



## Winter 2023/2024 Edition

Canadian Union of Postal Workers  
Winnipeg Local 856

# EYEOPENER





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**Winnipeg local**

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*Today, we recognize we are all on Treaty One Territory and would like to further recognize this is the ancestral grounds of the Anishinaabe, Cree, Oji-Cree, Dakota and Dene peoples and homeland of the Métis Nation. We respect the treaties that were made on these territories. We acknowledge the harms and mistakes of the past and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.*

# PRESIDENT



Sean Tugby

## The first 90 days as President

Hello all,

I wanted to share my experience as a new president. To set the tone, I have been a activist at the Winnipeg local since 2008 when I became a shop Steward, Since then I have served as Chief Steward external (2 terms acclaimed) Workload structuring officer (1.5 years) and currently as the local president. So, when I say this is a real-life version Wack-a-mole (when you knock down one problem two more pop up).

When the opportunity presented itself to run for the position, I was eager to run, to add some context I like to drive, I'm a good passenger, but I am much more comfortable in the driver's seat, and this new role would allow me that opportunity. My platform came from my experience, I like to see my president in my workplace, I want to be able to talk to them, to ask a question, to know the person driving the car knows what is important to me and I want them to know what needs to be fixed. It seemed like common sense, and straight to the point, much like me.



On September the 9<sup>th</sup> I was elected and had the opportunity to show the floor what I promised I would, and I was excited to do just that. Starting the first week (September 11<sup>th</sup>) I visited 5 work floors in 5 days. I must admit it was some tough slugging at the beginning, I didn't know if I should approach people, what to say and how to commit to what I promised, then I took a deep breathe and thought back to those who believed in my abilities to get the job done, and I did it. Since then, I've been to every delivery depot, corporate retail outlet, and shift at the WMPP every month.

I speak to everyone I see and make new allies every place I

go. Every time I do a tour I'm filled with pride, we have such a strong membership, with so much knowledge and grit, I can't help but believe that this has to be the strongest local in the country, we just don't know it yet. When I attend these work floors, I have a pen and a pad of paper, I ask what I can do to help and if there's something happening locally, I share it then too. When I am attending a delivery depot, I bring my to do list to the depot superintendent who usually immediately takes down the concerns and fixes them, from case strips, to parcel concerns, to a delivery concern. When dealing with retail most times I have been able to resolve the questions I don't know with them. The WMPP has been my biggest challenge to date, I was first hired in 2004, and my first permanent position was in 2006 as a PO4 in the WMPP. Back when it was at 266 Graham, many things since then have changed. The sections are different, the hours are different, and the duties have changed. As someone who wants to deal with the concerns of the floor the process is much different, I must raise these concerns at a UM meeting, the emails are easy to ignore, but the large, tattooed guy across the table not so much. Fortunately, our local

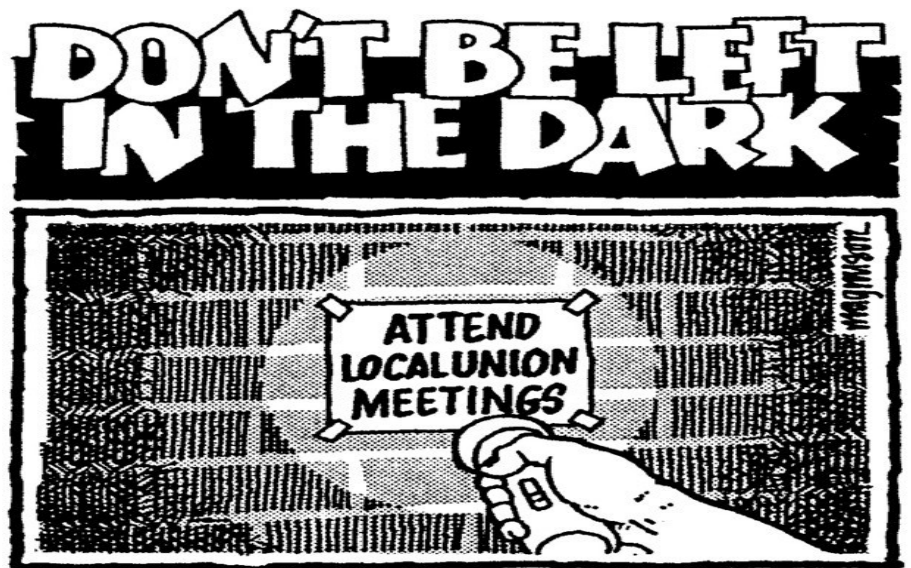
has some very strong executives who choose to support each other and build each other up, our grievance officer has offered to help me out by going over some of the common concerns, educate me on schedules, responsibilities and RDO's.

You might be asking something like, has anything changed? What are the members like? What is the union doing? Where do we go from here? The answer is YES! We have orders for new microwaves at the WMPP as well as rubber palmed gloves and a plethora of other things there. The delivery depots have had staffing concerns, floor concerns, and full mailboxes addressed.

The retail doesn't have many asks but are appreciative of feeling more connected to the union. The members are a unique tapestry, we all have our unique traits that make us. But the strength is a common core trait all floors have. We have SOOOOOO much knowledge so much potential; and such amazing people I wish you all were as fortunate as myself to see yourselves through my eyes. What is the union doing? the union is trying to rebuild a relationship. Trying to bring the floor together, trying to show each other our collective strength, We do this by fighting and winning on local issues, we do this by breaking bread with each other at events such as the children's Holiday party, or buying tickets for the turkey draw, or attending future events like a karaoke night or bowling night. When we start having conversations with each other we personalize "joe the letter carrier" or "Anne the PO4". Where are we going from here? We are going to be running free local educational on fight back, strike prep, and organizing, an educated membership are dangerous to management, and I want everyone of you to make them uncomfortable. We have many challenges facing us, from SSD as a carrier, to automation as a group 1 member. We have a long hard negotiation as a union. But as those that came before us, we are going to hold the line for those that next generation of postal workers like those before us did for us.

Finally, I'd like to say with all the stresses the holidays bring, between work, family, and life obligations sometimes those stresses seem insurmountable. I'd like to share a resource with you, Winnipeg has Social Stewards, they have had training in mental health, mental illness, addiction, listening techniques and many other facets. Social Stewards are completely confidential and are amazing listening ears. There is an updated list on all the union

boards. I want you to all know when life gets difficult, we have a network of people to stand with you.



**Sean Tugby**

**This inaugural of recognition is one of the many members recognition to be noted in upcoming Eyeopeners.**

**The man, The myth, The legend**



I am truly honoured to have been asked of to write some words about Brother Myron May for this newsletter, despite the challenge of the task. Challenging not because I am lost for those words, but because those words will have to be confined to paragraphs, and not chapters or novels. But I'll do my best to articulate with enough thoughtful words in these next paragraphs to share how he embodies the meaning of Solidarity, not just on our work floor but in every aspect of his life.

I'll start by saying that I know Brother May will read this and will humbly dismiss what he's read. Brother May is humble to a fault, has never been one to bask in the glow of the spotlight, and is the first one to pass the praise and opportunity on to others. Fundamentally, this is at the core of who he is; selfless, generous, empathetic, and altruistic. If you know Brother May as I do, you know him as a non stop activist, Steward and mentor.

Rallies, events, and memorials are common places Brother May will be spotted, standing with others in solidarity and reflection. He shows up and gives of himself – not to be seen or for recognition or favour – it comes from the core of his being. Myron is always there to stand up for what's right, regardless of the cost. Brother May shows up, face to face and shoulder to shoulder, to stand with countless others in their struggles and to fight injustice alongside them.

For those of you who work at the WMPP, I am sure you'll agree that most of Brother May's time is spent tending to members' issues, arguing politely with the Boss, and cleaning up whatever mess Canada Post has caused us. He's always patient with us, he's always willing to stick his neck out for us, and he's always willing to take on the most pressing issues without hesitation. I was once one of those new members on the shop floor that sought his advice. And in seeking that advice, he didn't just tell me – he encouraged me to open the collective agreement myself, become a shop steward and pursue further opportunities in our Union – and I know that many of you reading this article have that same story and owe your activism in some part to Brother May's encouragement and mentorship.

Mentors don't come into your life and announce themselves to you – and if they do, I'd suggest you run. The truly great mentors in your life aren't realized till much later. I say this cause a mentor is someone who you yourself reflect on later in your life. That teacher from junior high, a coach, co-worker, or friend. Brother May is that to me and I know to lots of you as well – a mentor. I can now look back fondly at every time I asked a question, got in trouble or had that thought which required a thorough tempering before being acted on. As a mentor, Brother May has made me and countless others a better shop steward, advocate and most importantly of all, a better person.

As I finish up here, I'm left wanting. Brother May's contributions to our union and our community are vast and ongoing, and can't be summed up in this short article. Suffice it to say that we are all better for Myron's activism, his mentorship and his unwavering Solidarity, and we thank him profusely.

Jarrett Schmidt

Prairie Region Union Rep

Local 856



## The man, The myth, The legend

I've known Myron May since the 80's, when I was an MSC and Myron worked on the Graham street plant's, second floor dock. Since that day Myron has always been a friend and an amazing influence in my life.

Myron possesses a conviction to advocate for postal workers on a daily basis, and he loves to be active in every Union FIGHT/STIKE, and job actions against the employer. Not many of us posses the endurance that Myron has.

My favorite pastimes spent with Myron were on all of our Picket lines during many strikes, and definitely shouting along with Myron on the streets, during many CUPW rallies.

Keep On Keeping on my friend.

Brett Drabot



Myron May and Brett Drabot

## The man, The myth, The legend.

How does someone sum up Brother Myron May's contributions to CUPW, his coworkers, friends, and community alike? I suppose one could say the same about catching a falling star or harnessing lightning in a bottle... you simply can't. Brother May has always led with his heart and most importantly by example.

He's not perfect, no. He's perfectly flawed like we all are, but there is something special about a man who gives with his all. His countless contributions are immeasurable and the people he's touched – myself included – cannot be recorded in any book – no matter how many pages.

He helps in both big and small ways. Over the last almost two decades, I have had the opportunity to take courses facilitated by him and now as REOO, I have the distinct pleasure of inviting him to often welcome new Members to our Union Education program. I've been able to see

them return and the sheer joy on their face when they see that once again, Brother May is there facilitating. I guess in short he makes things better. Yeah, that's it!! The World

is a better place with Brother Myron May in it and I count myself lucky to have learnt just a fraction of what he knows. A true working class hero!



Dave Lambert

Education & Organization Officer  
CUPW Prairie Region



Reggie,

Jarrett

Myron May







*Lisa Peterson, Myron May, Tyler Oswald and Brett Drabot 2019 convention*

## **The man, The myth, The legend**

I have had the privilege of knowing Myron for 18 years and I can honestly say I there isn't a kinder, generous, more solid brother than him!

Myron began his career with Canada Post in 1986 and over his 37 years of service he has been a dedicated CUPW member serving on the Local executive, as shop steward, and on numerous National and Regional Committees. In the time I've known Myron, I have observed that he always puts others first, and has been there for so many people as a shop steward, worker advocate and friend. Not only has he dedicated his time and energy to our Union, but he helped PSAC workers from the Canada Post Call Centre organize their picket line during their strike in 2012, and has been involved in the negotiations for Medical Carriers—one of our private sector bargaining groups. Through his work with the Workers Organizing Resource Centre, Myron has assisted and represented ununionized workers with Labour Board complaints against the unfair labour practices of their employers. Plus, in his time off he regularly walks with the Bear Clan Patrol helping to make the Winnipeg Inner City Streets safer and assist community members with a myriad of issues.

Myron's shoes are so big we will need a dozen people to fill them, and I don't think we will truly comprehend how much he is missed until after he retires. I know I will personally miss Myron's energy, enthusiasm, and unfailing dedication to constantly improving our workplace. It is always a pleasure to stand by him or walk beside him on the line.

In solidarity,

Cherylynn

## The man, The myth, The legend.

It is a privilege and an honour to have had the pleasure of being part of the Winnipeg local with Brother Myron. In my time at the regional office I have had the opportunity to get to know Myron better. If anyone were to ask me what a true activist is I would describe Myron May. He is on the work floor for the members, he is on every picket line with CUPW making sure the members are looked after by bringing in barrels for fire or pots of soup during the winters months when we have been out on the picket lines. Myron is always thinking of others.

Myron has been a long-time representative in CUPW, but also for the unorganized workers who have no representation. Through his years of coordination and advocacy at the Workers Organization and Resource Center, Myron has made dozens of appearances at the Manitoba Labour Board tribunals on behalf of workers who were unjustly treated in the private sector. This, along with his advocate's work at arbitration on behalf of our CUPW members.

He is a gifted facilitator and inspiration to our members in all he does. He would give his shirt off his back for anyone who needed it. And Myron's activism doesn't stop at the workplace. He is regularly out on our streets in Winnipeg with the Bear Clan looking after the health and safety of those that need it that are living on the street. Myron literally has the union movement tattooed on his arms, which fits someone who has put those values into action for his whole working life.

Lana Smidt

National Director Prairie Region



*Young Myron May*

## The man, The myth, The legend.

My friend Myron - Becoming involved in our Union was not something I sought out, it kind of happened by accident actually. I guess you could say I was in the right place at the right time and that was at Charleswood Depot as a relatively new full time letter carrier, and I was asked to get involved in a restructure that was going to change almost everything we knew about letter carrying. I kept my nose in the LC world over those couple of years, but while I was doing that Myron was tackling all issues that would come to change the work of those at the Winnipeg Mail Plant. That was the first I heard of Myron, well lucky for me it would be a name I would hear over and over again when it came to fighting issues such as an unjust employer, a bully boss or a bad shift bid and then I would also learn to know his name to be associated with many social justice groups in our City and other communities including Idle No More and The Bear Clan.



Myron I am not sure how you created a day with more than 24 hours, but somehow you must have, otherwise I would have no idea how you would fit in all you do in a day, a week, a month and now for years as an activist, supporter, ally, friend, volunteer, brother, son, Uncle and so much more.

Myron, you give of your time and your heart to our union and our community through so many selfless acts and we know you do not do it for recognition and that truly is an indicator of your character. Myron, we know your family and of course your mom hold a special place in your heart, and we thank you for sharing her a bit with us when we get to send Birthday wishes and greetings – we thank her for sharing her son with us all.

Myron, you proved to be a true friend who gave of himself to me almost daily over my time as President of the Local. Myron, you know the pressures of the position, the struggles of dealing with our boss daily and of course the toll it can take to represent a membership. Myron, you called me or dropped into the Union office, if not daily, at least several times a week and always started with “what’s going on today Boss “and for anyone who knows how that term makes a worker feel, you know it was a tongue in cheek comment. Without fail the boss comment made me smile each time, you knew it would and you knew a smile and a friendly jab could make a difference in my day.

What many don’t know is how impactful your support for me was at the time of my mom’s failing health and her passing. Myron you never met my mom, yet your words and actions were so sincere and comforting. Your commitment to smudge and to keep a fire for the days of her travel to the other side truly helped me to feel peace at such a difficult time. Those gestures and your friendship will always hold a special place for me.

So, my friend, please let me thank you for your time, your commitment, your kindness, your caring and your selflessness and please know I do it with a true sense of gratitude for sharing so much of you with so many of us.

**Madiba – Nelson Mandella** stated “ it is in your hands, to make a better world for all who live in it”- I cannot think of someone in my world who has shown more through true heartfelt actions.

Myron, Thank you - Migwetch – Dyakuyu

*Lisa Peterson*



I don't recall exactly when I first met Brother Myron May, I am guessing it was in the late 80s or early 90s. It just seems like he has always been around. Myron is not the most vocal person and never seeks to be the center of attention, but somehow everyone knows who he is. Probably the least pretentious person I have ever met. His work and actions are never driven by ego or self promotion, they are driven for a true concern for the well being of others.

Myron's dedication to the workers on the work floor and to the progressive community is unrivaled. He listens more than he talks and is generous with his time when it comes to helping others whether that be investigating and filing a grievance, giving a ride, or helping someone move.

CUPW is fortunate to have many great leaders within the organization, Myron is one of those leaders and has been for a long time, but more importantly he is a person who brings people together and leads by example.

Thank you Myron for all that you have done to build strength in CUPW, the Winnipeg Local and on the work floor.

Gord Fischer

Lifetime CUPW member and Lifetime friend of Myron May



## The man, The myth, The legend.



I have known Myron May for nearly twenty years, he was always that friendly face who greeted you when you didn't know anybody else in the room. The one thing about this man is he's the last one to talk about his accomplishments, his reputation, often arguing arbitrations against lawyers and winning, when asked after the arb what firm he's from he responds with a smile, " I drive a forklift for a living" . Myron was a long-term vice president and education officer. In fact, our paths crossed when we both served on the same executive. I had an opportunity to break bread, laugh, joke and learn firsthand about some of the proud history of our local union. Myron's activism extends past CUPW, it extends into the WORC (workers organizing and resource Centre) assisting workers who need information on laws, processes, and regulations from employment standards to health and safety to employment insurance to workers comp. Myron also dedicates a substantial amount of time to his own community namely bear clan where he walks every week. Myron has been one of my biggest influences in our union, I've called him after

hours, weekends and asked for his advice, not once have I ever been declined. He is a man of principal, ethics, and grit. I can also say he is not only an inspiring activist, my nominator but most importantly, my friend.

Sean Tugby



*Myron May on 1991 strike*

## The man, The myth, The legend.

I've known Myron May for several years, he's who I want to be when I grow up. A few times when I'd started attending a GMMs early on he was the first officer to reach out to discuss workplace concerns in a social setting after the meeting.

When I went to the plant in 2017 and later became a steward in 2018, Myron was always very giving of his time and knowledge to help myself and other stewards learn the collective agreement and how to navigate workplace concerns.

Whenever I attend a rally in support of various social issues, Myron is there, either volunteering with the Bear Clan or other groups. Myron is a great worker advocate and volunteers with the Workers' Organizing Resource Center helping those who are without representation. He has worked in organizing private sector bargaining units and is always working to help others.

Warm regards,

Patrick Clare

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Brother Myron is a man of integrity. A wealth of information & knowledge, I have relied on him for accurate answers when assisting members with management. His work with the Mama Bear Clan is admirable and helps serve the community.

From Jeff Didham  
Shop/Social Steward  
WMPP



# EDUCATION OFFICER

Once upon a late spring day in 2003, my physics teacher Mr. McNeil walked into class and sat down on his desk at the front of class. We had just received the results of our latest test and with a couple exceptions, the entire class had done rather poorly. He was frustrated. He was trying his utmost to explain the material, used multiple methods of explaining it, he had been patient, he had been thorough, but we still were coming up short. He was at his wit's end. He picked up his badminton racket (he routinely kicked our asses at badminton, he was quite good at it), looked at it, took a deep breath, and then told us this (I'm paraphrasing here, as this was over 20 years ago. My memory is good, but it's not perfect)

“You guys are a very bright bunch. You have more potential in this class than most I've ever taught. But you don't put the work in. You coast by on talent and intelligence alone, and when that isn't enough, you don't care, you don't put in the effort you need to achieve at the level I know you can. And I've been so frustrated this year by that...but I realized today when I was playing badminton at lunch that isn't my fault. I can serve you the birdie, but I can't keep running around the net to hit it back for you. You have to do that yourself. All I can do is try to teach you this material, and if you aren't willing to put the work in to understand it, to do the assignments properly, to study for the tests, that's not my fault.”

If I remember correctly, we mostly pulled our socks up after that, as disappointing Mr. McNeil made us all feel quite awful. And I've thought about that lecture a lot over the following twenty years.

At a recent GMM a few members expressed their displeasure that they didn't see enough results from the educational seminars that have been put on over the years. One member even went so far as to ask whether the local could claw back funds spent on members that had attended educational and weren't pulling their weight in the summation of some members. Attending an educational is not a silver bullet, it doesn't magically give members fully honed skills that they can bust out like some sort of union Swiss Army knife. What it does give them is information, and shows them the power that can come from an organized workforce.



And this is what I think is the most valuable element of education. It unites the members in the class, it gives them a voice, it gives them information and it helps establish the building blocks of skills that they can take back to the work floor. It starts there, but it doesn't end there. Members need to practice those skills, and share that information with their union comrades, and with their wider communities. We can serve the birdie over the net, but it needs to be received on the other side. And when we use that information together, we can affect positive change.

Negotiations just started. We know it's going to be a fight. But if we stand united, we can accomplish great things. We need to push back, we need to remind Canada Post that OUR labour makes this corporation work, not the theoretical machinations of some jerk holding a clipboard in an office in Ottawa.



# VICE PRESIDENT

Mahdia Hasan



## Consultation for peak



It seems like consultation is all we do these days. Meeting after meeting, it seems to never end.

The corporation is making things hard for our members these days in the name of saving space in the facilities. But really it is one of the worst things they are doing.

## Appendix HH facilitating.

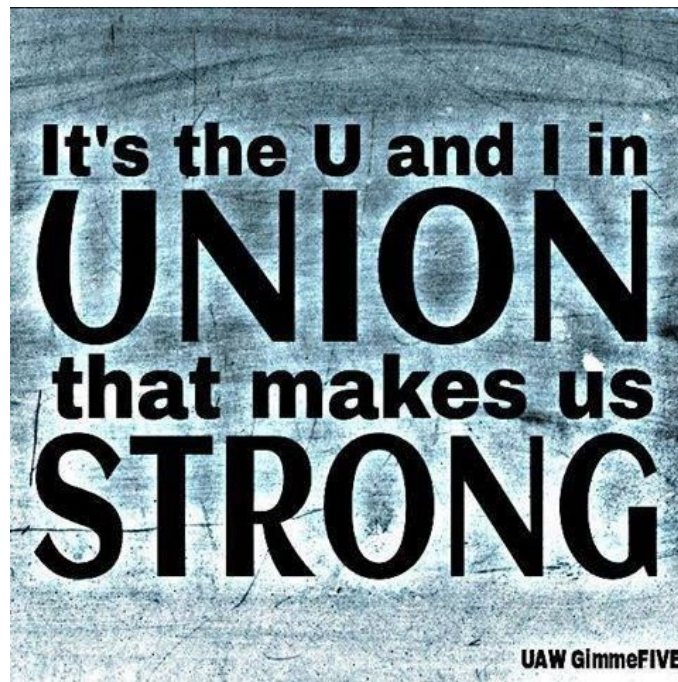
Appendix HH training is being given to the new hires in depots and plants, and I am fortunate enough to be one of the facilitators. RSMC's don't get these training sessions and I think they should. It's one of the most important courses to be taught and I think all employees should be able to take the course.

SSD is implemented in NED and some people have worked for CPC for 20 years, and even those members are crying and are going through mental breakdowns. I have never seen so many emotions in 6 weeks. Canada Post is breaking our members. It's no longer the best job to have. It's taking a toll on our people. SSD is made to break us. It's bad from every point of view. Work-life balance, mental health and physical health is being compromised by SSD. What are we as the members and as a union going to do about it? We refuse, we fight back. We show them how it's not working. It's clearly not working. Show up to the organizing meetings we will be hosting, stay informed, get involved because it is affecting everyone.



*"Activism works. So what I'm telling you to do now, is to act. Because no one is too small to make a difference." - Greta Thunberg*





### **Ratification votes**

Ratification vote happened in the first week of November and to be honest the turn out was disappointing. I don't know how much difference we can make if we don't show up to those kinds of events. I don't know if we will have grounds to complain about what's given to us if we don't show up and ask them. The only way the members can ask for things to be put on our collective agreement is by showing up to the votes, like the ratification we had.

### **RSMC decision on demands.**

Local RSMCs that showed up to vote on our demands had a divided vote. I am not sure if some didn't understand the message or didn't know what they were voting on, but I was surprised that some people voted no to the demand and to merging into urban collective bargaining. Nevertheless, the outcome was that Winnipeg unit vote 94% in favour.



## A message from our lead negotiators

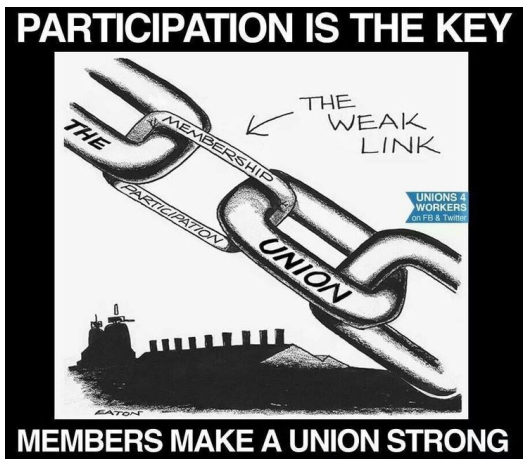
Friday November 24, 2023

*On Wednesday November 15, CUPW and Canada Post officially opened the 2023-24 round of bargaining for our next collective agreement. The two sides' negotiating committees met to exchange their respective slates of demands and to outline their priorities for the coming round. In addition to presenting its demands, Canada Post gave the Union an overview of the Corporation's financial position and its business strategy.*

**Canada Post Strategy:** *Parcels, Parcels, and More Parcels* At this point, we have a lot to learn about Canada Post's specific demands. Yet, one thing was clear: Canada Post sees its future in the parcel market. Canada Post told us its demands will focus on making the company more competitive in the parcel business. At the same time, the Corporation said it had no intention of reaching its goals on the back of postal workers.

**Union Demands:** *On our side, the Union sent a strong message to the employer: Our program of demands expresses the real needs of our membership, and, ultimately, it is the membership who decides if any agreement reached at the table will pass. The Union is committed to reaching a negotiated agreement. Only the parties can solve the longstanding issues facing our members. No third party will help us move forward. More Updates to Follow* As bargaining progresses, the negotiating committee will provide updates on key issues. The Union refuses any moratorium of silence during bargaining, as an informed membership is key to securing a strong collective agreement.

*Lana Smidt Lead Negotiator, Urban Unit  
François Senneville Lead Negotiator, RSMC Unit*



### Organizing committee meeting.

The local held an organizing committee meeting on November 22 and we had a great discussion about how to prepare our members for a potential strike. The minutes of the meeting are available at the local minute board for anyone who would like to take a look.

### Facilitator level 1 Course.

I was lucky to be one of the people selected to take the facilitator level 1 course in Gimli this past week. The course itself was designed to create leaders who could teach members with full preparation and knowledge of materials. It was the best opportunity for me to have attended.

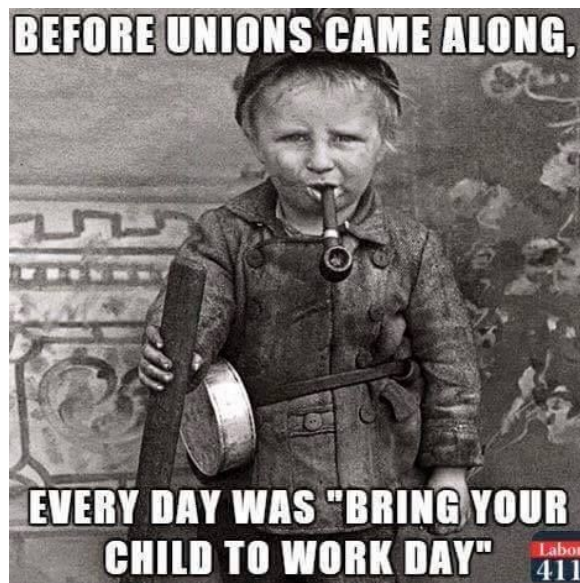
I always encourage our members to stay connected to the local and be aware of all that is happening. Most importantly, get involved in any way that you can. It's important for our members to stay united. Unity is our name, our DNA, and our duty.



Fighting for our job is expected of us more than ever. It's not up to the union to fight for what you believe is right. You have to fight the fight and ask the union to stand by you. Some members have questioned the use of the union. We need to understand that we, the members, are the union, and we have an organization that is there to be our voice, to make sure our rights aren't violated, and that our jobs are safe. We pay our dues to be part of the membership to have unity. We are not a service union. We are a grassroots union, and the members make the union. Grassroots movements and organizations use collective action from the local level to implement change at the local, regional, national, or international levels. It's good to educate ourselves about the role of the union.

Be safe, be healthy and peaceful.

In Solidarity  
Vice president  
Mahdia Hasan



## **Are You Ready for a Strike?**

Our collective agreements expire on January 31, 2024 (Urban) and December 31, 2023 (RSMC). We know the Canada Post sees its future in the parcel market, but what does it mean for our members? With changing technology, expanded use of robotics and AI this could be our toughest round of bargaining yet. Canada Post wants to introduce changes, but we want changes which make our jobs easier and safer, not harder with longer days. Job security, wages, benefits, automation, and service expansion are all key. We know Canada Post isn't just going to give us better wages and benefits or the job protections we want. Like all our gains over the years we will have to fight for them so there is a good chance we will end up on the picket line.

## **Will it be a long strike?**

Many CUPW members believe if we go on strike we will only be out for a week or two before we are legislated back to work. However, things may not be that simple. To begin with, we could be locked-out by the Employer like we were in 2011. If that is the case the government would be less likely to bring in back-to-work legislation. Also, we currently have a minority federal government, so they may not be in a position to legislate us back to work right away. The point is, there is no way of knowing how long we could be on the picket line, so we should hope for the best and prepare for the worst.

## **Things you can do to prepare yourself for a strike.**

**Start Saving Money Now** Try to put a little bit of money away each pay cheque. You can also save things like fuel and grocery points for later use. If everyone has at least two weeks pay saved, we will all be in a much better position to weather the storm.

**Pay down debts** Try to pay off your credit card balances and any other high-interest debts you have. Find ways to lower your monthly expenses like taking out a consolidation loan. Find out now if your credit card's insurance policy covers wage-loss due to strike or lockout, should you need to it.

**Consider opening a line of credit** If you can, secure a line of credit to be used in emergencies only, then you will have access to cash if you need it. Open an account now, but don't use it until you need to.

**Bank your overtime** If you bank your overtime until our contract expires you will have a good chunk of money saved without even noticing it. Make sure to cash out in time before the strike.

Nobody wants a strike, but the corporation could force us onto the picket line. This round of negotiations promises to be the one of the biggest challenges postal workers have faced. We can win this fight if we prepare now and stand together.

As bargaining progresses, the negotiating committee will provide updates on key issues. The Union believes an informed membership is key to securing a strong collective agreement. The best way to stay in the loop is to sign up for eDigest, at: <https://www.cupw.ca/en/cupw-edigest>.

In the meantime, get involved in workplace actions and support the Union in any way you can. Together, we have the power to shape our future for the better.

In solidarity,  
Cheryllynn Saramaga-Martai  
Local Grievance Officer



C.U.P.W. has a strong history of militancy, an attitude that has served the membership well. Our collective agreement is one of the most sophisticated in North America. We have made tremendous gains in leave provisions, stewards rights, protection for partially disabled workers, job security, and articles like 33.13 (your right to refuse unsafe work) and 29.03 (our language on technological change) are unparalleled in the labour movement.

On January 31, 2024, the collective agreement between CUPW and Canada Post expires. We face a tough round of negotiations with management. They have made it quite clear that CUPW is the only organization that stands in their way to drastically

reducing labour costs and clawing back service. Protecting jobs, our wages and benefits, and the integrity of the public post office will require the participation of every CUPW member. A strike may be necessary in 2024.

Remember, YOU ARE THE UNION! The active participation of the membership is what makes us strong. Knowing your collective agreement, supporting other members or joining with them in workplace campaigns, working with your steward or becoming one, attending meetings, joining union committees, and voting in elections are some of the ways to become involved. Check the bulletin boards, talk to your fellow workers, read our website, or call the local for further information.



Canadian Union of Postal Workers



## Secretary Treasurer

Greetings!

'Tis the season of joy and hope.

On my way to the Children's Christmas Party hosted by the Local last Sunday, I bemoaned the lack of snow as if it is an integral part of Christmas. This feeling quickly dissipated once I entered the hall, recognised familiar faces, and met their families.

As we approach this holiday season and I write my last Eye Opener of 2023, my mind turns to the many events that encapsulated the journey throughout the year.

January began with much excitement about returning to Orford, Quebec, for more Union Education Program (UEP) sessions. There, various social justice topics such as Truth and Reconciliation, the Japanese internment, and the plight of the Palestinian people were discussed.

Next, I had the opportunity to take part in the Regional Resolution Committee as well as the Regional Conference in Edmonton, and speak to resolutions that I felt were important not only to our local, but to the union as a whole.

A month or so after that, I attended the National Convention in Toronto for the first time. That experience was a real eye opener (no pun intended). It was there that I witnessed and felt the passion, the pain, the adrenalin, and the disappointment of our brother, sister and comrade activists who put their names out there with the hope of being elected so that they could be a part of the social justice movement. Irrespective of the election result, I noticed and often ponder the emotional cost of their commitment, which lingers long after the office door is closed.

The next big event was the Ratification Vote. First and foremost, thank you to all of you who came out to make your voice heard. I know it was an inconvenience and time consuming, yet you showed up. Thank you. Thank you. Thank you. The union is not comprised of only the leaders in Ottawa, Regional, or the local office. We, together - all of us - are the union. I can not stress this enough. The few hundred officers in all levels across the country can not affect changes for the 60,000. When the union is stronger, it not only positively affects us; it also contributes to the betterment of society at large – our families, friends, neighbours, those who provide service to us and those to whom we render service.

I confess the past few months have not been easy for me. On micro and macro levels, conflicts within and without threaten to dominate the psyche that I have long safe-guarded with the help of God. The geopolitical situation in our world is heartbreaking regardless from which side or angle one's perspective may be.

As I watched the children skipping, running around, proudly showcasing their outfits, their freshly painted faces, their loving parents eating with them, and my fellow officers busily helping Santa handing out gifts, feelings of despondence and discouragement quietly departed my mind. I found myself surrounded again by love and a renewed sense of hope.

Brothers, sisters and comrades, I wish all of you and families Love, Joy and Peace this holiday season and throughout the coming year.

**Ha Yen Jiwa**

**Secretary-Treasurer**

# Eye-Opener Holiday Edition

## Chief Shop Steward External

Greetings and Salutations, my fellow 856ers.

Little has changed, in terms of discipline for Collections and Delivery, since my last article. The corporation remains steadfast in its campaign of beating us into compliance for all things “Life Safety,” with little regard for how its approach is affecting us both on the work floor, and in our off-work hours. The recent brutal and heavy-handed approach has served to do little more than harm our collective mental health, and show that the corporation cares more for limiting their liability and enforcing compliance through any means necessary than in actually fostering an active culture of safety. To that end, we have had several meetings with management to try to shift our local, and regional, interpretation of how to “encourage” safety. During said conversations, management seemed open to the change, but nothing has been finalized as yet. Once we are provided with concrete answers, one way or the other, rest assured, we’ll keep you informed.

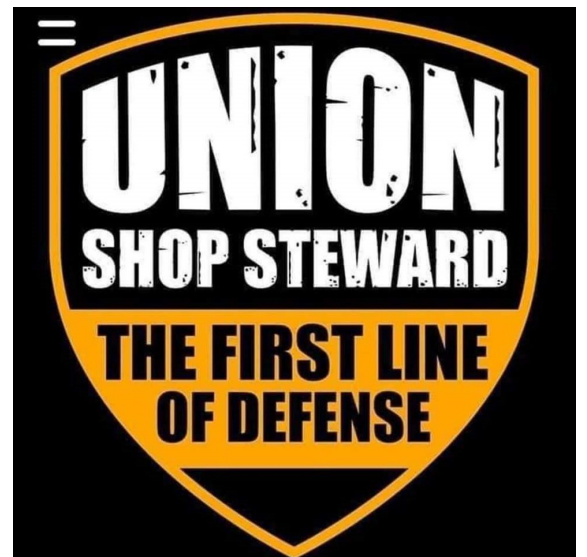
SSD continues to be rolled out across our city, and our region. Church Depot is currently in the midst of its restructure, with Moray and Southwest next on the docket. We are all hoping that the employer has learned from its mistakes during the Northeast restructure, but I would advise against holding our collective breath. That said, those same aforementioned conversations with management touched on ensuring the safety of our carriers, and ensuring that we’re not overburdened, so there may be hope on the horizon.

With that, dear readers, I would like to wish you all a happy holiday season. I would like to wish you and your families all the best of the season, and a very happy new year. As always, I encourage you all to look out for yourselves and one another. Work safely, even if you have to slow down and bring product back. If/When you do bring product back, please ensure you’re communicating with your supervisor. Whenever there’s any hazard or something out of the ordinary that affects your ability to do your job in a safe and timely manner, communicate with your LJHSC, your stewards, and your supervisors. And, as always, don’t forget to bring a steward.

In Solidarity, and wishing you all the best of the season,

Roman McColl

Chief Shop Steward – External

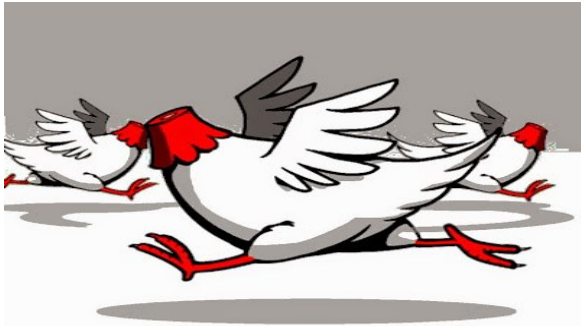


# Workload Structuring Report

Hello, Winnipeg Local

Christmas is near and RDO is here. As anticipated, this last month has been nothing shy of continuous work for the workload structuring committee. It has been an all-hands-on deck for observing unload/load exercises at NED, commencing the dreaded SSD build at Church depot, and preparing for annual leave bids.

Overall, NED unload/load times yielded an overall gain in the different types of loads and unloads that were observed. Once again, the participation and patience from that work floor was amazing from reliefs, temps, and regular route holders. There is, as with everything to do with CPC a process that is followed and we held them to it to capture as many activities as possible in this exercise. To say it was smooth sailing would be a lie, as there are still many behind-the-scenes disputes that are on going and once a resolution is met on various discrepancies it should further increase time credited for these activities.



Church! We have not forgotten about you. It was a busy stressful month getting ready for the build. A lot of meetings, consultations, and a various amount of RPO and CPU retiming's took place which just further proved that the national standard for such fixed duties is way out to lunch. It is never too late to request these kinds of timings to get the most accurate time credited for these duties! It is hard to say at this point what the loss of routes will be, but it will happen. As S/L and O/S letter mail dwindles so does our percentage of coverage allowing CPC to further overburden carriers and continue to densify

our routes. We are building on site, so feel free to pop into the lunchroom and have a glimpse.

SW6 had some rearranging in the parking lot back in April. Carriers had the right to be concerned and questioned about time values being missed for their new parking location. After asking questions to the right person the RMOs were promptly there and adjusted those times for the carriers affected.

There is still no end in sight yet for the work of the workload structuring committee although a much-anticipated slowdown over the holiday season is nearing. A huge thanks to three brothers out of NED for stepping up and helping with the observations that took place there, all of which have never done anything of the sorts before and really embraced the position of being a union observer.

Toni Montanti

Workload Structuring Officer







## Complaint meetings!

Do you have issues relating to working conditions, conditions of employment, collective agreement violations, bully bosses or ongoing health and safety concerns?

Under 9.07 (9.02 for RSMCs!) of the collective agreement, you have the right to discuss these issues with your employer. Request a steward of your choice to discuss the issue and if needed request a complaint meeting with the supervisor/superintendent/manager responsible or their immediate supervisor/manager **in writing**.

*“Rights of Employees to Complain 9.07 Both parties recognize that an employee, accompanied by a Union steward if he or she so wishes, has the right to discuss with his or her supervisor any question or complaint relating to his or her working conditions and conditions of employment, including those governed by the provisions of this agreement, without prejudice to the right of the Union to have subsequent recourse to the grievance procedure.”*

The same issue keeps coming up after you’ve had a verbal discussion year after year? Have a complaint meeting and start a paper trail.

## Spring cleaning!

Did you get an unfavourable letter on your file over a year ago and it’s still there? Our collective agreements have a sunset clause 10.02(c) (10.02(b) for RSMCs!); it allows you to have any unfavourable letter on your personal file removed after a year.

*“10.02(c) Any unfavourable report concerning an employee and any report concerning an infraction shall be withdrawn from the file after a period of twelve (12) months from the date of the alleged infraction.”*

How do you go about this? Glad you asked, you also have article 10.03 (10.03 for RSMCs as well!) of the collective agreement. This allows you to view your personal file in a **timely manner** upon **written request**.

*“10.03 Access to Personal File Upon written request from an employee, he or she and/or his or her Union representative shall have access to his or her official personal file in the presence of an authorized representative of the Corporation. The file should be made available within twenty-four (24) hours following the day of the written request, providing such file is available locally and, in all cases, within five (5) calendar days after the request. Where an employee's file is available for review and/or examination, reports as described in paragraph 10.02(c) are to be removed prior to such review and/or examination.”*

You can write on any piece of paper a written request to meet with a steward. “I request to meet with a steward” add your name, a signature, and the date.

Take a picture and hand it in to a supervisor.

Take a picture of any form you hand in to a supervisor for your own records.

If you can't find a steward on the work floor, contact the Local

204-942-6323

Solidarity,

Patrick Clare RSMC lead steward CUPW Local 856



# INTERNAL SHOP-STEWARD

## **How does trade-unionism work?**

Trade-unionism is leveraging the fact that "they can't fire all of us" to get better work conditions.

Employers have been abusive since the dawn of time. There is a whole thing in the Bible about how the Egyptians ordered the Hebrews to double productivity, while removing the function that was supplying their materials; the Hebrews sent a delegation to bargain on their behalf, the Egyptians refused to engage in bargaining, the Hebrews walked out, and the Egyptians tried to legislate them back to work. There is nothing new under the sun.

Well, there is. After millennia of oppression, workers have been winning, by force, the right to bargain collectively. Joining a union is no longer a crime... at least not everywhere. Here in Canada, unionism is a safe and effective way to improve working conditions. Consider this: in 2023, our starting wage was \$22.68, not counting premiums. A top PO5 makes \$30.57. Purolator, owned by our Employer but not represented by CUPW, starts people close to minimum wage (\$15.30), doing the same type of work. Amazon starts around \$17 and recently granted an increased pay scale that tops out at about \$21. So where would you rather work? Here, obviously. And the difference is the Canadian Union of Postal Workers.

Make no mistake though: "the union" doesn't mean people sitting in offices filing your grievances. It doesn't mean five-day educational or turkey raffles. Those are merely services to the individual, many of which could equally well be provided by your community of faith. They are perks our union offers because it can; because it is old (established 1975), large (63,000 members), and wealthy (we all know the dues). But the Employer doesn't care in the slightest about these things. Grievances annoy them, much like fruit flies annoy us. The part of the union that scares the Employer, is YOU. All of you, all of US, together. But only if we act.

Right now, our elected bargaining committee is negotiating with the Employer for our new contract. You've seen and approved our program of demands: job security, more money, safer conditions, better protection against harassment, and more. You probably thought it was very vague. That's done on purpose: it gives our bargaining committee room to look for the best overall deal with the Employer.

Do we deserve 30% over four years? Of course. But would we accept 28% and better accommodations? Maybe. What we accept, is up to us. What the Employer offers, is *also* up to us. If we act, if we put pressure on them, we get more. If we sit quietly and write little grievances, we get nothing.

You've seen what we got out of our annual consultation. Oh no, you haven't, because the Employer didn't consult. They figured we'd do nothing about it – and we did nothing. They didn't consult on the Eclipse lists, and we did nothing. Yes, grievances were written and filed. The Employer yawned and denied

them. Grievances are useless as a means of resistance: we have to *do* something, all together, that they can't just ignore.

We, all of us together, can stop their business happening. We, all of us together, can give them a big headache just by having everyone in a section see a shop steward on the same day. We, all of us together, can *act*, because they really can't fire all of us. If we choose not to, the union is powerless.

So now is the time to come together.

Volunteer to be a picket captain, or nominate that member in your section who is trusted and well-informed. Put money away in case we have to strike. Get informed about the crap the boss is pulling. When you're asked to wear a button or a black shirt or not work so fast, participate.

Support your brother or sister when the boss comes after them. Close ranks so they can't come between us, and be ready to push hard against them, all together. We have nothing to fear but *apathy*. See you on the front lines!

Elise Marie

Chief Shop Steward – Internal



Chris Mackling

Greetings from Moray depot and thank you reading my first contribution to the Eyeopener! At our last GMM, it was kindly suggested we relay our experiences after taking an educational, so here we are. October was the busiest non-delivery month I've ever had in my ten-plus years at the corporation. Along with helping with first level grievances, I did my first two, 2-4 meetings as a shop steward and took three different courses.

On September 19-21, I was lucky enough to attend the Local Joint Health and Safety committee training. I thought it was odd that no one was there the first day... turns out I was a day early. The training was well attended by CUPW and APOC. It was great to be in an environment where there were no "bosses", and we were all equal. The class was taught by Kathy Romanchuk and Elizabeth Abad, so that always makes things easier to digest. We learned a lot about what our LJHSC does, what we are to look out for, forms and how to fill them out and what the committee is all about. We were also lucky enough to have a fellow member "steal" the good chairs from the neighbouring boardroom! This made learning a lot more fun and comfortable. LJHSC is so very important because it helps with a safe workplace, which impacts us all. We are also lucky that the corporation is on board and is willing to give us time and resources to help our members be safe and healthy, especially with peak season coming.

Once the official LJHSC training was complete, I needed to get my CPR and First Aid. We can't participate on the committee until we have that training. Luckily for me, I found an opening in the October 17 and 18 CPR training, at the plant. This wasn't as well attended as two APOC members didn't show up. This was frustrating because lots of our members are dying to take this training, very upsetting. The course was casual and easy to stay engaged with. The instructor was fun and easy going and made a very serious topic easy to handle for 2 days. I think all of us learned a lot and I know I am grateful to have these skills on me for the rest of my life! (or until I have to get recertified in 3 years).

The next day I traveled to Edmonton for our Prairie region 3 days educational. I have to say, this part of downtown Edmonton is very clean. The area we stay in is just off Jasper Ave and when we walked a few blocks for lunch on Sunday, I only saw about 2 pieces of trash on the ground. I found this odd and refreshing. The educational offered 4 courses and I attended the route measurement one. This is a subject I've been very interested in since driving for the NED restructure in the spring. The course itself was very heavy. A lot of numbers. Chairs not nearly as comfortable as LJHSC training. A lot of forms. A lot of conversation from a couple sisters from the Edmonton local. The class was taught by our local expert Lisa Peterson and Melissa Mitchell. Lisa's knowledge and personality really made the course understandable and enjoyable. I felt like I learned quite a lot. I also felt like I could have easily taken it immediately afterwards in order to retain more.

I have already used the courses information to help members in Moray and that feels good to use what I have learned and put it in to practice. On the last evening, Dave Lambert took our normal field trip, inside. I know we generally make our way to karaoke on one or both nights but this time we used the ballroom in the hotel. This was my second regional and both times I've been absolutely blown away by the talent of our members. From Total Eclipse of the Heart to a belly dance to Bhangra dancing to (at least) two separate performances with a mic and guitar, we saw it all! Your co-workers have hidden talents and are overall some of the coolest people I have ever met. On the Tuesday after Edmonton, October 24, myself and 8 other members attended Social Steward training at Union Centre, downtown. This class was incredible. What an amazing group of human beings.

We had so many types of people in this class. Friendly, warm, welcoming, and tolerant. It's fair to say it's rare for 9 people to get along so well in such a small time. Because of the content we opened up and I personally think this helped form connections. Not only were we a tight group with lots of things in common but the material we covered was interesting, helpful and at times very difficult. Thanks to our instructors, Sean Tugby and Dianne Addley, we had an easier time in the hard moments. The social steward program seems to me one of the most important obligations within CPC and CUPW. As humans we have a responsibility to look out for our fellow humans, without judgement, and this training helped with tools to be able to do this. Whether your family or neighbour or your co-workers, people are struggling. Sometimes others need professional help, which a social stew can help seek out or sometimes they just need a shoulder or an ear, which we can also help with. I was truly honoured to have been selected and more so surprised by the number of people who insisted I was a great fit to become a social stew. Since taking the course it has hit home how lucky I am to have others think this is a roll I'm good for. I strive daily to become a more accepting person. I had a few rough years personally and at work, so it makes me feel good that it seems to others that I've overcome them, and I am an asset! If you're in a high-risk situation, look for the social stewards at your location and they can help or will find someone who can.

Finally, this past Monday I finally received the human rights course new employees are to take as part of their training. A few years late (due to covid and other constraints). Cam Fortier and Tom Lynch did this class and boy was it good. I am happy to know the corporation requires this inclusion training and I am hopeful every employee has taken it or will. I would also suggest this is a class we should be doing multiple times. I think its very crucial we stay on top of the changing world we live in. Certain words, phrases and even thoughts become less acceptable, and people need to be made aware of these as they grow older. I appreciate the fact I was slotted in and would love to have the chance to facilitate this course, if needed, any time.

There you have it. 6 weeks in my life. Busy and exciting. Fun and tiring. I'm thankful to those that have chosen me to have the responsibility that comes with these learnings.

All the best. The Struggle Continues

Chris Mackling



## How Extended Hours & Overtime Is To Be Offered

### WMPP:

**Part Time Extensions Article 39.05(b):** For part time workers, if there are temps in the building at the end of your shift, all part-time employees who are present at work in the installation are to be offered extended hours up to eight (as long as there are temps working during that time). It doesn't matter if the temps are not working in your section, if they are working somewhere in the building, then you are still entitled to be offered extended hours. For example, if you are a part-time worker in oversize and your shift 12:00 - 16:00 and there are temps working in run/outs from 16:00 to 20:00. Then you should be offered an extension from 16:00 to 20:00 too.

### **Overtime & Equal Opportunity:**

For the past several years, overtime has been a total fiasco at the plant. The employer has failed to properly administer the equal opportunity lists for some time resulting in multiple bypasses. Article 15.09 provides a definition of an Opportunity in Groups 1 and 2 as:

#### **15.09 Definition of an Opportunity in Groups 1 and 2**

An employee on the appropriate list when overtime is worked shall be deemed to have had an opportunity to work overtime in the following instances:

- (a) where the employee accepts;
- (b) where the employee refuses;
- (c) where the employee is absent on leave.

Leave of any kind including medical is to be counted as an opportunity, but often the employer has failed to put the numbers up of workers who had been off on long term leave. When they return, through no fault of their own these people have improperly low numbers on the Equal Opportunity List resulting in the same people improperly being the first to be offered anytime there is a canvas for overtime, and each time they work it causes another bypass. This will continue to cause more bypasses if it is not corrected.

Unfortunately, the employer maintains the lists, so it is up to them to fix the problem. The Local has been requesting they correct the lists, but they haven't done it as of yet. We have filed several grievances about the maintenance and posting of the lists but if you think you have been bypassed, chances are you have, so file a grievance. Be sure to include the date of the bypass in your grievance along with an explanation of why you believe you were bypassed and by whom and don't forget to attach a copy of the relevant equal opportunity lists.

### **Cross Sectioning and Overtime:**

I get a lot of questions about cross sectioning and overtime. Once the equal opportunity lists for a particular section (and shift) are exhausted the employer can cross section people in from another section to work on overtime, but they can not just offer it to another section randomly, they need to go by the plant wide equal opportunity list.

### **Overtime for Letter Carriers in Collection & Delivery**

#### **ABSENCE COVERAGE (17.04)**

The following lists for Equal Opportunity shall be maintained and posted by installation in Winnipeg in employee work areas where they can be readily viewed:

Full-time Overtime Equal Opportunity List Weekdays per depot  
Part-time Overtime Equal Opportunity List Weekdays per depot  
City Wide Overtime Equal Opportunity List Weekdays  
Part-time Overtime Equal Opportunity List Weekdays

When covering absences of all Full and Part-Time Letter Carriers, Letter Carrier Assistants, and DRS workers

under 17.04 (a) (i-v), absences shall be covered by the following order of offers:

Part-Time letter carriers, LCAs, and DRS shall be offered extensions of hours to eight hours on the basis of seniority.

Full-Time Letter Carriers, Full-time LCAs, and Full-time DRS shall be offered overtime by equal opportunity.

Part-Time Letter Carriers, Part-Time LCAs, and Part-Time DRS shall be offered overtime by equal opportunity.

City-wide overtime shall be offered to Full-Time Letter Carriers, Full-time LCAs, and Full-time DRS overtime by equal opportunity.

### **Designated Paid Holidays/RDO Overtime in Collection & Delivery**

There shall be the following lists:

Designated Paid Holidays/RDO List – Full-time depot  
Designated Paid Holidays/RDO List – Part-time depot  
Designated Paid Holidays/RDO List – City Wide Full-time  
Designated Paid Holidays/RDO List – City Wide Part-time

Overtime shall be offered by equal opportunity. Offers will be made for one complete cycle of the Full-time list prior to proceeding to and used before Part-time list. If the Part time list is exhausted and workers are still

required for a given day, then they are to proceed to the City-Wide lists.

**PO4 Clerks in Collection & Delivery:** There has been some confusion with how extended hours and overtime to be offered to the PO4 clerks in the depots so I thought I would take this opportunity to clarify the process. Even though they work in the depots, the clerks are group 1 workers, so there are different rules for them than the letter carriers and the LCAs when it comes to extra hours and overtime. Articles 39.04 (without temps being called in) and 39.05 (with temps being called in) address the process for offering extra hours and overtime to group 1 workers.

For the purpose of group 1 staffing “*extra hours*” means additional hours of part-time employees in excess of their scheduled hours up to a maximum of eight (8) hours per day and “*overtime*” is any hours beyond eight (8) hours per day or forty (40) hours per week.

Because the depot clerks are all one section, when extra hours are being offered to part time clerks in the depots, they must be offered by seniority to the part-time clerks across the city regardless of what installation the work is at because 39.04 and 39.05 tell us that extra hours for part-time workers in group 1 is offered by seniority among employees within the section.

The depot clerks in Winnipeg City Services are all part of one section. (Annual Leaves is bid as a section and monthly bids are conducted that way as well.) Therefore, extra hours and overtime are to be offered



to depot clerks throughout the city, in order of their seniority, regardless of what depot their assignment is at. This means that extra hours are to be offered by seniority even if the extra hours are not at the same depot as the person with the highest seniority willing to work. For example, if only one person is required for extra hours at Northeast depot, but the highest seniority PT clerk works at Moray Depot, then the clerk from Moray (assuming they have accepted the offer of extra hours) should be sent to Northeast to work the extra hours. In addition, transportation between locations is to be paid by the corporation as well as the time required to go to and from your regular workstation is paid time in accordance with article 32.01 “The Corporation will provide transportation to employees while on duty when they are required to move from one postal facility to another to perform their assigned duties”.

Overtime works the same. There should be one daily overtime equal opportunity list and one RDO/Stat overtime equal opportunity for the depot clerks’ section, and the clerk whose opportunity it is to work would go to the depot where the overtime is.

The employer frequently does not offer extra hours and overtime properly to clerks. The penalty for bypassing you is that you shall be paid an amount equal to the amount you would have earned had you worked the overtime on the missed opportunity (article 15.18 of the Collective Agreement). Keep in touch with your co-workers at the other installations and let each other know when extensions and overtime is being offered. If you think you should have been offered extra hours but weren’t, speak with your shop steward and file a grievance. It is your work and you have the right to do it.

### **RSMCs and Overtime:**

While visiting the depots last month I spoke with several RSMCs about the extra hours they were putting in on their routes daily, but they were not aware that they could be eligible for overtime payments if they met the overtime trigger (working over an average of 40 hours per week during any two (2) consecutive weeks).

As a result of Arbitrator MacPherson’s pay equity award, all hours worked by RSMCs and Permanent Relief Employees (PRE) and On-Call Relief Employees (OCRE) beyond forty (40) hours per week, will be paid at 1.5 times your derived hourly rate, regardless of the time value listed on the Schedule A, once the trigger is initiated.

**The overtime rate is triggered when an RSMC route holder works over an average of 40 hours per week during any two (2) consecutive weeks.** Then, until the Corporation has reduced the average workweek to an average of forty hours, any employee working on the route is entitled to additional payment for the difference between the actual number of hours worked and 40 hours.

To be eligible an RSMC must:

1. **Record the number of hours worked every day in the two-week period** on their route.
2. **Notify the Corporation** that you have worked an average of more than 40 hours per week over a period of two (2) consecutive weeks. This is the trigger to start the access to overtime payments.

Once such an overtime situation occurs, Canada Post must pay the route holder the overtime for all the hours worked over 40 hours for each of these two weeks and then it has three (3) options:

- Do nothing and continue paying the overtime worked on the route, by any employee, for every week that follows when they worked over 40 hours, or
- Restructure to reduce the route (RMS hours) in order to bring the average workweek to an average of forty (40) hours, or

Where practicable, provide assistance to perform the work beyond an average of forty (40) hours per week.

\*Note that the salary of the employee providing the assistance will be paid by the Corporation and will not be deducted from your salary. Your salary will remain the same until your route is reduced.

Do not allow yourselves to be abused and demand to be paid for that time!

If you have questions about overtime, or any other contractual right speak with your shop steward or call me at the office and I will assist you in any way I can.

In solidarity,

Cheryllynn Saramaga-Martai

Local Grievance Officer

Tel: 204-942-6323 ext.3

[grievance@cupwwpg.ca](mailto:grievance@cupwwpg.ca)

CS202051





# **CUPW**

# **Turkey Draw**



**Tickets \$2.00 each  
or 3 tickets for \$5.00**

**5 Turkeys available to be won !!**

**Proceeds will go to The Christmas Cheer Board**

**Tickets will be drawn on December 15**

Tickets are available from Shop Stewards on the work floor or at the Local Office

# SSD

When we first heard the acronym SSD for a delivery style and found out that they were going to take away our sortation we knew it was going to be bad. Taking away our sortation (a fixed value) and adding delivery in its place is Canada Post taking advantage of a broken percent of coverage formula. In 2018 the interim CEO of Canada Post Jessica McDonald stated that the Percentage of coverage formula was broken.

Jessica also wrote a new procedure on 15.08 overtime; in that letter she stated “Working overtime to complete an unusual number of deliveries is not a disciplinary issue”.

So Canada Post admits that the percentage of coverage formula is broken, but they use it anyway. SSD takes away our sort time and that time is now spent on the street. In the past number of years Canada Post has implemented scanning of flyers, entering our overages and underage’s for flyers, not fingering through our mail to get ready for the next point of call, extra LFT’s at the bakers rack all with no added time values.

So if we add what was said together it is pretty clear. Under SSD Canada Post can put more points of call on a route than what is able to be delivered in a day. Add this to the blind eye approach Canada Post is taking to not addressing the above noted no time value work changes. And the outcome is clear that Letter Carriers will have to work O.T. to get their route done or bring back mail.

Letter Carriers you are not failing, Canada Post not addressing these glaring issues are failing you.

Canada Post it is time to do your part and fix the broken formula’s and put time values in place for the changes you have implemented. Slogans like “make it safe make it home” or “work life balance” or “your mental health and wellbeing is as important as your physical health and safety” are just a bunch of empty words.





**Winnipeg Local 856**  
*NOTICE of GENERAL*  
*MEMBERSHIP MEETING*  
**TO BE DETERMINED**  
Where? Bronx Park Community Center

**New Temps Looking for Corporate Apparel?**

The local office has a few boxes of clothing including shirts, pants, jackets, gators etc. If you are new and do not receive clothing credits yet please feel free to stop by the office to look through some gear.



changes to your personal contact information

If you would like to submit an article for a future issue, or you have a work-related photo you would like to share The communications committee is always looking for content and submissions. Email your suggestions, submissions, and rants to:

[vicepresident@cupwwpg.ca](mailto:vicepresident@cupwwpg.ca)

**Have you moved?**  
**Are you planning to move?**  
Contact the local union office at  
**(204) 942-6323**  
With your new/future address or any other