you should always be prepared.

When presenting a grievance in front of an arbitrator the burden of proof rests on the Union. That means we need to provide evidence to show that your grievance actually happened and how it is a breach of the collective agreement.

Evidence determines the success of your grievance so it is important that grievances contain concrete evidence, such as records, documents, and even photographs. Even one piece of concrete evidence can make a big difference. For example, you might have some very good testimony about a notice posted on the bulletin board, but you have a stronger grievance if you have a copy of the notice to show.

When you file a grievance be sure to include any evidence you have to support your grievance with the grievance investigation form. For example, the equal opportunity list showing you should have worked, your pay stub showing you are missing hours, or a statement from someone who was in the same situation as you but was treated differently may all be used as evidence of a grievance.

Remember to cover the 5 W's in your statement – **who** was involved; **what** occurred; **when** did it occur, **where** did it occur and **why** it is a breach of the agreement identifying the articles if you can.

Witness statements should be as contemporaneous as possible and be written the day of the incident or the day after at if possible. If it is going to be a “he said she said” issue we need to get a statement right away. The have a lot more weight. A statement written 6 months later does not do us much good at arbitration. All witness statements should list the name of the person providing the statement and be dated and signed.

Lastly complex cases need to include a timeline and a summary of events that occurred.

For example:

June 30 - *describe incident* occurred while delivering on route 999.

July 3 - taken off route 999 by letter issued by name of supervisor.

July 5 – issued 24 for interview

July 6 – interviewed by *name of supervisor*

July 7 – Issued letter by *name of supervisor* removing me from my route and placing me in DRS in

What becomes clear by a timeline is what is missing. Once we know what is missing your shop steward can request that information. Part of grievance investigation for a shop steward is organizing and analyzing what is there and gathering up what is missing.

For the common types of grievances below, I have listed what information is required in the statement and what evidence you need to prove that grievance.

DISCIPLINE:

- Any disciplinary letter or Letter of Summary issued to you and placed on your personal file.
- The 24-hour notice of interview.
- Copy of the emergency suspension letter if issued.
- A list and copies of any other letters that are in your personal file from the past year before the incident.
- The shop steward's notes from interview.

Evidence to be included:

- Statements from anyone who witnessed the event or overheard the conversation.
- The investigation notes from any type of LJOSH or incident investigation which was done including copies of any diagrams made and photographs taken as part of the investigation.
- Statements from co-workers who received lesser discipline for the same offence.

FOR PHOTORADAR TICKETS: Include everything above but also include:

- A copy of the ticket.
- Proof the ticket was paid.

OVERTIME BYPASS:

Your statement should identify:

- How it was offered.
- Who offered the overtime or attempted to contact the workers?
- What efforts were made to contact grievor?
- Did employer call or offered on the floor?
- Does grievor have voicemail in order for corporation to leave message?
- How many attempts were made?
- The mechanics of how the bypass occurred (example: I should have been offered overtime on September 6, 2020. My number on the equal opportunity list was 23 and my seniority date is September 6, 2010. I was bypassed by name of co-worker who is also #23 but has a seniority



Evidence to be included:

- Overtime Equal Opportunity list.
- Willingness to work sign-up sheet.
- Copy of overtime call-in sheet.
- Copy of the seniority list.
- Copy of schedules for all three shifts (required for RDO).
- Daily staffing sheets or sign-in sheets.

REMOVE & REPLACE:

Your statement should identify:

- Where you did in fact work and the time period that you worked there.
- Who replaced you and worked in your scheduled assignment and the time period that they worked there.
- Which supervisor assigned you there and any reasons they may have given you for not following the schedule.

Evidence to be included:

- Copy of the schedule showing where you should have been working.
- Photograph of the board showing where you were assigned.
- Supervisor's daily staffing.
- Statement from witness who saw you working in the other location.

ROUTE UPDATES & EDIT BOOK CHANGES NOT UPDATED:

- Your statement should include:
- The name/ number of the route you were on.
- When you bid onto it and/or how long these issues have been a problem.
- A list of what is missing.
- The calculated value of what is missing.
- Whether your route is already over-assessed and if so by how much.
- A calculation that converts the missing time values to a dollar values for how much over-assessment pay is owed for each week..

Evidence to be included:

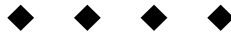
- The staffing documents showing when and how long you were assigned to the route.
- Copies of the edit book updates that you submitted and details of when and to whom they were submitted.
- Copies of your pay stubs showing that you did not receive the appropriate over assessment pay.
- What the values would add in over-assessment or whether/ if that is an issue.

HOUSEHOLDERS:

When writing grievances about the compression of houses holders be sure to indicate whether late delivery was in the control of the corporation or not and why.

If you have a concern you believe may be a grievance, put in a written request to your supervisor to see a shop steward. The names of the shop stewards should be listed on the Union bulletin boards. All it has to say is "I am requesting to see a shop steward (shop steward name)" then sign and date it and give it to your supervisor. It is always a good idea to get a copy of your request or take a photo as they have a way of getting lost. If you have questions about what information is require to prove your grievance ask your shop steward or contact me at the Local office.

In solidarity,
Cherylynn Saramaga-Martai
Local Grievance Officer
204-942-6323 ext.3
grievance@cupwwpg.ca



Have you moved?

Are you planning to move?

Contact the local union office at

(204) 942-6323

With your new or future address



If you would like to submit an article for a future issue, or you have a work-related photo you would like to share send them to

vicepresident@cupwwpg.ca

Posties In Motion



(Above) CUPW members supporting UFCW members - School Division 1 School Bus Drivers on the picket line



(Above) CUPW at the 1919 Winnipeg General Strike Streetcar Monument in support of Labour Day



(Left) CUPW members supporting UFCW members on the picket line at Stella's on Sherbrook St.