



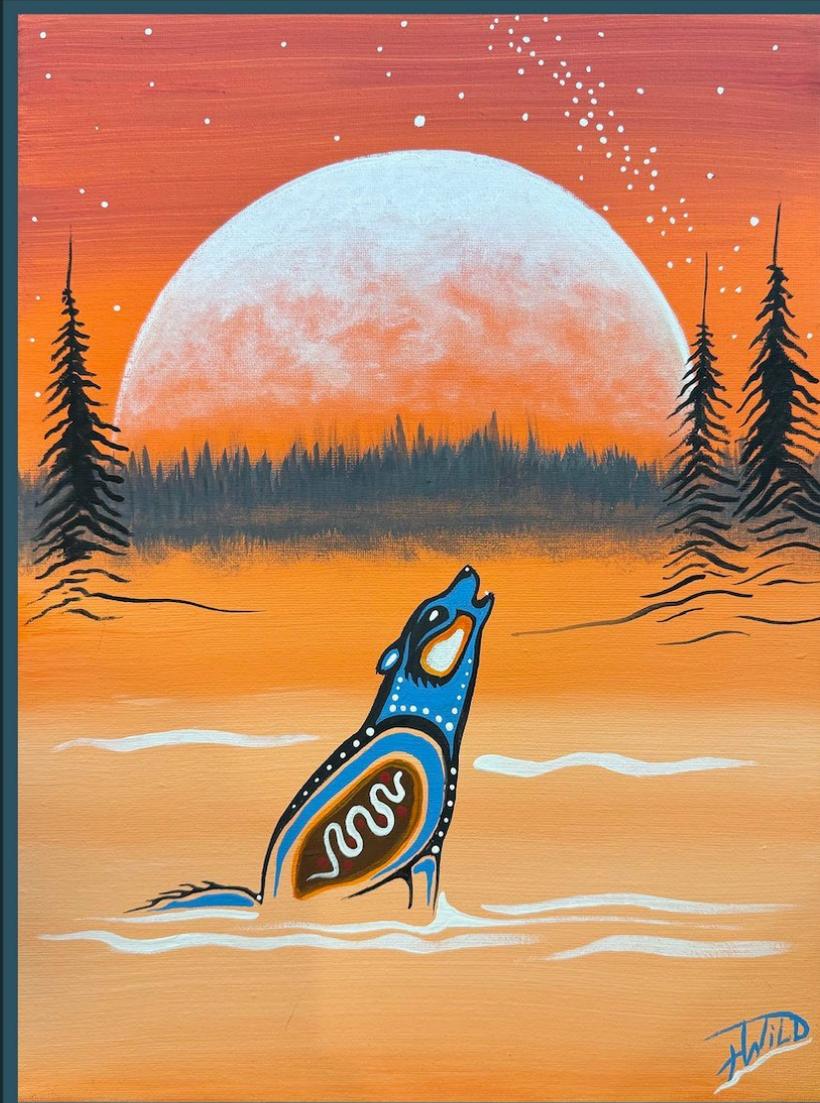
## Summer 2024 Edition

**Canadian Union of Postal Workers  
Winnipeg Local 856**

# EYEOPENER

JUNE 21

NATIONAL INDIGENOUS PEOPLES DAY 2024



BARK AT THE MOON

BY HARRY WYLDE

"Bark at the Moon", by Harry Wilde, originally from Pikogan, now living in Mashteuiatsh (Pointe-Bleue), reminds us that the wolf is a locus of wisdom, resilience, and interconnectedness, in Indigenous teachings. "Má'iingan" meaning "wolf" in the Anishinaabe language, embodies essential teachings about community, cooperation, and balance. A wolf pack has a social structure where each plays a vital role in the pack's survival. This communal way of life reflects Indigenous values of reciprocity, respect, and harmony with all living beings. The wolf is a guardian and protector of the land. Wolves are seen as caretakers of ecosystems, maintaining balance and ensuring the health of natural environments.



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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.*

# Social Steward Contact List

W I N N I P E G



## CUPW Social Stewards:

A workplace peer support network

Social stewards can play a crucial role in responding to the needs of the workforce. It is a helping relationship between equals provided by members to fellow members.

The network is made up of reliable people in the workplace who are there to help improve the quality of your work life.

Social stewards are not specialists or therapists; they're just people who know your work environment.

They are free of any link to authority and able to provide confidential help while respecting your choices.



We're Here to Help

### WINNIPEG MAIL PROCESSING PLANT

Name	Shift	Location	Contact
Jeff Didham	3	Runouts	204.930.6447
Manjot Kainth	1	Bundle Sort / Packets	204.930.8013
Pardeep Gopal	3	Bundle Sort	pardeepgopal@gmail.com
Rob Henn	1	Runouts	robhennss@gmail.com
Inderjit Kainth	3	Oversize	kainthinderjit24@gmail.com

### SOUTHWEST DEPOT

Lisa Peterson	LCA	Lisa.peterson@mymts.net	204.227.6975
Sean Tugby	252	stugby2530@gmail.com	204.229.9787
Denise Schmidt	LCA		mdschmidt76@gmail.com

### NORTHEAST 5 DEPOT

Bonita Jackson	LCA		204.485.0391
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### MORAY DEPOT

Chris Mackling	LC		cmackling2323@gmail.com
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### CHURCH DEPOT

Ashley May	W1 Relief		ashleymay@shaw.ca
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# Working as a union, our future depends on it.

Sean Tugby

President

As we get ready to drift into an amazing summer (fingers crossed), many of us aren't resting as easy, with thoughts of strike or lockout, financial hardships, and uncertainty. We need to look at the past to see what possible and what strength is do we have in our own union and its membership.

One for us all to look back at and feel a sense of pride and what's possible when we all stand up as a collective, our cities was between May 15, and June 25, 1919. The reason was varied but ranged from inflation housing and food were becoming too expensive, hard to imagine what that would have been like... in addition to that workplace conditions were deteriorating and the only ones benefiting were those in positions of power. Funny how in just over 100 years little has changed. But what you may not know is it was bigger than a union or two, it was factory workers, store workers, transit, even police officers, fireman and postal workers some not even unionized but they all agreed change needed to happen.

What was the result of 30 thousand people In Winnipeg walking out in solidarity? Well, the federal government believed the workers wanted a communist revolution and called in the North-West mounted police (current day RCMP) to stop it. They also had influential capitalists and politicians oppose it, which became known as the "Citizens Committee of 1000".

The result is it paved the way for empowering people to find their own voice, to stand up for each other and to oppose authority. The strikers were mainly peaceful; however a streetcar was flipped over, a streetcar sculpture sits on the corner of Market Avenue and Main Street as a reminder of the strength of organized labour and a memorial to the 2 people killed by the Police and the 30 injured on bloody Saturday.

In 1981 our union was on strike for 42 days. The ask? 17 weeks of paid maternity leave, when we look back on that now it seems like common sense, as does child labour laws, weekends, 40 hour work weeks, safe work laws, and yet all of those things come directly from "holding the line" meaning the people that came before us were jailed, fined and imprisoned all in the effort to stand up for those currently working and for that next generation of workers to come.

Workers are the key to the economy and our futures. When an average worker gets paid they spend those dollars on everything from a local restaurant on payday, buying groceries at a local store, playing ball in a local rec center. Workers support our local economy. When a boss makes a large profit, they put it into a bank account. The money that would grow more workers and support businesses in the hands of a worker dies in a corporate bank account.

So how do we get to the point where the workers in 1919 and the workers in 1981 stood up and fought together? It's not easy, but we need to get back to connecting with each other again. Over the last number of years, whether that be in the WMPP where your sections are getting smaller and the automation higher, you're losing the people you have worked shoulder to shoulder with over the years. If you're a letter carrier you have seen if you've been here longer than 2010.

We used to all have those wood cases (A32's) , started at between 5:30 to 7:00am and had one wave, we chatted a lot, our cases had our names on them , we all finished in the daylight and had a work life balance. Currently we are divided into 2 waves, in cases where we can no longer see each other (if you still have the opportunity to sort your own walk), started later, not only pushing most people to work into the dark in winter and heat in the summer, but also creating it near impossible to pick up kids from after school programs and day cares. These new work methods have taken more valuable time from our families.

We are all having a hard time making ends meet, many of us do things like side jobs, overtime to just pay the bills, some even donating plasma. Well guess what, we deserve to be paid a living wage, we deserve to come home each night and not be injured, we deserve time with our families, and we deserve good benefits, and when we earn our right to retire, we deserve a good pension.

So how do we get what we want? How do we work as a union? What steps do we take next? There is no secret to what we can do from a local level, we not only need to support our negotiators, they have a very important job, and they need to hear us in Ottawa, but we need to support each other locally. It's been something I've been saying often, every month since September. We need to start supporting each other and working as CUPW, it can be things like coming to a General Monthly meeting, getting involved in a committee, becoming a shop steward heck coming to a BBQ or attending our social this fall. We need to put aside our differences and find our commonalities, we have way more in common than we have not. When we support each other and work as a collective our collective actions are hard for the boss to "manage". I encourage you all to take a scary step, talk to a coworker you don't know, learn about what a plant worker does, ask a letter carrier about what a day for them looks like, ask an RSMC about their struggle. Talk to one of the tech services people and try and learn from them. We all have so much to learn from each other, and if we are serious about real change, it started about a 100 years ago when average people like yourselves stood up to say, enough. We deserve more and we WILL be heard. It's time for us to write our chapter.

Sean Tugby

**President**

CUPW Winnipeg 856



## Vice President (NEW)

Hello local 856, I wanted to introduce myself. I am Amber Rinn. I have been with Canada Post for 8 years now. It's gone by awfully fast. I have done relief work as a letter carrier in all depots, but Church has been my home depot since 2017. I am currently a router. I have been married to my husband for 18 years now and we have 2 teenagers.

I started getting involved with the union early last year after receiving a 2-4 from Kathy. This pushed me to want to learn & educate myself to stand up for my own rights and to advocate for others when you see them being wronged. Mathew said in my 2-4 meeting with me...If you want change, you need to get involved. It took me a little bit to decide how and where, but I took the leap and got involved.

Here we are 18 months later (lots has happened and that's a longer story) but my frustration with the boss has only grown in this time. This SSD is not efficient. Its more work stacked on, in the same amount of time. The delay of mail is apparent in the plant, the depots and to our customers. Canada Post does not care unless they can discipline YOU for it! Doug Ettinger toots Customer service is their #1 priority and then Health & Safety. These words are the furthest thing from the truth. Their actions on the daily prove this over and over. We care about our customers and go the extra mile, not Canada Post. Health and Safety is a tool they use to discipline. If they honestly cared, there would be A/C and heat in our beastly trucks! They would staff appropriately and not pull people from other sections because they deleted that section. Flyers would have a cap on sets as well as real life weight & poc (points of call) when building routes. Not this de-calculizd version of whatever CP has made up (yes not a real word but it's a word I use daily when dealing with CP and is true with what they do to our delivery values). Giving the carriers time to deliver safely and not have to rush through their days to be able to meet home life responsibilities, like daycare pick-ups. We work to live, we **DO NOT** live to work. There needs to be a work/life balance and less overburdening.

You read on social media and the news outlets every day that Canada Post is reporting record losses (again). It's a negotiation year. They cry this every single time. Investing in the corporation is a "loss". Not making their "projected" profits = a loss. The Albert-Jackson Plant (some 470 million). The new fleet they just purchased (some 200 million). It's creative accounting and they pay someone well to do this. Their investments = losses in the media. These losses are always spun to put the blame on the workers. We want a living wage, shame on us! We want a pension to retire with after 30 years of service, shame on us! We want to not be broken when we finally reach retirement age, again shame on us!

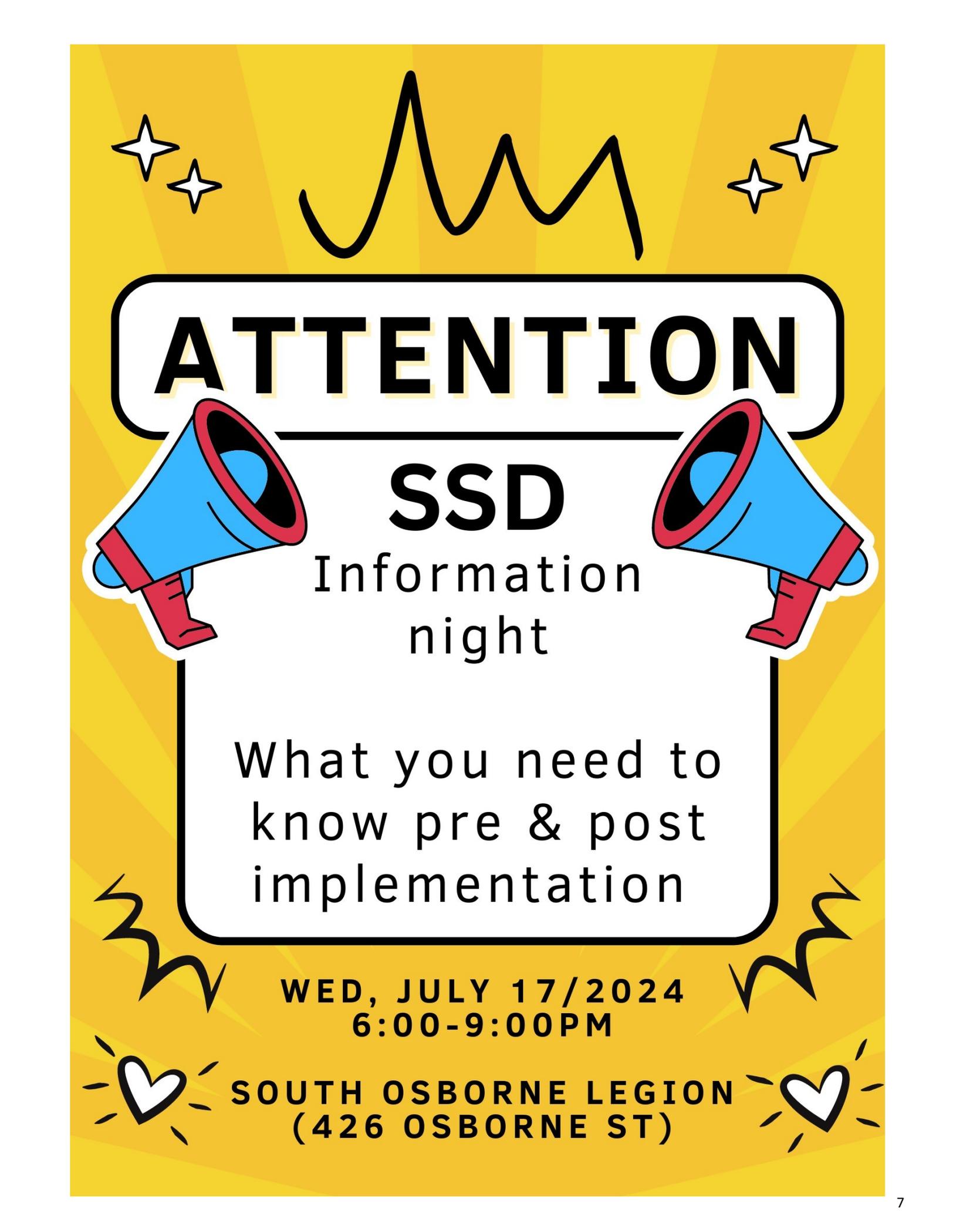
CP is badly managed, and it needs a managerial restructure from supervisors to the top. They restructure us and cut our jobs & stack on more work on the ground floor every few years, they should be doing the same. If our supervisors don't show up, our routes still get delivered. Our section still gets processed, cleared and dispatched. Now if we the work floor didn't show up, nothing goes out. It sits. Food for thought, **WE** keep the company moving. We are valuable. **You are valuable.** The job gets done because of us! Not our supervisors, managers, people sitting in offices.

We have a collective agreement, and Canada Post should be following it! Do not tell us to grieve it and we will deal with it in arbitration. The grievance process is Canada Posts way of drawing things out. They need to do what is right and do it now! No games. We need to hold Canada Post accountable for their actions. We need to be in this together!

Amber Rinn

Vice President





**ATTENTION**

**SSD**  
Information  
night

What you need to  
know pre & post  
implementation

**WED, JULY 17/2024**  
**6:00-9:00PM**

**SOUTH OSBORNE LEGION**  
**(426 OSBORNE ST)**

## Summer 2024 Eye Opener

### **Greetings from the Secretary-Treasurer**

Greetings and salutations, my fellow 856ers. I hope that, despite the changes and tumult of the last few months, you're all doing as well as possible. I know that my offering greetings from this position may throw some of you off, as you've become used to my reporting from the Shop Steward and Grievance side of things. As of the March GMM, I was voted into this office to continue the good work of sister Ha Yen Jiwa, who had held the position for the duration of my time being active with the Local. During her time in office, Sister Jiwa was able to help many of our RAND members fill in the appropriate paperwork to ensure our continued prosperity and did her utmost to ensure the fiscal stability of our Local moving forward. None of which is easy work, and all of which we are all deeply appreciative of.

Over the past few months, I've had an interesting transition from my previous role as Lead Steward to Secretary-Treasurer, but the skills and abilities I gained and honed in my previous role seem to fit quite nicely within my new one. They help me to ensure a high caliber of notes are taken throughout meetings and consultations with management, which in turn helps to ensure all our rights are respected. They have also served to allow me to assist my fellow officers, and keep from overburdening them, by dealing with some issues without having to add to their workload. The work we do can be taxing and draining on both body and mind, so a little help is seldom a bad thing.

To that end, I would like to continue with part of what my predecessor always did, and that is to encourage each and every one of you to look within yourselves, to find that facet of yourselves that you can share with your fellows to aid in the fight today, and in making us a stronger whole tomorrow, and give of yourselves by joining our shop steward corps, our LJHSC team, our Social Stewards, or our various committees. No amount of effort given is too small, and all are appreciated. If all 1,700 of us gave just 5 minutes a week, can you imagine what we could collectively accomplish?

With that morsel of "food for thought," dear readers, I bid you farewell for now. As in previous issues, I heartily encourage all of you to be the change you want to see in our union. Attend meetings, join a committee, become involved and have your voice heard. And in the interim, ensure your safety at work. If it seems unsafe, don't do it. If the employer pushes, that's why Article 33.13 is there. To the best of your abilities, always work safely and by the book. If there's ever anything questionable happening, or you would just like clarification on anything, please don't hesitate to contact the Local. Ensuring that both you and your rights are respected is a big part of why we're here.

**Roman McColl**

Secretary-Treasurer

CUPW Winnipeg Local 856



**cupw•sttp**

Canadian Union of Postal Workers

# Navigating the Process of Short-Term Disability with Canada Life

Hey 856, I can't seem to write enough about Canada Life and our Short-Term Disability Program, but it seems to be the hot topic in my office. Navigating short-term disability benefits is a job in itself, especially when dealing with a provider like Canada Life. The biggest issue in my experience is members are failing to provide "objective medical". So, understanding what Canada Life looks for in a disability claim, the type of necessary documentation needed, will help you present a comprehensive case, and hopefully (fingers crossed) ensure a smooth application process.

Objective medical refers to medical documentation or evidence that supports your claim for disability benefits based on verifiable medical facts rather than subjective opinions or self-reported symptoms.

Here are key elements of an objective medical documentation:

**1.Diagnosis:** A clear diagnosis from a licensed medical professional (e.g., doctor, specialist) that explains your condition. Documented symptoms and their severity are crucial in demonstrating the impact of the condition on daily functioning. A list of symptoms can include chronic pain, fatigue, cognitive impairments, difficulty concentrating, mobility limitations, etc.

**2.Medical Findings:** Objective findings from medical tests, examinations, or imaging that support the diagnosis and indicate the severity of your condition. Copies of all relevant test results (such as MRI scans, X-rays, blood tests) and investigative reports must be included to substantiate the diagnosis and severity of the condition.

**3.Treatment Plan:** Documentation of the treatment plan prescribed by healthcare professionals is necessary. This includes medications, therapies (e.g., physiotherapy), and any surgical interventions planned or undergone.

**4.Functional Limitations:** Specific details about how your medical condition affects your ability to perform your job duties or daily activities.

**5.Prognosis:** Insights into the expected timeline for recovery or ongoing management of the condition are important for assessing the duration of disability benefits.

**6.Specialist Reports:** Reports from specialists (e.g., neurologists, psychiatrists, orthopedic surgeons) who have evaluated the condition, and its impact are often required for complex cases. Other reports of your medical history that contributes to understanding your current condition may also be relevant.

**Reggie Taman**

Health and Safety Officer

Canadian Union of Postal Workers



**cupw•sttp**  
Canadian Union of Postal Workers



## Seniority and Temp Staffing In Group 1

“Seniority is one of the most important and far-reaching benefits which the trade union movement has been able to secure for its members by virtue of the collective bargaining process” (Tung-sol of Canada, 1964).

### **Why do we use seniority?**

Seniority systems started with an attempt by workers to solve the problem of management favoritism and discrimination. This is a central belief of unions, that all workers should be treated equally and fairly.

When only the boss gets to decide, it always leads to a system of favoritism and discrimination. It pits worker against worker in trying to curry the bosses’ favor especially when it came to getting a pay raise or time off.

One method of limiting management’s control over all aspects of a worker’s life was to determine who gets what by something that is very measurable and can’t be twisted by management. That “thing” was how many years of service a worker has with their employer. This measurable item, “years of service” is the basis for seniority systems.

### **Seniority Violations at the WMPP:**

The Local has recently become aware that temporary workers at the WMPP are no longer being allowed to choose their daily assignments when they report to work at the plant. This is a violation of our Collective Agreement. Article 44.12 (a) clearly states that temporary workers are entitled to choose their work assignment based on seniority.

44.12 (a)The Corporation shall offer work assignments of less than twenty (20) days in Groups 1 and 2 in order of seniority to those unassigned temporary employees whose names appear on the appropriate call-in list.

And an assignment is defined in article 13.02 a) (i) as the section where the work is performed.

We have raised this at our monthly Union – Management meetings, explaining that is a blatant violation of the collective agreement, but the Employer continues to disregard the C.A.

### **So, what is the recourse?**

It is always best to avoid a bypass when we can, so to begin with, try speaking with you supervisor on the floor at the board when they are distributing work assignments. Tell them you are being bypassed and point out you have higher seniority than the person being given the assignment you would choose. If they do not correct it, then request to speak with a shop steward and file a grievance.

When grieving a seniority bypass, you need to state which assignment you wanted to be in, and show you have the seniority to get it over the people who were placed there. Your shop steward should include the temp staffing sheets and a copy of the temp seniority list as supporting documents. A photograph of the staffing board is also helpful. Also, it is good to include what management said in your statement of events especially when you are pointing out to them that your rights have been violated, but only include the facts and not why you think the Employer did what they did (even when your assumption is correct an arbitrator won’t accept it).

Be specific when writing your grievance. **Your statement should include the following details:**

- 1.The date of the violation.
- 2.Which assignment you would have chosen.
- 3.Which people with lower seniority (include their seniority dates) were given the assignment you preferred for each date in question.
- 4.Which supervisor you raised it to (if you raised it to a supervisor).
- 5.What the supervisor said when you told them you were being bypassed.

An example of your statement should be something like this. “I was called in to work on May 23, 2024, 2:00 a.m. to 6:00 a.m. There were 9 other temps called in. There were 4 assignments in runouts, 2 in the dock, and 4 in MLOCR on the board. I would have chosen to go to runouts but was told I had to go to the MLOCR. Olga (August 17, 2019), Mary (April 1, 2020), Helen (April 9, 2020), and Anna (March 15, 2021) were sent to runouts. My seniority date is June 23, 2019, and I have higher seniority than all of them. I advised the supervisor I had higher seniority and was being bypassed. He told me he didn’t care.”

Your statement can include multiple dates, but you need to list the facts for each day separately.

A seniority bypass is like *a remove and replace* because the Employer sends you elsewhere from your chosen assignment while replacing you with a lower seniority worker. And like a remove and replace, the Union usually asks that the grievors be paid at time and a half for every hour they worked in which they were not allowed to exercise their seniority rights to choose their daily assignment as damages.

Lastly seniority bypasses should be investigated individually and not as a group. So. Even if the employer is doing this with everyone, everyone has different seniority dates and preferences. Upon review of the all the facts, the Union may decide to group them all together because we are grieving the employer’s staffing practice, but that is something that will be determined in the grievance office.

The Local will continue to raise temp staffing violations, but if you have been bypassed you should grieve it. Please feel free to contact me if you have any questions about your seniority rights or any other aspect of our Collective Agreement.

In solidarity,

Cherylynn Saramaga-Martai

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

204-942-6323ext.3

## Workload Restructuring Officer

### **Route Kits, and Their Importance**

Why is keeping on top of your route updates so important? Our routes, how they are structured, and all the values that are tied to it is our paycheck in letter carrier world. From your 038s, 108,103, 075, special allowance and many other documents that come with your route kit are all connected in one way or another. Keeping your route up to date is the best way to ensure all your time values are correct and accounted for. We all know our supervisors aren't going to go out of their way to update your route for you. It is 100% on us as carriers (with or without the help of the union) to identify, request, and follow up to ensure the proper action was taken.

All the information needed to have a basic understanding of how each document works can be found in the LCRMS (Letter Carrier Route Measurement System) and the MSCWSS (Mail Service Courier Workload Structuring System). They can be quite intimidating of a read, but it is the holy grail of information for route measurement. If self learning isn't your forte that's okay, we have other tools available for you. The local Workload Structuring Committee is actively exploring different ways to provide this information to the membership in a creative productive way. Although the region does host updating your route kit courses, they are not often enough to keep up with the interest and demand of obtaining these skills. Absolutely vital skills if you ask me, but it does take time to hone, strengthen and fully understand. Your union is also here and is another option, upon your request we can be booked off to sit, review and explore your concerns with you.

Some time values that you could start looking at immediately and update in your edit books are simple things such as how many stairs does a Point of Call have? How many doors do you go through? Which Points of Call have NWP's (natural walk patterns), and can we eliminate them? Of course, some values require a few extra steps, all of which start with a written request. Such as requesting foot and mail mobile pacing to be updated. Anytime you have new buildings being built, landscaping changes, and infills just as a few examples. It is important to not assume such POCs have been entered or updated correctly by your supervisor. All the mentioned above can be found on your 038s. Some other avenues of time values that can be explored would be your fixed duties such as CPUs and RPO times which can be found on your 103s and 108s. The moment a timing request is received your union should be involved, adding your desire to have union representation present for these timings in your written request is highly recommended. These timings when conducted are to follow a certain process to ensure health and safety is being followed. It is not unusual for these timings to be conducted behind our backs having many corners cut leading to times far less than they should be. When in doubt request an observer or union presence it is your right to do so, and those observing are knowledgeable about what actions are to be included in these times. Some examples would be allowing the time to run while you wait to be buzzed in, having multiple trips if necessary to use equipment as designed, and allowing for time to secure or organize your load on your truck.

This is simply the tip of the iceberg of values that can be verified and updated. If you are asking questions, requesting the union when needed and are willing to do a bit of late night heavy reading your confidence with navigating your route kit will increase. Keep your eyes peeled for some drop in evenings for how to read your route kit and if you see me on the work floor pick my brain. Knowledge is power and is the best defence we have in protecting our work, job security, and sanity in this challenging time with SSD. Solidarity!

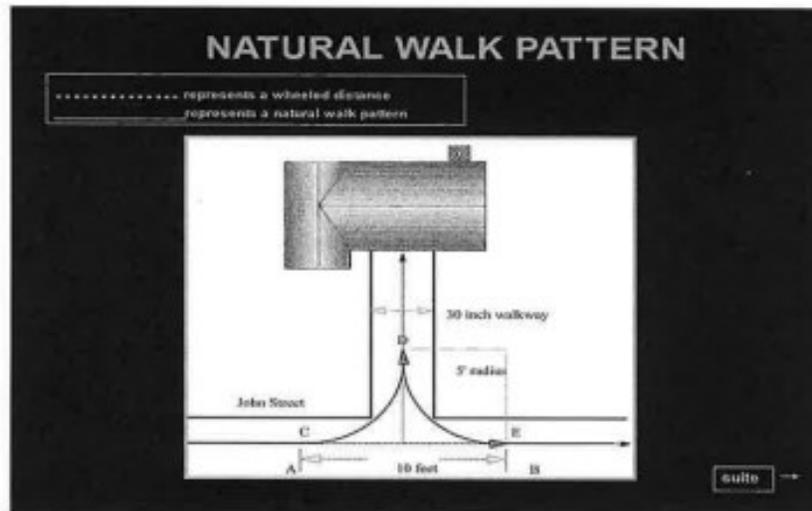
Toni Montanti,

Workload Structuring Officer.

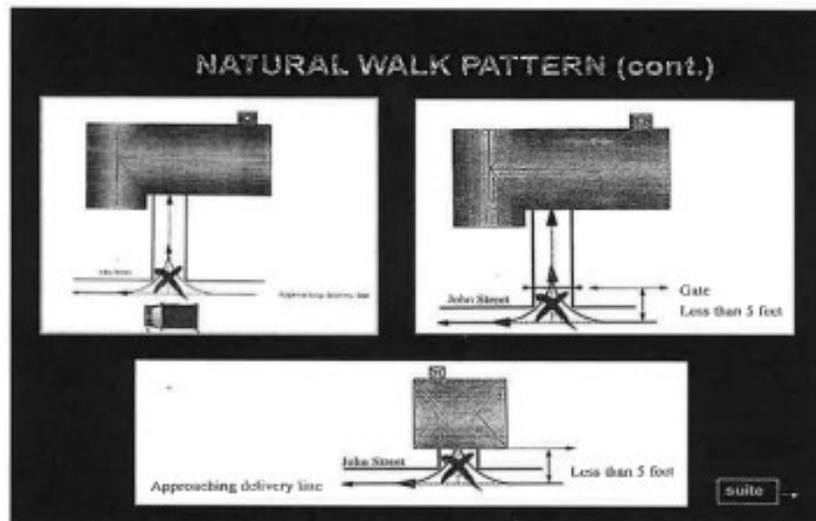
## What is a Natural Walk Pattern?

**NWP** – Natural walk patterns - is an adjustment made to walking distance wherever a

Natural Walk Letter Carrier is required to turn 90 degrees from the line of travel. Inaccurate application of NWP on your route can be significant if applied wrongly. The phot below shows the how of NWP and the 2<sup>nd</sup> photo shows when NEP IS NOT APPLIED. Don't let the system take away 10 feet of your walking distance where it SHOULD not be applied. If you need any help identifying these the workload structuring committee would love to assist you in reviewing this detail on your routes 038 forms and in getting them amended if required.



The NWP factor does not apply when approaching a single point of delivery from a single mailmobile stop or where the mail receptacle, a door or agate is located less than 5 feet from the approaching delivery line



If you are curious what your times values have been applied to your route, contact the Local and we can help you formally request the appropriate documents from your supervisor. If you have any questions about anything route measurement related, please contact us! Glad to assist in any way we can.

# Mahdia Hasan, A force like no other.

The first time I'd heard Mahdia's name was from a co-worker at St. James depot.

For those of you who don't know, St James depot was a temporary depot, opened to house the RSMCs of Southwest depot during their restructure a few years ago. It was a very tight knit community of about 20 RSMC routes, 1 clerk, 2 LCAs and 1 supervisor.

I'd been on holidays when I came back to my co-worker telling me about Mahdia, coming straight up to her, without introduction, and telling her she'd been working way too hard because they hadn't back filled my position while I was away. Mahdia told her to stand up to management and to be safe and advocate for herself. She was a bold, direct and caring VP. I knew then I had to meet this woman.

I watched for her for a few days, I thought maybe she'd been on holidays. The funny thing is, when Mahdia would come to work, she would attract a crowd. People with questions about the CA and their rights, or some who just wanted to connect and catch up. What I didn't know was, she liked to come in earlier than the others, or a bit later and sneak in so she could get her work done and escape! It never worked. She would just laugh and laugh about it. It couldn't be helped. Finally we crossed paths and I knew right away, she is awesome.

Since then, I've spent many mornings with her at her case on my breaks and sometimes well after my shift is over. She is an expert at chatting and sorting her mail at the same time. She's told me stories of her amazing life and is always up for offering her opinion on any topic. She believes in being direct and honest. I find it so refreshing to speak to someone at work who will tell you exactly what they think without a hidden agenda. I have great respect for this.

Mahdia has stood up for me, she has stood against me, and she has stood beside me. We have laughed, cried, and laughed again. One thing you should know about Mahdia, she is fierce. Fierce in a fight, fierce in friendship, fierce in her love for her family, and gives the fiercest hugs. If you ever have the opportunity, meet her. Talk to her. She truly is an amazing person.

Denise



Mahdia is a remarkable friend whose journey I've been privileged to witness and support. I remember vividly the days when she worked tirelessly at Moray depot, balancing a demanding job with the challenges of pregnancy. Those were tough times, especially when the parcels seemed never-ending. Each morning, I made it a point to lend a hand, helping her organize her workload so she could leave on time. It was a small gesture, but one that she deeply appreciated amidst the chaos.

Since those days, Mahdia's path has taken her to extraordinary places. Her ascent to the role of vice president of the local revealed a side of her I hadn't fully seen before—a fierce activist with a passion for standing up for others and fearlessly speaking her mind. It was inspiring to witness her transformation into a leader who not only advocated for members but also embodied resilience and determination.



During a challenging period in my life marked by health issues last year, Mahdia was there for me without hesitation. It was only later that I learned she was also facing her own health battles, which she chose to keep private. Her unwavering support during my time of need underscored the depth of her character and the strength of our friendship.

She may have stepped down from the VP position to look after herself, but I still hold her in the highest regard, not only for her professional achievements but also for the integrity and kindness she brings to every aspect of her life.

- **Reggie Taman**

I first met Mahdia while working at the Local Office as the Interim Chief Shop Steward. She had taken former president Matthew Aitken's invitation to join the Executive to heart and did so by running for Vice-President. From the first, Mahdia was a fiery, passionate sister with deep love and appreciation for our Union and its varied members. Mahdia always strove to ensure that the voices that were not always present at GMMs and the like were still heard, particularly those of her fellow RSMCs. Though it pains me to say it, our RSMC brethren are not always front of mind when tackling Urban issues, but Mahdia always ensured that they were not left by the wayside.

Even when speaking to matters not directly linked to RSMCs, Mahdia spoke with a fiery passion that often moved and swayed entire audiences. This was most evident in Edmonton, at Regional Conference, when she stood to speak for the very first time. The care she had for our Union and its members, and the ardor with which she spoke caused the room to fall silent while she was speaking and erupt in raucous applause when she had finished. By all accounts from seasoned veterans, none could remember a first-time speaker drawing such a response, let alone a standing ovation such as Mahdia had done.

Over the past two years Mahdia has been a bulwark for the membership, both within the Executive, and when facing off against management. She took it upon herself to learn the intricacies of not only her own collective agreement, but also the Urban CA and our CUPW National Constitution. She led her committees with strength and resolve and helped reignite the spark of siblinghood and community in them that had been flickering for years. I've met few people with the tenacity and fire of sister Hasan. I would like to thank her for everything she's done. And we all wish her a speedy recovery, and all the best that life has to offer.

**Roman**

I have had the privilege of knowing Mahdia Hasan for 3 years, we often passed each other at Southwest depot and exchanged a smile but not much more than that. After the previous president resigned his position, I had a call that night from Mahdia STRONGLY encouraging me to consider the position, we must have talked for 2 hours. We knew each other from exec, but really didn't have a strong connection. From that phone call on we became very bonded. The phone calls continued, as did my respect for the passion, grit and drive Mahdia exudes. Mahdia leads by example, by simply being around her you want to be better, do better and try harder. As months went by, countless hours of conversation and laughs I became aware of how rare of a sister she is. I've seen her hug a person on a mic at a conference who was having an emotional moment, and tear strips off another hours later. But always Mahdia can be heard speaking with passion on subjects that she feels deep in her heart.

Mahdia is one of the strongest sisters I've met, she will call anyone out she disagrees with, friend or foe I if she disagreed with you, you'd know. Every lifetime we meet someone who shakes us to our core. Mahdia has been a major influence for me and her unwavering character and doing all things union with the motivation of, what ever is best for the membership. I hope you make the time to meet this sister, if she has a 1/8<sup>th</sup> the influence on your life as she's had on mine consider yourself very privileged.

Sean Tugby

**May your vibe shift  
the whole damn  
frequency of the  
room when you  
walk in .**



When I first met Mahdia I was immediately drawn to her beautiful energy. She is magnetic, radiating warmth and lighting up every room she enters. Her energy and passion are an inspiration to all around her.

Even though she was rather new to working with Canada Post, Mahdia stepped up to represent her co-workers, amplifying the voices of the RSMCs. She wasn't afraid to ask questions or share her opinions and she was quick to say something if she didn't think it was right. As Vice President Mahdia worked hard to build our local, helping to make life better for all postal workers and their families. She approached tasks with zeal and an "I got this attitude" which matched her dynamic personality. It was a true pleasure to serve alongside Mahdia as a member of the Local executive and I miss seeing her around the office regularly.

**Cherylynn Saramaga-Martai**

**Mahdia you are a strong & amazing human, mother, partner, sister, union activist ( just to name a few). Keep fighting!**

# Celebrating the WOLF on National Indigenous Peoples Day!

On National Indigenous Peoples Day, June 21, we celebrate Indigenous cultures, traditions, and wisdom. It is also the summer solstice, a time of renewal and connection.

As we try to survive a broken world, the summer Solstice is an opportune time to reflect on the possibilities for a better, more sustainable home. A key to our wellness is to multiply connections with each other and also, with the natural world.

The work of art below, “Bark at the Moon”, by Harry Wylde, reminds us that the wolf is a locus of wisdom, resilience, and interconnectedness, in Indigenous teachings.

“Ma'ingan” meaning “wolf” in the Anishinaabe language, embodies essential teachings about community, cooperation, and balance. A wolf pack has a social structure where each plays a vital role in the pack’s survival. This communal way of life reflects Indigenous values of reciprocity, respect, and harmony with all living beings.

The wolf is a guardian and protector of the land. Wolves are seen as caretakers of ecosystems, maintaining balance and ensuring the health of natural environments. In this way, they remind us of our responsibility to steward the earth with reverence and care. As Sister Meagan Goudreault frames it:

*How we walk in our community and how we take care and interact with one another is really tied with our wellness. If we honour the wolf by putting these teachings into practice, we not only enhance our lives, but we enhance our community.*

As we celebrate National Indigenous Peoples Day, let’s honour the wisdom of the wolf and the Indigenous peoples who have safeguarded this knowledge for generations. May we draw inspiration from their teachings of interconnectedness, resilience, and respect for the earth as we strive to build a more harmonious and sustainable future for all.

In Solidarity,

Coleen Jones

2nd National Vice-President

## **Transcend Together - Our Uniqueness Is Our Greatest Power**

Members of the Winnipeg Local were among the 10,000 people who took part in the Winnipeg Pride Parade. This year's theme "**Transcend Together**" embodies the collective strength and unity within the queer community. This theme embraces inclusivity, highlighting the diverse spectrum of identities within the queer community and fostering solidarity among all members. It emphasizes the empowerment and resilience of trans individuals, advocating for the protection of trans rights and the celebration of their unique identities.

Why do we celebrate Pride Month?

It's a celebration of lesbian, gay, bisexual, transgender, queer, questioning, intersex, pansexual, Two-Spirit, asexual and agender (LGBTQQIP2SAA or 2SLGBTQ2+) communities. Ensuring peoples freedom to live their lives authentically. It's a time to recognize the rights and achievements of people belonging to this community: the right to marry, right to adopt, and legal equality.

Celebrating Pride Matters because People are still attacked because of their real or perceived sexual orientation and gender identity. Threats, violence, and harassment against [2SLGBTQ2+](#) people happen every day. There are 64 countries around the world which still criminalize same sex relationships (12 in which you can be given the death penalty), and the people their still live in fear. Celebrating Pride is the embodiment of that sense of belonging that comes from moments similar to seeing a pride flag or sticker hanging in a window of a business or home. You know Pride is a safe space, you are free from judgement and that can be yourself.

As unionists, we stand behind the motto: "An injury to one is truly an injury to all." We know how important it is to center our advocacy around the most marginalized groups. Pride events are about human rights; they empower 2SLGBTQ2+ individuals to reclaim the rights and freedoms they are denied, and the public spaces they are often excluded from. Visibility is crucial, especially when some government representatives and opposition groups go to considerable lengths to put 2SLGBTQ2+ people at the margins of society. Everybody should feel comfortable and safe being themselves wherever they are.

In solidarity,

Cheryllynn Saramaga-Martai



# PRIDE 2024

## **Lead Steward- External (South Zone) Report**

Hey there 856'ers, hope you are all enjoying the heat, after all its not here for long and if you know Winnipeg weather you have to enjoy every minute of it...

Weather aside, the business of the local booms along as restructure after restructure continue to steamroll across the city. With each restructure members of the Workload Structuring Committee have been diligently holding the employer accountable to every parking location, park and loop and values given to each route to make sure they are built properly. We want to make sure that our members are not being put at unnecessary risk or overburdening already busy routes. The work is relentless as the employer doesn't seem to care that some routes can be built at just over 30% coverage downtown (they do know we deliver admail in thirds, right?!)

The final consultations for the Downtown Delivery Depot (DDD) are underway (hopefully to finish up next week) and hopefully members in that depot can begin to start bidding on the new routes as that depot goes live for SSD starting August 19<sup>th</sup>. Yikes!

At the same time that final consultations are going on downtown, the build for Southwest Depot has already begun with Southwest 2 already underway. I will keep you updated as the local gets more information on the build as they progress. There will also be SSD information meetings that will be held in the upcoming months that will provide members clearer info of what to expect come the fall.

Also new to Southwest Depot (and the rest of the city) is the introduction of the new 17.04 staffing process. There is a lot to digest in this so I will try to summarize as easy as possible. When PT was being introduced in 2010, the union and management came up with an understanding that depots would be staffing by wave and then by seniority. This was the agreement until some depots came to realize that the employer needed to give the lower seniority members a chance to do OT and not just all the senior wave 1 and 2 members. The employer, it seems, forgot about equal opportunity and while some members were getting plenty of OT, others would get none at all...Something had to change.

The collective agreement does not mention wave 1 or 2 at all, and even 14 years later there has not been any change to how 17.04 is administered. The result is a system that allows all employees a chance to do OT. (You just have to sign up first!) This is how it should work (bear with me):

At 10:30 the staffing supervisor should know all routes that are fully or partially uncovered- hence the need for 17/04 (Other route OT). Members who have signed up will have a chance to see what routes are available before they leave on wave 1 or while they come in (on wave 2). The staffing supervisor has to take into account priority routes (business routes, RPO routes) and make sure that all Part-timers have extended hours.

Cameron Fortier  
Lead Steward- External  
South Zone



**KEEP CALM  
AND  
TALK TO YOUR SHOP STEWARD**

# WORC Centre

The Workers Organizing Resource Centre was established in November of 1998 in Winnipeg, MB following a motion that was passed at the National Executive Board of the Canadian Union of Postal Workers. It is a registered non profit organization and is funded solely by the Canadian Union of Postal Workers.

The purpose or mission statement of WORC was to establish a storefront organization to provide advocacy and support to non unionized workers in Winnipeg and surrounding areas as well as to provide advocacy based on the growing needs of the community. The primary focus was to establish a hub to attract organizing opportunities in order to improve wages and working conditions of non unionized workers.

Currently WORC is located at 432 –b Ellice avenue in downtown Winnipeg where it subleases office space from the Social Planning Council (a non profit, anti poverty organization) . Within the office space are offices rented by UNIFOR local 4209, the CUPW Red River Local, as well as the Manitoba Lower Income Intermediary Project a non-profit advocacy group for lower income individuals.

Since it's inception the WORC has invited progressive and community minded groups to have access to our facility providing free meeting space. Over the years the user groups have included: Peace Alliance of Winnipeg,

Mayworks, International Workers of the World-Winnipeg chapter, Solidarity Winnipeg, Food Not Bombs, Cuba Solidarity, ACORN, Venezuela Peace Committee, Council of Canadians, Delivery Drivers Of Manitoba, among others. This network of allies has been valuable in establishing relationships in the broader community and resulted in a number of presentations on behalf of postal workers at Canada Post Mandate reviews.

In terms of organizing, there have been a number of successful organizing efforts including, Zipper Courier ( T-force), Direct Distribution and Medical Carriers who became the Red River, Muddy Waters locals. Additional organizing drives from the WORC included RBC call centre, Cabela's, and efforts through larger CUPW campaigns ; Shoppers Drug Mart, Highway Service Carriers. In addition , through the WORC centre, ACORN conducted a door to door outreach and survey project on the issue of payday lenders.

The WORC has also provided experienced advocacy in Manitoba Employment Standards appeals appearing on behalf of non unionized workers in front of the Manitoba Labour Board, where our success rate is approximately 75%. The decisions can be found on the Manitoba Labour Board website. WORC has also assisted workers with Workers Compensation, Human Rights , Workplace Safety and Health, and referrals to basic legal services.

Through the Manitoba Lower Income intermediary Project, volunteers have provided advocacy on Employment Assistance, Residential Tenancies, Disability and housing. The MLIP also provides advocacy training through a 10 week program which includes segments on workers rights and employment standards, and work shops and seminars as well as working with students from the University of Manitoba, University of Winnipeg Labour Studies programs, and students from the School of Social Work.

WORC had begun a necessary revitalization, holding meetings to discuss a revamping of the website, a better communication strategy, and improved outreach and educational components, recognizing the influx of new workers who are refugees from the Ukraine and other war zones. WORC is also exploring partnership possibilities with labour bodies or other organizations for the purpose of cost sharing and expansion of services.

Myron May

## **Suspensions, Celebartions, and Dorritos, oh my!**

So I'm cheating a little bit and taking part of my report from the last GM, why? Well it had a lot of great information. Its no Deja vu

The employer seems to take great pleasure in hidden and ever changing policy's. As the lead external shop steward I'm often involved with 24 meetings and discipline grievances. As such I'm quiet aware of the allegations the corps makes against our members. Often claiming policy's and procedures were not followed. What those policy's and procedures are? That's often the mystery. No one knows where they came from, when they were implemented or where they are in writing. A few weeks ago I learned of the alleged policy, you must report all missorts to your supervisor, and not following that warrants a emergency suspensions. Knowing this after returning from my day of SSD Delivery I took these to supervisor to report them. It was a combo of random wrong letter in sequenced and some manual mail missorted or mislabeled. Well, I'll tell you, I was looked at like I was off my rocker and questioned why I was reporting them. Huh? I explained why, only to be told well that's a northeast depot thing not a church depot thing. I was further told that if I want to report them I can write them on a scrap piece of paper. All the while just days prior northeast depot celebartioned their SSD transformation with Dorritos and suspensions on the hour every hour for similar issues. You may ask, Celebartion? Dorritos? Its a spelling mistake, but not mine. It was part of the announcement the corporation has put out. Spelling mistakes and all. It read like something straight out of the Beaverton. But sadly, was not satire.

Another recent incident was a new carrier being suspended for parking on the non parking side, with traffic to do a personal contact item.( which we are allowed to do) we are also not given the time values to circle around the street to park or "stop" to do personal contact items. The member also did a U-turn on the street and that's apparently against corporate policy. I Wish the route measurement officers knew this when they build routes with U-turns. There is a legal word for that. Its called entrapment.

What do all these suspensions mean? Well its financial stress on the member, it costs the corporation several hundred dollars after you factor in the time off for 24 meeting, time for filing grievance, for the local to present that at first level grievance hearings, and then into thousands if it goes to arbitration. Canada post cries poor, yet they continue to hand out frivolous suspensions that CUPW continues to win back through the grievance process. A 5-day suspension = 40 hours of completely unproductive PAID time. Not to mention dismissals that are around a year totaling \$60,000-\$70,000 of unproductive time paid.

I also want to encourage all the letter carriers to put in requests for delivery carts under appendix K. If anything, its weight off your body walking with heavy mail and flyers. For CMB delivery it means less bending down to the ground to swap between mail, parcels and packets and flyers. The Corporation is contractually obligated to provide these carts. The C-46 is the blue cart with an old school looking bag attached to it. The C-45A is more of a folding dolly looking cart that a LFT clicks at the top at an ergonomic height, and 2 more, or 1 large tub can be placed at the bottom. If you don't receive one to use, a grievance should be filled.

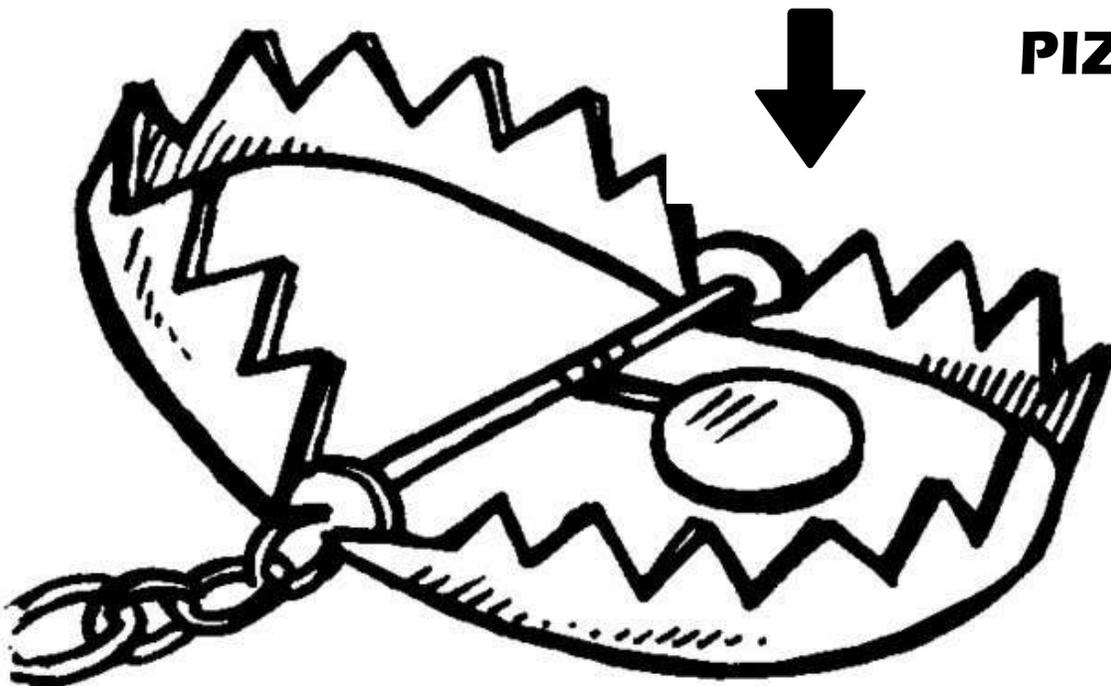
Chris Desjardins  
Lead shop steward, North zone



**SIGNING BONUS**

**DORRITOS**

**PIZZA**



**DON'T FALL FOR IT. WE WANT A LIVING WAGE!**

## Education Officer (New)

# New letter carriers!!

Welcome to CUPW!

Congratulations on your new job! I imagine you may be very proud and excited to be new to Canada Post. I know I was when I started in 2020.

When I was hired, I had never been part of a union before. I found it very overwhelming because there was so much to learn about the job, the corporation and the union all at the same time. I remember Sean (local President) coming to my training class and giving his hour talk on union stuff. He spoke about things like, staying hydrated, pre-conditioning, proper footwear, stress, keeping track of your hours and our union history among many other things. He had lots of great information but, I don't think I really had a great idea about what it was like to really be a part of the union.

**There is a place for everyone in this union.** The language may be hard to understand at first. I made a point of going to the monthly **GMM** (General membership meeting), getting on the **mailing list**, joining CUPW **Facebook** groups and watching the **union board**. The union board will show you if there are upcoming events, meetings, social steward list and contact info, information from our regional and national CUPW groups and any CUPW forms you may need.

**Meet your shop stewards.** You get 15 minutes with a shop steward when you move to a new assignment. If the staffing officer doesn't offer a tour by LJHSC (local joint health and safety committee) and a meeting with a shop steward, ask for one.

**Get as many phone numbers as you can** from other members, and ask as many questions as you need. Ask more than once if you need to. There is a lot of new info and a lot to absorb in a short time.

**Take the time to get organized.** You may feel rushed to get in and out of the building or start your work. Take a breath, ask questions, get answers, get organized.

**Check in with your supervisors.** Tell them what's on your plate (volume of mail/parcels, collation of flyers), check in with them before you leave. If it is getting toward the last hour of your shift and you still have work to do, call the supervisor for direction, they may tell you how to prioritize.

**Letter carrying is all about balance.** A balanced diet, balanced water intake- not too much, not too little, balanced clothing – depending on the type of route/duties, and work-life balance. You may feel pressured to work longer than your scheduled shift. It is your choice. Feel free to put in your time and leave for the day.

Every depot you walk into will feel different. Some depots have a strong workfloor. You may feel very supported by your fellow workers in these depots. Some depots have a “get in and get out culture”. You may feel more isolated and lost in these depots.

There will probably be times when you're struggling and feel alone and defeated. There are others who feel the same way. The best part of being a part of this union... **You are not alone.**

Reach out if you need to. **CUPW 204-942-6323**

# TAKE YOUR BREAKS.

I know you want to finish your work. It's not your fault, or your problem if you have more work than you can get done in your shift. It is up to your supervisor to figure it out. Take the time for yourself to rest, nourish and regroup.



Denise Schmidt  
Education Officer  
[education@cupwpg.ca](mailto:education@cupwpg.ca)

# Dealing with the Heat and What to Look For – Reggie Taman Health & Safety Officer

We are heading into the hottest days of the year and whether you're working inside, or out in high temperatures, it's crucial to be aware of the signs and symptoms of heat-related illnesses. Here's what to look for and how to mitigate risks:

## Signs and Symptoms of Heat-related Illnesses:

**Heat Exhaustion:** **Symptoms:** Heavy sweating, weakness, dizziness, nausea or vomiting, headache, cool, clammy skin, fast and weak pulse, fainting. **Action:** Move to a cool, shaded area, loosen clothing, drink water or sports drinks, apply cool wet cloths, or bandana, notify your supervisor immediately, and seek medical attention if symptoms worsen or don't improve.

**Heat Stroke:** **Symptoms:** High body temperature (above 103°F or 40°C), hot, red, dry (stop sweating) or moist skin, rapid and strong pulse, throbbing headache, dizziness, confusion, unconsciousness. **Action:** Call emergency services immediately. Try to seek a place to cool down. If you are delivering on the street, you may have to knock on a customer's door to seek medical/call 911.

**Heat Cramps:** **Symptoms:** Muscle spasms or pain, usually in the abdomen, arms, or legs. **Action:** Stop activity and rest in a cool place, drink clear juice or a sports beverage. Report the condition to the supervisor.

## Prevention Tips:

**Hydration:** Drink plenty of water throughout the day, even if you don't feel thirsty. Pack a cooler of frozen water bottles, or frozen sports drinks with electrolytes. Avoid sugary, caffeinated, beverages.

**Clothing:** Wear lightweight, light-colored, loose-fitting clothing and a wide-brimmed hat to protect yourself from the sun.

**Schedule:** Take regular breaks/breaks as needed in shaded or cool areas, or seek a restaurant/store

**Sun Protection:** Use sunscreen with SPF 30 or higher and reapply as directed. Wear sunglasses with UV protection.

**Monitor Each Other:** Keep an eye on coworkers for signs of heat-related illnesses and encourage each other to take breaks and hydrate.



There are no federal regulations on exposure to heat, so prioritizing health and safety during hot weather conditions is essential for everyone working in any environment. Report every incident or discomfort due to exposure to heat.

# 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.

## “House” cleaning!

Did you get an unfavorable 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 unfavorable letter on your personal file removed after a year.

**“10.02(c) Any unfavorable 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

## **BLAST FROM THE PAST!**

This is 11 years old. A worth wild read for those who were not with the corporation back in 2013

### **BUSINESS UNIONISM JUST DOESN'T WORK!**

So, here we are, through another round of collective bargaining and a new contract for Urban Operations and RSMC members at Canada Post.

It was a rather nasty and underhanded manner in which this Crown Corporation conducted its affairs with us as workers. By using the Federal Government to change the laws under which the collective bargaining process was conducted, we were put into an unfair legal disadvantage. The strength of collective action (strike, lock-out) was removed from the process of negotiations. The threat of an imposed collective agreement placed those that were negotiating on our behalf into a very precarious situation: Give the membership the right to vote and decide upon the agreement, or take a gamble on the binding arbitration process. While I certainly was not in favour of agreeing to the new contract, holding a vote was certainly the correct step to take to allow democracy to run its course.

What was the gravest concern for me was the lack of turnout by members to vote in our local and across the country. Yes, low and non-participation rates in democratic processes is certainly part of the North American tradition. Voter turn-out to municipal, provincial and federal level elections is generally quite low. Given the general disconnect that most people feel towards the lawmakers they elect, I do understand the apathy that citizens have. But when we are talking about the document that guides our daily working lives, people **MUST** take a larger and more active role

Indeed, low participation is quite indicative of what many people's perception of what a union actually is and expect from it. There is a strong notion in North American society (and many unions behave this way) that a union is a separate entity from the workers themselves; That all a member of a union need do is pay union dues and file a grievance and all their problems will be resolved; That a union is a low cost lawyer on retainer to get workers out of trouble (This is the concept of "Business Unionism").

There was a time when Unions operating under a business union model were able to negotiate decent collective agreements and the grievance and arbitration process worked well enough. There was even a time when there were some employers had a certain degree of integrity and good faith to resolve issues (or perhaps fear of what might happen if they didn't...). Workers were able to sit back and let their representatives resolve the issues, and maybe show up to a picket line every decade or so. Today, not so much!

No, today workers need to develop a different approach to resolution of our conflicts with the employer. Workers and our union representatives need to recognize that direct action on the work floor gets the goods. We need to move beyond "filing a grievance" as our one and only tactic to resolve issues. We need to use our strength on the work-floor to force the employer to follow the collective agreement. We need to creatively use the collective agreement and work rules to our advantage, to control our work-floor and our work-day.

To do this, workers need to understand our own role in this struggle. We need to be active participants. We need to take a stand. On the work-floor: Everyday, Everybody. When the employer short staffs us by not filling absences: we work at the same safe and sustainable pace we have always worked, because sweating through the work and getting it done justifies the employer **PERMANATLY DELETING THE UNSTAFFED POSITION**. When product piles up and is unprocessed at the end of the shift, or at departure time, so be it. We all need to recognize what the employer is doing: speeding us up. Unprocessed mail will get more bodies in the workplace than overworked posties with back injuries. And really, is a rancid pancake breakfast worth a career of perpetual madness.....?

When the employer fails to take appropriate measures to ensure proper staffing levels to minimize the use of compulsory overtime, what happens if NOBODY is available to do it? It's funny that the employer tells letter carriers that the Collective Agreement compels them to work overtime, yet the same Agreement says the employer is compelled to minimize it. What happens if everyone says to the boss "you're not following the rules, so, why should we

And speaking of work rules: (I am going to lose the popularity contest here, but, so be it: it needs to be said.) Letter carriers, we all carry PDTs now. They track our every movement. They know exactly when we punch out for the day. Canada Post will, no doubt, be restructuring our routes to align with the times we finish. Work through your lunch and breaks and cut through every lawn you can everyday just to get back to the office 45 minutes early? This is all being tracked. Make no mistake. Canada Post will jig the computer software that creates our routes to fill in those 45 minutes and throw in an extra half hour for good measure. "File a grievance", the Corporation will say if you don't like it.

We need a better response: We follow the line of travel and work safe, everyday. No more early starts. No more straight-throughs. No more cross country. No more re-aligning the line of travel. No more overtime that we don't want. We bring back the mail at hour eight. Everyone, Everyday. This will save our bodies for the long haul as well as our jobs.

You are the Union. Be wise and be militant! Show the Employer that Enough is Enough!  
**OUR JOBS, OUR FIGHT, OUR FUTURE!**

In Solidarity,

Ben Zorn

Local 856 President in 2013



# CUPW ~ SOCIAL/MIXER

## **CELEBRATING**

### **OUR MEMBERS PAST & PRESENT**

**WHEN:** SATURDAY, NOVEMBER 23RD/2024

**TIME:** 8:00PM TO 1:00AM

**WHERE:** STURGEON HEIGHTS COMMUNITY CENTRE

**ADDRESS:** 210 RITA STREET

TICKETS ARE **\$10.00** EACH (348 available)

AVAILABLE ON ALL WORKFLOORS & UNION OFFICE

(check your union board to see who is selling them on your work floor)

If you have a connection for social prize donations, this would be very helpful. Any & all donations can be dropped off at the union office before November 1st.



**The best time to start saving money for a future strike was when we signed our last contract. The second-best time to start is today.**

The Union and Canada Post have just recently begun negotiation talks but given Canada Posts demands for rollbacks and changes to our work methods it is likely at some point the parties will reach an impasse and negotiations will break down.



If we cannot reach a tentative agreement at the bargaining table, then the next step is to go to conciliation. Either party can apply for conciliation. Once it is requested the Minister of Labour has 15 days to appoint a conciliator.

After the conciliator is appointed, the parties take part in a conciliation process for 60 days. At the end of this 60-day period, there is a 21-day cooling-off period before the parties obtain the right to strike or lockout. Therefore, the parties acquire the right to strike or lockout at the end of the 81<sup>st</sup> day following the appointment of the conciliator by the Minister of Labour.

It is not too late to start setting aside some money to help cushion the blow for when we are on the picket line. Every penny counts! Put as much money as you can away each pay cheque. This will help you weather the storm when we are on strike.

The chart below shows you how much you will save over time if you start next pay day.



	<u>3 Months</u> (6 pay periods)	<u>6 Months</u> (13 pay periods)	<u>9 Months</u> (19 pay periods)
50\$ per paycheque	\$300	\$ 650	\$950
75\$ per paycheque	\$450	\$975	\$1,350
100\$ per paycheque	\$600	\$1,300	\$1,900
150\$ per paycheque	\$900	\$1,950	\$2,850
200\$ per paycheque	\$1,200	1,950	\$3,600





**Winnipeg Local 856**  
*NOTICE of GENERAL MEMBERSHIP*  
*MEETING is at*  
**Bronx Park Community Center**  
August (no meeting)  
September 7th  
October 5th  
November 9th  
December 7th

**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@cupwpg.ca](mailto:vicepresident@cupwpg.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