



## **SPRING 2025 EDITION**

**Canadian Union of Postal Workers**

**Winnipeg Local 856**



**THE STRUGGLE CONTINUES...**



**cupwosttp**

**Winnipeg local**

**207—83 Sherbrook Street**

**phone: 204.942.6323**

**fax: 204.943.7942**

**web: www.cupwwpg.ca**

**Facebook: CUPW Winnipeg Local #856**

<b>President</b>	<b>Sean Tugby</b>	<a href="mailto:president@cupwwpg.ca">president@cupwwpg.ca</a>
<b>Vice President</b>	<b>Amber Rinn</b>	<a href="mailto:vicepresident@cupwwpg.ca">vicepresident@cupwwpg.ca</a>
<b>Secretary- Treasurer</b>	<b>Roman McColl</b>	<a href="mailto:sectreas@cupwwpg.ca">sectreas@cupwwpg.ca</a>
<b>Health and Safety</b>	<b>Reggie Taman</b>	<a href="mailto:healthandsafety@cupwwpg.ca">healthandsafety@cupwwpg.ca</a> Cell: 204-770-0789
<b>Grievance Officer</b>	<b>Cheryllynn Saramaga-Martai</b>	<a href="mailto:grievance@cupwwpg.ca">grievance@cupwwpg.ca</a>
<b>Workload Structuring</b>	<b>Toni Montanti</b>	<a href="mailto:wso@cupwwpg.ca">wso@cupwwpg.ca</a>
<b>Education Officer</b>	<b>Denise Schmidt</b>	<a href="mailto:education@cupwwpg.ca">education@cupwwpg.ca</a>
<b>Chief Steward – External</b>	<b>Chris Desjardins</b>	<a href="mailto:externalsteward@cupwwpg.ca">externalsteward@cupwwpg.ca</a>
<b>Chief Steward– External</b>	<b>Bill Zenert</b>	<a href="mailto:externalsteward2@cupwwpg.ca">externalsteward2@cupwwpg.ca</a>
<b>Chief Steward - Internal</b>	<b>Ed Schwartz</b>	<a href="mailto:internalsteward@cupwwpg.ca">internalsteward@cupwwpg.ca</a>
<b>Chief Steward– Internal</b>	<b>Lisa Winnicky</b>	<a href="mailto:internalsteward2@cupwwpg.ca">internalsteward2@cupwwpg.ca</a>
<b>Chief Steward – RSMC:</b>	<b>Patrick Clare</b>	<a href="mailto:rsmc@cupwwpg.ca">rsmc@cupwwpg.ca</a>

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
MANJOT KAINTH	1	BUNDLE SORT/ PACKETS	204.930.8013
ROB HENN	1	RUNOUTS	ROBHENNSS@GMAIL.COM
JEFF DIDHAM	3	RUNOUTS	204.930.6447
INDERJIT KAINTH	3	OVERSIZE	KAINTHINDERJIT24@GMAIL.COM
PARDEEP GOPAL	3	BUNDLE SORT/ PACKETS	PARDEEPGOPAL@GMAIL.COM

### SOUTHWEST DEPOT

DENISE SCHMIDT	LCA		204.698.6895
LISA PETERSON	LCA (NOT IN DEPOT)	LISA.PETERSON@MYMTS.NET	204.227.6975
SEAN TUGBY	LC #252 (UNION OFFICE)	STUGBY2530@GMAIL.COM	204.229.9787

### NORTH EAST DEPOT

BONITA JACKSON	ROUTER		204.485.0391
----------------	--------	--	--------------

### MORAY DEPOT

CHRIS MACKLING	LC #431		CMACKLING2323@GMAIL.COM
----------------	---------	--	-------------------------

### CHURCH DEPOT

ASHLEY MAY	W1 RELEFF		ASHLEYMAY@SHAW.C
RANDI DUECK	W1 RELIEF		RANDIDUECK@YAHOO.CAA

### NORTH ZONE

LAUREL HART	TEMP		204.227.2498 (CALLS ANSWERED BETWEEN 8AM TO 5:30PM)
-------------	------	--	--

# Next steps for 2025

## President

Sean Tugby

We know where our year left off but where do we go from here? How do we move forward as a local and where should we focus our attention? I believe we should focus on education and organizing. Having activists on the work floor with full toolboxes is the best way to support the rank and file. Having stewards who can not only advocate for members that need it but also can educate that member and show them how to fight back if they were to arrive in that situation again. Having education's to support that next generation of activist, for example running a temp rights course quarterly followed by welcome to CUPW, these are the basic building blocks that let new members and people who are not union knowledgeable to gain a better understanding of not only our history but a better understanding of our structure, tools and how it all works.

I also would like to see our committees utilized more. We have an amazing number of opportunities for our members to shine, from those with interest and knowledge in workload structuring, to organizing communications where we can develop our website, women's committee, conflict resolution and especially our good and welfare committee. The good and welfare committee raises money for things like the holiday party, as well last summer's BBQ at Kildonan Park.

Our union needs to do better by bringing in new faces, but for some attending meetings can be intimidating, and chalked full of strange language and procedure. We have made efforts to make a GMM (general monthly meeting) easier to understand by having the rules attached to the agenda, so you can follow along and understand what's happening. At each general monthly meeting we go over the correspondence, all the locals' financials, elections and nominations, changes to by-laws, new business, officer report, to name a few.

As I originally committed to in September of 2023, that I would be present on every work floor every month to get direction from the floor, not a single month has been missed with exception of the strike, that's 16/17 months. When we talk monthly, I often get suggestions on things to address, courses we should offer and ways we can support our floor, and not only do we listen to these suggestions we act on many of them. We are looking forward to seeing what's important to the members in 2025, you are the one guiding the local.



# GMMs FOR 2025

JANUARY 11TH

FEBRUARY 8th

MARCH 8TH

APRIL 12

MAY 3RD (9AM TO 1PM IN THE GYM)

JUNE 7TH

JULY 12TH

SEPTEMBER 13

OCTOBER 4TH

NOVEMBER 8TH

DECEMBER 6TH



**BRONX PARK COMMUNITY CENTER**

**720 Henderson HWY**

Open to ALL C.U.P.W members.



## It's March. When did that happen!?

Since our mandate back to work on December 17<sup>th</sup> there has been no retreat by management and it has been full steam ahead. Not following the CA, not staffing properly or staffing at all. Overburdening members in depots, the plant and in our small towns. Not staffing days off saying we have "no relief or ocre's", who's doing was that? Then when we do have relief, well now we have no vehicle for said relief. Then route holder trucks are given away, and they must now wait for someone to return before they can start their day. It's a big cluster and unacceptable.

Deleting more plant positions as of February 19<sup>th</sup>, 2025 yet training 35 new P04 this month. People want stability with guaranteed hours & benefit. No one wants to be a gig worker struggling to pay rent between multiple jobs. With the latest deletion that brings the total to 30 plant positions Canada Post has cut in the last 11 months. Yet they hired more management last year to what? Shame!

SSD is a complete and utter failure for the public & its employees. You all know this, you see it every day. The complete disregard for corporate delayed mail is something we have NEVER seen before. Canada Posts program sign up to know what mail is coming to you and when, so then in SSD when it doesn't show up for days later...who gets blamed? We do. Letter carriers on the street, pay the price for Canada Posts negligence. The public is angry that they are not getting their mail when they are expecting it. The workplace violence and harassment on carriers has been ever increasing since our mandate back to work. It is scary times, and it doesn't seem to be getting better any time soon.

So... what can we do about it. We can get involved. When you hear a temp, being told things you know are wrong, say something. If you are being given double mail, negotiate your overtime (yes double mail is overtime). If your staffing says no, document and grieve. When your truck is given away and you must wait to start your day, time the delay and put that in for overtime. Waiting for your assigned route truck is not built into your day and this is over & above regardless of if you are able to complete this within your 8 hours. By waiting you potentially could be missing out on overtime opportunities. If you are a temp, relief, employee of 8 years pick up the CA (collective agreement) and read a page or 2.

The union is you. You have the power to make change, ask questions and start learning. Advocate for yourself and if you are able, members around you. Shop Stewards are people who stepped up because they are tired of their rights and yours being trampled on. They can only do so much, and they need your help. Find your voice. They need you to fight for you.

What comes next? We don't know. What we do know is whatever it is, it won't be good.

On a brighter side, its March and we are 63 days away from camping season.

Amber Rinn

Vice President

CUPW Winnipeg Local 856

204-942-6323 ext 6



## Committee Nominations

will be done at the next GMM on Saturday April 12 at the Bronx Community Center.

If you are interested in being on one of the committees, please have your nominator email Roman at [sectreas@cupwwpg.ca](mailto:sectreas@cupwwpg.ca) and in the subject line : Committee Nominations

Details for each committee will be posted on the union boards.

Also, If you will not be present at the May 3rd GMM,  
you will need to send Roman your acceptance to any and all committees.

There was a motion to create an AD HOC **Strike Committee** of 5 ppl. (President, Vice President and all Lead Stewards are committee members as well). This committee will be tasked with planning the continuation of whatever may come with the May 22 deadline. Strike, lockout and so on. This is a very active & involved committee that needs to work together and engage all the work floors.

These nominations will be accepted & elected at the April 12th GMM.



Well January & February have flown by in a haze. Honestly it has been a little rough getting going again since the strike. From the education point of view, there has been a shift in priorities with the members to become more involved and learn more about rights and our collective agreement, which is great! The struggle I am having right now is, how many classes do we hold before we have settled our new collective agreement with the employer?

Mid January, we hosted a 1 day Shop Steward class, specifically for members at WMPP on shift 1. Patrick Clare and Ed Schwartz facilitated the class of 11 participants at the local from midnight to 8am.

I have gained approval from the members to host an RSMC course coming up in the next 6 months.

Our Workload Restructuring Officer will be hosting a "How to read your Route Kit" course.

Some classes I would like to hold, "Welcome to CUPW", "Temp Workers and their Rights", "Social Steward" and, after our shop steward election, "Basic Shop Steward".

When I stepped into this role I was told, "We have money! Spend it on education!" I intend to.

**Watch your union boards. Sign up for everything.**

M. Denise Schmidt  
Education Officer  
CUPW Winnipeg Local 856  
204-942-6323



Greetings members,

The upcoming agenda inside & outside the WMPP is as follows:

A **Union Management meeting** was set for late January at the WMPP. We haven't had one since long before the strike, because management consistently was canceling them. Super frustrating. The Local has a few issues to address.

Taking place at the next GMM are special **Committee nominations**. These special committees are designed to deal with specific matters and some of the vacancies include Communications Committee, Good & Welfare Committee, Bylaws Committee, Women's Committee and Workload Restructuring.

One of the duties I regularly take part in is weekly **1<sup>st</sup> level grievances**. This is my favourite duty as a Lead Steward as it's always interesting to see how management is going to side. If any stewards wish to take part in the 1<sup>st</sup> level grievance process, feel free to approach me on the floor or call me at the local. I'm always looking for a steward to sit in with me.

And finally, the "**Fall Educational**" has been rescheduled to March 27 – 30<sup>th</sup>. This will be my first ever educational and I am looking forward to the Grievance Handling course and confident I will be returning to Local 856 with a ton of knowledge!

Lisa Winnicky

Lead Internal Steward WMPP

204 942 6323

Internalsteward2@cupwwpg.ca



## Health and Safety Officer – Reggie Taman

Over the month of January, the corporation has demonstrated significant mismanagement, directly impacting both operations and employee well-being. Despite the organization and dedication of postal workers, the corporation's actions, or lack thereof, have created a backlog of product that defies logic. The lack of prioritization in clearing this backlog raises questions about the corporation's motives, particularly when paired with their refusal to offer weekend overtime.

Time-sensitive logistics cannot wait for the corporation to "catch up," yet CPC's failure to act efficiently appears intentional, possibly to support a broader agenda. The workforce is increasingly concerned that these delays and operational inefficiencies are part of a strategy to undermine employee morale, thereby paving the way for unpopular changes like widespread implementation of community mailboxes (CMBs), or their next phase... dynamic routing.

Postal workers are feeling the strain...physically, mentally, and emotionally. Observations and discussions from the floor reveal a workforce that is increasingly demoralized:

**Rising Injuries:** Physical and mental injuries are on the rise, exacerbated by the new delivery methods that lack clear objectives or sustainable workflows. "Best effort" just doesn't cut it!

**Unsustainable Operations:** The absence of defined end goals for daily operations creates a constant sense of instability, leading to chronic stress and burnout. "Do your best!" only to come back to "Why didn't you finish?"

**Erosion of Morale:** Employees report feeling like "replaceable cogs" in the corporation's machine, dehumanized and devalued. Home-life balance no longer exists.

The refusal to offer overtime during this crisis further exacerbates the issue. Overtime could alleviate the product backlog and reduce pressure on the workforce. Instead, the decision to withhold it undermines operational efficiency and gives the impression of deliberate neglect.

The current trajectory is unsustainable for both workers and the corporation. If CPC continues to ignore these pressing issues, it risks losing the trust and commitment of its workforce...something no amount of cost-cutting or automation can replace.

Postal workers struggle to remain dedicated and organized, but they cannot carry the burden of mismanagement indefinitely.

### The Struggle Continues



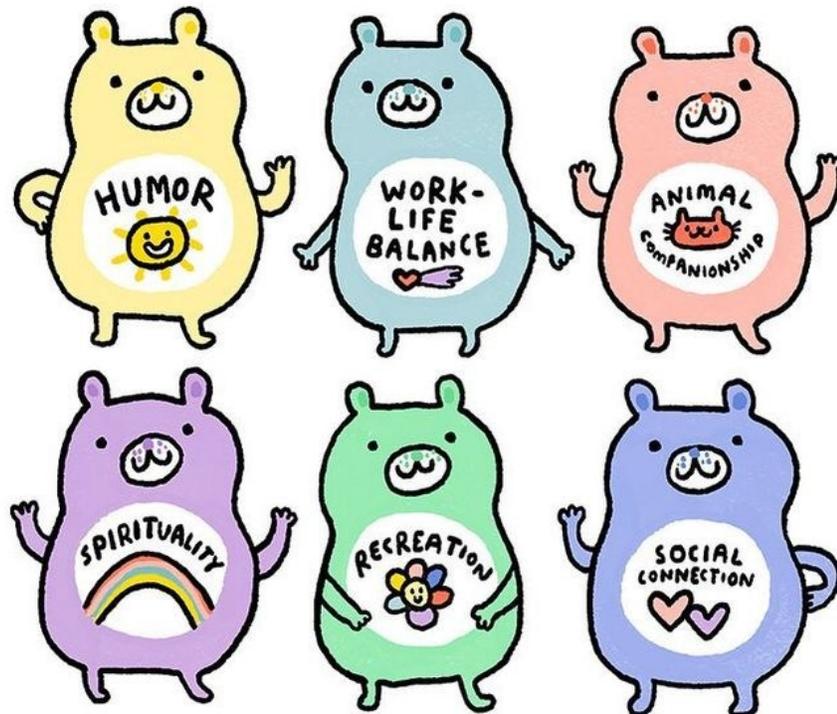
Social Stewards; we're not experts. We aren't bankers, psychologists, doctors or counsellors. We are your co-workers, your friends and most importantly, we are a contact or a resource for you to use when things just aren't right. Whether at work or at home, social stewards are here to help! We have training in how to help in a crisis. If you are having a rough day because SSD sucks, come see one of us. Maybe we can help speak to a supervisor for you to get some help that day. Are you having problems at home? A social stew can point you in the right direction for a bit of help or be an ear to listen and even a shoulder to cry on. We can provide resources on many things- financial aid, mental health, day-to-day struggles and so on.

With SSD implementing city wide at the end of October, stress is on the rise. Injuries are happening, and we are here to help. We want to help. We are here for you! Bigger than SSD is the looming work stoppage. No matter if there is a strike (vote yes) or a lockout, chances are there will be a stoppage. Once again, we may not have the answers, but we can find them for you. That is our job, and we are proud to do it. We are here to help.

## The struggle continues

Chris Mackling  
LC Moray depot

## MENTAL HEALTHCARE BEARS



#4MIND4BODY

*gemma* CORRELL x MHA  
Mental Health America

## Winter 2024/2025 Post-Strike Report

Greetings and salutations, everyone. It has been some time since our last Eye Opener, due in no small part to much of everyone's time and efforts being diverted into all things "strike" over the last few months. With preparations beginning over the past year and a half, and really ramping up in September, leading into Strike Votes and further preparations in October, to CUPW eventually withholding our labour through much of November and December, and now to everyone trying to catch up, it has been a hectic, tumultuous time for us all.

All of the uncertainty, stress, and anxiety of this period has exacerbated the effects of mismanagement and poor staffing practices both in our Plant and our Depots, and those caused by Separate Sort from Delivery (SSD), leading to a sharp increase in mental health issues. The heightened anxiety, depression, hopelessness, rage, and so forth felt by our fellows is a stark reminder that the hazards of the job are not only physical, but mental and emotional as well. They further serve to show just how little the employer cares about the workers in their care.

To make matters worse, numerous instances have arisen lately of our members having their finances toyed with by the employer, be it by their refusal to honour their obligations to cover medical expenses, or their over-reaching claw-backs of monies owed without fulfilling their obligation to inform the individuals they're recouping monies from in advance. Financial stressors like these have served to heighten the stresses and strains of the strike/lockout even further.

If you, or any other member you're aware of, are struggling under the weight of the stress, anxiety, or depression, please be kind. They are fighting battles you may not be able to fathom. Check in on them and, if appropriate, gently guide them to one of our Social Stewards, who can further assist them in obtaining the aid they may be in need of.

Many thanks, and always in Solidarity,

Roman McColl

Secretary Treasurer

## Accelerate Action this International Woman's Day !

Although celebrated since 1911, the United Nations proclaimed March 8<sup>th</sup> International Women's Day in 1977, making it a global holiday celebrating the social, economic, cultural, and political achievements of women. It's a day to recognize women's contributions in all areas of society. The day also marks a call to action for accelerating gender parity. This day is marked worldwide as groups come together to celebrate women's achievements or rally for women's equality.

IWD is one of the most important days of the year to:

- celebrate women's achievements and recognize the progress made towards gender equality.
- educate and awareness raise about women's equality
- call for positive change advancing women
- lobby for accelerated gender parity

fundraise for **women-focused charities**

Everyone everywhere can play a part in helping forge gender equality by supporting campaigns, events, rallies, performances, parties, and celebrations - all IWD activity is valid. That's what makes IWD so inclusive.

The 2025 IWD campaign is **Accelerate Action**.

Why Accelerate Action? Because according to data from the World Economic Forum, at the current rate of progress, if we don't make changes, it will take until the year 2158, which is roughly five generations from now, to reach full gender parity,

The **Accelerate Action** campaign emphasizes the importance of taking swift and decisive steps to achieve gender equality and calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in personal and professional spheres.

How to celebrate IWD 2025

- **Wear purple:** Purple is the color of IWD and represents women.
- **Donate:** Donate to an organization that supports women.
- **Volunteer:** Volunteer to raise awareness for women's rights.

**Attend an event:** Attend an IWD educational event or celebration. Collective action and shared ownership for driving gender parity is what makes International Women's Day impactful. Gloria Steinem, world-renowned feminist, journalist and activist reportedly once explained "The story of women's struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights." So make International Women's Day your day and do what you can to truly make a positive difference for women and together, let's **Accelerate Action** and speed up the rate of progress worldwide.



**In Solidarity,**

**Cheryllynn Saramaga-Martai**

## Route Measurement Land

It would seem like the never-ending circus, is finally coming to an end. NOT! The more and more I immerse myself in this world I realize the end is never near. Route measurement is forever fluctuating and constantly changing. Be it characteristics of a POC, additional POC's, or multiple restructures it never stops! Winnipeg is not immune to this, and we have a few things to be happening on the horizon.

Route Audits are under way, we are back logged with the demand for these in-depth deep dives to be over viewed by your workload structuring committee. This committee does comprehensive work, very tedious and hands on to find missing values and pay on your routes. These audits get underway once a request is put in by the carrier for the audit as well as your route kit. These forms can be located on the union boards. I cannot stress enough the importance of having either a shop steward or union rep presents when requesting these things. Also as equally **important** to have representation if any timings are required to be performed on your route. These little things are the foundation to your audits or future grievance. It is very important to start the paper and witness trail immediately as these things take time to see the end results but I can say the juice is worth the squeeze!

The corporation restructures and time values disappear. We go on strike and time values disappear. Time values do not simply disappear, they are purposefully or maybe, and I mean MAYBE accidentally deleted. It should not be on the carriers or the union to monitor when this corporation is making damaging mistakes that harm our livelihood but that is what it has come down too. In hopes to grow this knowledge more amongst the work floor a "How to Read Your Route Course" will be hosted by the local in the very near future. Watch your union boards for registration and confirmed dates.

More Restructures in Winnipeg! Come 2026 Winnipeg should be seeing a wave of restructures mainly Plan B's which will not require a volume count. These restructures come from both a request of the union as well as at the depot level, SSD has its fair share of problems but when builds are done without using the valuable input of your union observers and depot level support. The routes will never reflect the reality of what our jobs entail and what we go through on the daily.

MADD will require a full-blown restructure with a new volume count. Due to the depot combining, the plan B on a plan B in St.Vital and SSD conversion created all sorts of logistical errors that cannot be corrected. Church and NED are in my push to Plan B restructure so these routes can be better structured to suite the needs of the areas those depots service as well as better align with the Chapter 5 Arbitrated decision that was not applied to either of those depots. Applying the bare minimum of Chapter 5 will require routes with on demand pick ups to have a scheduled pick up. On demands are not a free for all and a better representation of the time value associated with them can only be calculated if you have a scheduled pick up structured onto your route.

We are at the point where we need to help ourselves cause if we don't, we will get trampled on. I encourage you to take your breaks, follow your line of travel and familiarize yourself with your route on the route kit level. I am proud to say each depot currently has active members involved in the Route Measurement Committee who can answer your questions or at the very least know where to find you an answer. Together we will fight for you, along side you and till the bitter end to see that you get every penny that is owed to you.

## **In Solidarity!**

Your Workload Structuring Officer,

Toni Montanti

## **Knox Day Nursery, Inc. – Subsidized Child Care for Members**

### **Who is Knox Day Nursery?**

Knox Day Nursery is a non-profit organization that is licensed by the Province of Manitoba. The centre has been providing care to the community since 1969. We care for infant and preschool age children. We are located in the heart of downtown at 406 Edmonton Street. Our current hours of operation are 6:30 am – 5:00 pm.

The CUPW Child Care Fund has a partnership with Knox Day Nursery that allows members to receive priority over the general waitlist, and provides a subsidy towards child care fees. Daily child care fees in the Province of Manitoba are \$10.00/day. CUPW provides a 40% subsidy for one child and 45% subsidy for two or more children.

This past month your CUPW Child Care Fund Representatives visited depots to promote special projects for members such as; the Special Needs Project, the Moving on Project, and the Knox Day Nursery partnership.

### **Registration /Enrolment Information**

We would like to encourage families to register for care as soon as possible to ensure your desired start date. For any family interested in registering their child at Knox Day Nursery please email [knoxday@mymts.net](mailto:knoxday@mymts.net) and identify that you are a CUPW member looking for child care. Our team will be in contact with you to establish next steps for completing our online waitlist form.

When a space becomes available Knox Day Nursery will contact you. At this time you will receive an electronic welcome package which will include; Child Enrolment Forms, and a Parent Policy Manual. You will then be invited to attend a centre orientation which involves: a facility tour, review centre policies, discuss the transition plan, and address any other questions or concerns. Next, we invite families to attend classroom visits with their child/children. The goal of the classroom visit is to provide families with an opportunity to meet our caregivers and allow your child to explore the classroom. Spending time in our program with our children and caregivers is a great way for you to experience, observe and learn about our inclusive high quality early learning program! Next, we will process enrolment paperwork and confirm a start date for your child/children.

## Frequently Asked Questions

### **Do I have to claim the CUPW subsidy on my own?**

*We will invoice you for your portion of child care fees and invoice CUPW for their portion directly.*

### **We have one child enrolled at Knox and are expecting another child. Will we be guaranteed a space for our second child?**

*Siblings have priority over the general waitlist. Knox Day Nursery will do their best to secure a space for your growing family.*

### **My child is in kindergarten and attends school every second day, can they still attend on alternating days?**

*We accommodate flexible school schedules as needed for our families.*

### **Can the CUPW partnership with Knox Day Nursery apply to my adult children who are looking for care for their young children?**

*Unfortunately, the CUPW Child Care Fund is intended for members only. However, in special circumstances where guardianship may apply, then members would be able to access the benefits of the program.*

### **I have community safety concerns with the location of the centre?**

*Our top priority is the health and safety of our children, families and staff. Central Park is a well-loved community park to our neighboring schools, child care programs, and community organizations. Through the support and partnership of the City of Winnipeg and community organizations the park is monitored and cleaned up daily. We have additional internal safety measures in place surrounding outdoor play and community field trips. In addition, we have an Enhanced Safety Manual. The benefit and importance of classroom visits provides families with the first-hand experience to observe our program and enhanced safety measures in action. If you have specific community safety related concerns, we are happy to answer them and share our current protocols and procedures in place.*

## **Contact Information**

For general questions about the program, enrolment or waitlist please contact the Executive Director Heather Olson at 204-943-1795 or [knoxday@mymts.net](mailto:knoxday@mymts.net).

For more information on the Special Needs Project and Moving on Project please contact

Phone: 1-800-840-5465

Email: [infor@specialneedsproject.ca](mailto:infor@specialneedsproject.ca)

Web Site: [www.specialneedsproject.ca](http://www.specialneedsproject.ca)

**We are excited to welcome your family to Knox! J**

# STRIKE of 2024



**STANDING TOGETHER  
FIGHTING FOR CHANGE**





A  
L  
L  
I  
E  
S



**YOUR VOICE MATTERS !**



# SOLIDARITY



# FRIENDS



# S T R O N G





**YOU  
ARE ALL  
AMAZING!**



**COMMUNITY**





# WE ARE IN THIS FIGHT TOGETHER !





**FAMILY**



**Selkirk**

# The strike of 2024 through my eyes

## President

Sean Tugby

We have all been asked to share the strike through our eyes, but I also think it's relevant to share some of the context prior to even holding the line the first night at the WMPP, this is the strike through my eyes.

The preparation for strike started over a year before the strike began, from writing resolutions that were presented locally at a GMM, this meeting in particular went nearly 8 hours, people brought ideas on how to make our Collective agreement better, changes being brought forward by every group, everything from training to apprenticeship opportunities, benefits and of course pay. These resolutions went onto Edmonton, where all of the region's ideas were grouped if they were similar and we proceeded to debate, and vote concurrence or non-concurrence. This meeting spanned 3 full days and the result, all the regions sent them to National who whittled it down to the demands that were published in "perspective" magazine, which was distributed to the membership. And months later ratified by a vote.

While the preparation of our demands was ongoing locally our mission was to build our local up and raise awareness, we visited the work floors, fought for concerns raised by our membership. And started to engage and canvas for picket captains. Also, during that time, we offered fightback classes, steward education, in addition worked with our communications, education, and organizing committees. There was also a large push at each depot prior to implementation of SSD to not only support but draw attention to what we were fighting for, this even drew media attention. We hosted a full day of training for our picket captains, complete with special guests, George Floresco and Myron May. The final weeks leading into early November we hosted a rally at memorial park and then marched from memorial park down to the human rights museum. We drew support from not only MFL and CLC brass, but also many rank and file members, and even a sitting Member of Parliament Leila Dance. The last step we started going into the strike was radio ads, these ads were aimed at letting the public know our demands in an effort to garner much needed support.

The day it began.

On November 12, 2024, National gave notice of strike, hours later Canada Post responded with a notice of changes to work method. The local was still unsure as to when the first day of the strike would be but wanted to be on the floor of the WMPP if it was called Friday midnight just in case. Most of us were going the entire day prior to that evening, and at 10:33pm Thursday as I exited my car to enter the WMPP, Facebook started lighting up that a national strike had been called. We were still unsure if that were the case, and called the Regional office for direction, and we reached a busy signal. Moments later UR Carl Henzelt let us know strike had been called and we were going out at midnight. I then immediately hit the picket captain chat and relayed the message that would first alert the members to what was about to happen, right after that the same message was sent to our exec chat. It was decided that Cheryllynn, Toni and I would go to the WMPP floor to inform the members and if needed pull people from the work floor. Amber Rinn was there when we came out of the plant with plenty of picket supplies to go around, and Denise was getting the bus mobilized. I attended the back gate with a solid group of people and ended up turning away trucks till 4am. At this point I was up 22 hours. At 4 am I left to go home, resupply coffee and have a warm shower, then off to set up the line at South West Depot for 6am. At 9am I was called to attend North East Depot for a media interview, they had left by the time I arrived but thought I'd spend some time on that line as well. I left at 11:00am and received a call at 1:00pm to attend a media interview. The first day set the tone for the following 33 days.

Nearly every day started on a picket line, I started my day walking the line, having great conversations was a great way to set the tone. Most of the rest of the day included everything from canvassing for volunteers for socioeconomic cheques to access buildings, to fires that creep up, To get heaters, you name it we did it, after most work hours there were local executive meetings on day's events, how to address concerns on pretty much every level. There was also "power hour" meetings, these meetings were hosted by the region and local executive from Alberta, Saskatchewan, Manitoba and Northwest Territories would attend, these meetings would be to discuss concerns, messages from National and initiatives going forward. As we all know Saturdays were cheque days, we tried to be innovative, moving the locations around so it would close for most at one point, in addition to that we rolled out the Bus, supplied by our educational officer so we could limit the costs of renting a room and bringing the cheques to the people. For myself most days were about 16-18 hours a day, with the exception being day 1 which was 36 hours. The final day of Strike, I attended the WMPP and held the line with some amazing activists until 8:00am, AT that point we started the tear down of tents and removing equipment.

What did I learn from this experience? I learned what exhaustion feels like, I learned that our membership has some of the strongest activists in labour, I learned that not only did we have an amazing amount of public support, but labour leaders found inspiration in our collective strength and stood by our side without faltering. I am so proud of our local executive, when they could have tucked tail and ran when things got hard, but rather than that they dug down harder and refused to give. It's frustrating that

the fight was taken from us and changing venues, but after the first two days of hearings, its apparent that the Union is prepared and the corporation is not. No matter the result, I am confident that when needed the members will be willing to step up and fight for our rights, it's the reason why CUPW has the reputation for being one of the most militant unions on the planet.

## 32 Days on the Line (29 for me) – Health and Safety Officer Reggie Taman



On the evening of November 14th, 2024, Cam Fortier and I arrived at the local office shortly before 10 o'clock, uncertain of any developments. Just like the rest of the membership, we didn't know if this was going to be a rotating strike, all out, or was it just another routine night in the 'Peg. There were no hints from National, but the plan was for the executive to visit the floor at WMPP strike or no strike.

As we navigated the CUPW site, there were no updates. Social media provided its usual plethora of information, and amidst it was Pacific's post announcing our collective strike action. It was a precursor to how information, even misinformation was going to present challenges in the coming days. Members would often get updates before executives could check their emails.

At midnight, executives appeared on the work floor at WMPP, only to exit with members and signal the commencement of what was my first full-scale strike. I've been through lockouts and rotating strikes, but I had not anticipated the enormity and responsibilities of what lay ahead, especially being a full-time officer.

The ensuing 32 days tested our resilience through fluctuating circumstances. Sunshine, rain, snow, and wind, we stood strong, not only for a ratifiable contract, but for the future of every postal worker. It was an exhausting, emotional rollercoaster, yet within the struggle, we discovered profound solidarity.

Executives walked lines in Dugald, Steinbach, Beausejour, Selkirk, Morden, WMPP, Provencher, and Northeast, supporting wherever required. Despite adverse weather conditions, we persevered, drawing warmth from any available sunlight and braving the relentless cold. There were long hours, but each step taken on the picket line symbolized our commitment to our future.



A significant moment for me occurred when we conducted an informational picket at Purolator. This act conveyed more than operational disruption; it underscored our resolve not to retreat. Our actions were driven by creativity and readiness to change things up and face risks, fully aware of the stakes, our rights, dignity, and future.

Among the many hours, some of the most memorable were the camaraderie and solidarity that emerged from every hardship endured. We transcended our roles as workers on strike and became a cohesive family.

Nationwide, 55 000 members bonded on the line, standing around fires, sharing meals, stories, and laughter despite external pressures. These interactions fostered mutual understanding and support. Whether it was the seasoned members imparting wisdom or the younger ones offering fresh perspectives and vigor, these moments consolidated our sense of invincibility.



Of course, being legislated back was on the minds of workers since the beginning, but it wasn't until Steve McKinnon enforced Section 107 of the Canada Labour Code mandating our return-to-work December 17<sup>th</sup>. It was disheartening. It felt like a severe setback after all our efforts and sacrifices.

The "what ifs" lingered in my mind, pondering the potential impact if 55,000 workers had defied the order. Such an act could have marked a significant chapter in CUPW history and the broader labor movement. That's just my opinion. Nonetheless, it was not to be, and we will never know what could've been.

Our pursuit of a ratifiable contract remains firm. We are determined to secure what we rightfully deserve, strengthened health and safety, the preservation of our pensions, and safeguarding the interests of future generations of postal workers.

This is OUR future! This is OUR fight! The struggle MUST continue!

## So So So...Solidarity!



Good morning Local 856,

First and foremost, props to all the RSMC picket captains across Local 856 who stepped up thank you thank you. The Local exec, your RSMC brothers and sisters, and all of CUPW appreciate your resilience and strength throughout the 2024 strike. You held the lines for 32 days in the wee hours of the morning, the overnights, the cold and I want to express my heartfelt gratitude.

To all those who helped keep their RSMC brothers and sisters updated during the difficult and long 5 weeks, thank you. Socio economic cheque delivery would not have happen outside of the city without your help and the help of rural southeastern Manitoba picket captains.

Special thanks to a very special LC, MSC, Lead Hand, and RSMC for their efforts in advocating for those who had access to life-saving treatments and medication taken away during the strike. A meeting was secured with the Honorable Marty Morantz by our members and LCs, MSCs, PO4s, RSMCs and Tech Services had their voices heard.

I want to thank the membership for all the office assistance, volunteering, Santa letter writers support and couriers, those who stepped up on the picket line and everyone who contributed to the strike effort. Everything was a group effort and I appreciate all of you.

On January 8, at Steinbach post office the Local consulted with the employer about their proposal to alter mail availability times for Beausejour, Dugald, Morden, Niverville and Winkler. The changes come almost 2 years after the Morden Winkler restructure that has seen later and later delivery of mail and parcels to those post offices by the new highway service. While the dispatch times at forward finals and the highway service (mostly) allow for mail to be at these depots well in advance of the previous 7:00 a.m. mail availability time, the employer was unwilling to budge on CPAA or PO4 hours to sort the mail earlier at the post office. In these offices manual mail and flats are sorted by CPAA/URBAN clerks after it arrives from the WMPP. As a result, starting February 3, 2025, Beausejour, Dugald, Morden and Winkler will have 8:00 a.m. mail availability times and Niverville will have a uniform 8:30 a.m. start time.

**IF** you experience any conflict with a time on your schedule A in your line of travel doing an RPO drop, customer pick up or anything else where the new mail availability time inhibits delivery, please **REACH OUT TO THE LOCAL OFFICE**. If you have not received an updated schedule A with the new time on it ask for one and if not provided reach out to the Local office.

The employer has the responsibility to cover all absences in offices with 3 or more RSMCs. If your route goes uncovered while on any leave and you come back to more than one day's mail and you're not going to be compensated appropriately for all duties performed, request a steward in writing and contact the Local. The creation of PRE positions are a result of absences not being covered over and over. The more reports the Local has of uncovered routes the more likely a consultation on staffing will result in more relief staff being hired.

The better informed the Local is on your staffing and health and safety issues the more effective your representatives are in advocating for your rights. To that end there is a zoom RSMC meetings on March 11, 2025. Email [rsmc@cupwwpg.ca](mailto:rsmc@cupwwpg.ca) for a zoom link or look for a bulletin in your depot or post office.

**In solidarity,**

Patrick Clare

RSMC lead steward

CUPW-STTP Local 856 Winnipeg





## Hybrid meetings!

(mostly) and (bite sized)

Email [rsmc@cupwwpg.ca](mailto:rsmc@cupwwpg.ca) for a zoom link.

**RSMC** meeting (all are welcome)

To discuss issues facing RSMCs

By **Zoom only 17:30-18:30** March 11, 2025.

**Temp** know your rights meetings (all are welcome)

To discuss Urban contract temp PO4/LC questions  
and rights.

By **Zoom only 17:30-18:15** March 12, 2025

By **Zoom 11:00-12:00** March 15, 2025, **and** in person  
at 207-83 Sherbrook st (buzz 207 at panel)

**Router** know your rights meetings (all are welcome)

To discuss router questions and rights.

By **Zoom 19:00-20:00** March 13, 2025.

By **Zoom 10:00-11:00** March 15, 2025, **and** in person  
at 207-83 Sherbrook st (buzz 207 at panel)

## What Comes Next?

Well, dear readers, I wish I had better news for you. I wish I could tell you that the corporation was taking either us or its legal obligations to get mail out to the citizens of Canada seriously. I wish I could tell you that after our 5-week strike/lockout that they were showing intention, at last, to treat fairly with us, and begin to bargain in good faith. Unfortunately, based on all outward signs, it appears to be quite the opposite. Given the disregard shown by the corporation for all of the hard-working Postal Workers and the various levels of union that help support them, the 2024 work disruption may not be over quite yet.

Since our abrupt forced return, back on December 17th, 2024, the APOC rank and file have been all too eager to have us back to work. After all, it gets them away from countless hours of pretending to watch safety videos and arbitrarily messing with, and unilaterally altering, restructured routes. It gets them back out among the people they love to stalk and abuse so much. On the other hand, very little seems to have changed with actual corporate agents. Their contempt and derision for us, our needs, our struggles, and our future are palpable. With their disregard for past practice, our established collective rights, and even our most basic and fundamental labour and charter rights, it's painfully clear to anyone watching that the road ahead will be a rocky one.

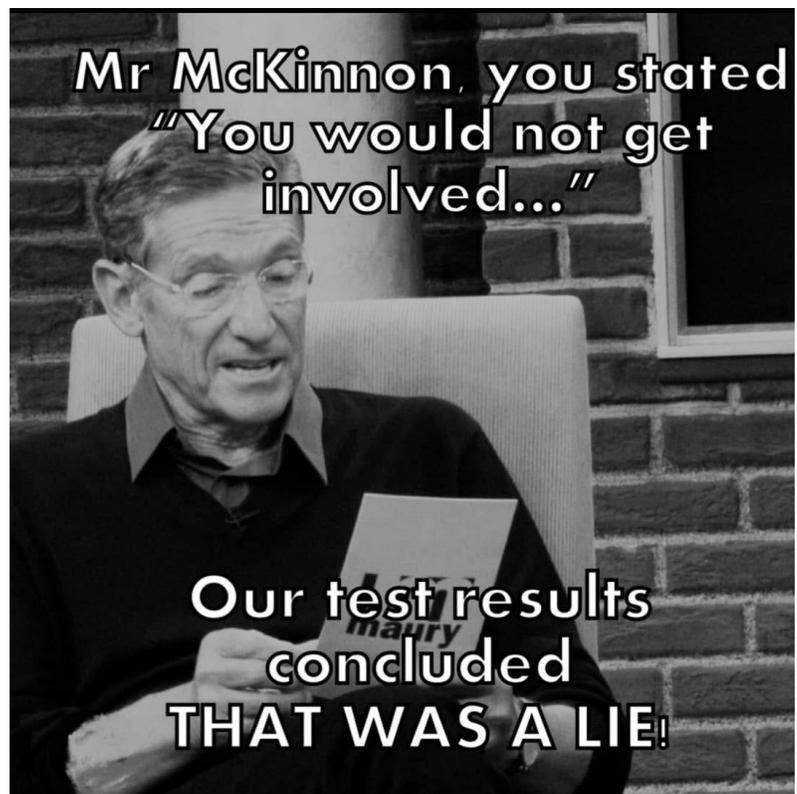
So too will be the road of our Negotiating Committee. Already we're hearing rumblings from Ottawa about the corporation's continued refusal to bargain in good faith, to say nothing of their willingness to even attempt to find compromise. Though, in the short run, it would be very much in their best interest to avoid drawing attention to their belligerence and apathy during a full review, the sad fact remains that they will likely attempt to coopt the review to open the Postal Charter to change virtually every aspect of mail delivery as we, and all Canadians, know it. Gone will be 5-day mail deliver. Gone will be virtually all of the tools, like the LCRMS and MCSWSS, that allow us to limit the size of postal routes to safer, more manageable sizes. With the Charter open, the spectres of SSD and automation will be the least of what haunt us. And should there be a shift in the political landscape while this is underway, it will be all the easier for the corporation to force all of the changes it has outlined without having to worry about bothering to bargain collectively with its plebian employees.

All of that said, that may well still be many months away, if it comes to pass at all. In the interim, however, looms the 22nd of May. Given the corporation's atrocious attitude towards both it's workers and the Union that represents them, sadly, it would be safer to assume we'll be back on the picket lines than not. And with scant summer volumes, they'll have even less incentive to bring us back than during Peak, when they disregarded their obligation to Canadians to ensure the timely delivery of their mail during the busiest time of year. When volumes become increasingly light, I've little doubt that Ettinger and his ilk would be all too happy to lock us out and break us, along with CUPW. As there remain but a few short months until this may become a reality, I heartily encourage you to start living a touch more frugally, replenish your depleted "war chest," have the conversations with your creditors, do anything you can to soften the blow when it does come.

I know the past 2 months back haven't been easy. I know all too well the damage dealt to far too many of ours' bodies, minds, and hearts. I know the financial turmoil of the strike has only exacerbated things and made an already bleak situation worse. I know too the power of all of us prepared and united. I know that we are all stronger than the corporation gives us credit for. I know the fierce passion and determination I saw on the lines has not waned.

### **Our struggle continues.**

Roman McColl  
Secretary Treasurer  
CUPW Winnipeg Local 856



Dear Diary, its day 32 of the strike. It's a Monday. I know because we've been waiting all weekend for the CIRB to give its report. One of my group chats is saying there was info leaked last night. I don't know what this means. Are we going back to work? The CIRB wants us to. Other execs have been up all night waiting for clarification. Nothing yet. I check my texts and see that there are picket captains at the plant right now, no need for me to go so I'll get up and head to the office. The Picket captain chat was blowing up yesterday with questions about what is coming. I can feel the anxiety building. People want and need to know. Everyone has been told to hold the line until we get direction from National. No matter what the CIRB says, we don't go back to work until National says we do. I feel sick to my stomach.

The past month has been non stop. My days consist of rolling out of bed and throwing on my warmest clothes, eating quickly and heading out. I've been mostly at the plant in the early morning or in the office helping with pay, Santa letters, collecting and delivering to the lines, running to Costco, putting out fires, collaborating, supporting, etc. I've been working about 12 to 14 hours daily. My fellow execs have become like my siblings in a way. I see them way more than I do my own family. I've been trying to head home in the early evening to eat and rest for the next day. Christmas is coming but I haven't had time to acknowledge it. I silence most of my chats and pass out from exhaustion. The first week of strike I learned to prioritize sleep. I found myself sleep deprived and in tears one early morning, an exec and picket captain sent me home. I slept most of that day. Over the last 4 weeks I watched the execs and some members fall apart. About 1 exec a week had to step away because of stress and burn out. This is too much work.

I get to the office. The office volunteers are here working on forms, Santa letters, handing out cheques. There are people in every office and in the common area as it's been for weeks. There is no quiet space here and no surface which is not being used. Work is getting done. It feels good. But the question in the air today is, "What now?"

We have been told there will be an announcement by noon Eastern time. That's 11am here. I make some coffee, grab some Santa letters and find a reasonably clean spot on the floor in the president's office to work. Execs walk in and out with questions, speculations, theories and bets on when we hear from National. Someone comes to the realization that one of our exec chats hasn't been working for a few days. This explains a lot. The office phones are ringing non-stop. Group chats are dinging. I'm feeling overwhelmed. I decide to get in the car and deliver Santa letters to schools. This is the last week before they break for the Holidays. This has to get done.

It's 13:00. No word from National. tick, tick, tick.....

Back to the office. It's quieter now. Most of the volunteers have left for the day. More questions, more anxiety, more speculation. Where is the communication? Where is National?

16:34 Ding! A message comes through. Back to work tomorrow. No defying. I have no words to describe this. The air feels thick. My ears are ringing. Now what?

Within minutes the exec chat turns to questions. What about temps, members who were laid off, teardown at the plant, start times, book offs, holding the line. We coordinate, shuffle, gripe, plan. This is second nature now. It's been 32 days of this. There is no time to process.

18:00 most of the execs are at home in front of their computers, drink in hand, waiting to join the zoom meeting with the Region. We are ready for answers. It soon becomes very clear that the feelings we all had locally are shared across the region. To say people are upset would be a great understatement. There is yelling. There are people crying. There is drinking. There are blank screens and execs dropping out of the zoom meeting one by one. "What took you so long?" "Why no defy?" "Where were you when we needed you?" "The members were left waiting!"

The answers didn't matter as much as the opportunity for these execs to express themselves. It lasted 3hrs.

I fall to bed. I have to be up at 3am to watch the depot and make sure no one goes to work early. If I'm there by 4am I'll get my strike pay for the day. My shift usually starts at 5:30 but today it will be 8am. No one starts before 8 today.

7am supervisors start showing up. I watch them walk past my car. Some smile and wave at me. I wonder if they realize who I am. I'm not one of them.

7:17 Ding! Some locals out east are defying. What do we do? What if our members defy? What do I do? I feel sick sitting here waiting.

7:36 I stop the first letter carrier from going in. I ask them to wait until 8. My anxiety is building.

7:46 I call and take a personal day.

7:48 I send an email to the superintendent letting them know I'll be on the work floor this morning.

8am We walk into the building as a group. It feels so surreal. I'm glad I don't have to do my regular job today. 5 minutes ago I was on strike. People seem ok. There's not much for the members to do. Supervisors are overly welcoming and happy. I stare blankly at them. I head to the Union board. I can't just let this be over. I spend 45 minutes dismantling the time capsule. So much has happened since these bulletins went up. I chose to leave the message "Not good enough" posted as a reminder of where we were 33 days ago and, after all the fighting, effort, dancing, hugs, tears and energy that was expressed by all of the members, it's still not over.

I am exhausted, disconnected from my family, I feel malnourished in so many ways and traumatized. I'm not sure where I belong right now.

I didn't know this at the time but, this strike will take me weeks to recover from. I know I'm not the only one. I was broken and now it's time to rebuild myself.

I cannot thank the people around me enough, for all of the support they have shown me though this mess of a time. Every day I was surprised and inspired by the members who really stepped up and made every day happen. Thank you all for your energy, time and compassion.

M. Denise Schmidt

Education Officer

CUPW Winnipeg Local 856

204-942-6323

So, another strike has come and gone at Canada Post.

Whether this was your first strike or your fourth or fifth go at it, I would firstly like to send a big thanks to all the strong voices that were on the line, the picket captains, the organizing committee, and all the members who volunteered their time to deliver the Santa letters – you made Christmas a little better for the kiddos. You are all natural born activists. This first strike as an executive officer gave me the opportunity to work with a great organizing team and the other local executives became like a second family to me. I even made some new acquaintances while on the picket line! However, I can't help but personally feel that this one hurt more than the rotating strike in 2018. Members not only lost a month of wages but benefits too!! Some even had to make the difficult decision of deferring mortgage payments or pulling from their line of credit just to pay for medications out of pocket *all because* Canada Post couldn't do the right thing and negotiate right from the get - go! And then came the lay offs, albeit Canada Post knew in doing so this was an unfair labour practice it didn't stop them from throwing salt in our wounds. Hopefully those affected filed a grievance.

Then immediately after we were sent back to work, the Corporation tried to extend the olive branch with the \$1,000.00 payouts, as though it was supposed to make up for the four week hardship the Corporation put us through, and the members soon found it was just a loan. Most recently management upstairs at the WMPP came up with a big brother like brainchild of an idea entitled "100 Sets of Eyes" where "various experts "would be walking the plant floor asking *the members* on ways the Corporation can become more efficient & how to reduce costs. WOW! Canada Post just cannot stop insulting the membership.

So, what's happening now? According to National Jan Simpson the following update on Industrial Inquiry is as follows. On Monday, January 27/2025 the first hearing of the Industrial Inquiry Commission will be held in Ottawa. This Commission was convened by the Minister of Labour Steven MacKinnon under section 108 of the *Canada Labour Code*. A subsequent hearing will take place on Tuesday, January 28/2025 with more hearings expected in February and March. Now who knows what this Corporation's end game is, if they even have one at all, but we as 55,000 members strong need to build up solidarity and maintain it because like they say, the struggle continues.

Lisa Winnicky  
Lead Internal Steward WMPP

This is my first time being an executive and involved in the behind the scenes of a strike. I have learnt a lot and yet there is still so much that I don't know. We have been talking about and planning strike most of last year. It was a hot topic on everyone's minds. What is going to happen, strike or lockout. How long will we be out, before being mandated back. There were bets on all of this (We all lost). The uncertainty of how it would play out was on everyone's mind. Then we gave our 72-hour notice. Canada Post came back with a 1-page set of rules once the CA was null and void this is what you have to work with, and their plans was to be ruthless. That they were!

Our executives had pre-planned a floor visit to the plant not knowing how things would shake out when our 72hours expired. I was still driving to the plant at 10:15pm when Carl our Union Regional Rep called. My phone was silent while driving. I got stuck at a train (so my luck) and I opened my phone. My stomach dropped and I felt panic. I had 6 missed calls, and my messages and chat groups were blowing up, many over 100 messages in sheer minutes. When we heard it would be a full-out strike starting at midnight. We were all surprised, nervous, excited and with that we were swiftly taken into day 1 of our strike.

Next, they started" laying off" permanent P04. Then they "laid off" all are temps & relief. Cancelling benefits for us, members off on leave, and even our retirees. The corporation has shown nothing but **utter contempt** for its work force. Let me be clear, the corporation are the ones well above the ground floor supervisors. You may like your supervisor (or not) but we are talking about the ones you don't see on the work floor daily. The ones making the decisions and the supervisors are to carry out said order. The other ones who intentionally cut our jobs and overburden us with faulty design.

The chat groups and social media continued to be in a frenzy for weeks, more so than normal. There was always a fire somewhere and we were always on call. There was no normal sleep, just a series of naps. Always more questions than answers. Constantly waiting for national direction, which came very slowly if at all. We survived, but we are not the same. This strike has changed us all and all in different ways.

32 days on the strike line, and the way it ended by being mandated back and to report to work at 8am on that Tuesday. Devastating is an understatement of how I felt. I felt like we were sold out. I was ready to defy that morning, so were many others. When we were told, no we will not. I wanted to vomit. 5 weeks in this fight for our future and we told to flip a switch and walk back in and report to work. Devastated. We should have defied. The next few days I was numb, exhausted...I was defeated. I did not go back that first week. After 32 days of no pay, what was a few more days at this point. I lost personal days & vacation time. The first few weeks back are a distant blur at this point. If you asked me to talk about my experience in January, I would have broken down in tears. I have often broken down even when reading other executive's articles about their experiences for this eye opener.

I look back on the pictures and posts from the strike and I want to say thank you to each and every member for stepping up and showing up on those picket lines. Some days were easier than others and the weather was rarely in our favor. So many of you went above & beyond helping your fellow members. The meals, the music, the shelters, your spirits, long days in & out of the office and so much more. It really takes a village, and you all came together and are truly inspiring. You are the heart of this union, and you are all **AMAZING!** Many of you had to pick up another job to support yourselves and your family and you still made time to be out there on the picket lines. We appreciate all the support for OUR fight for better. Better for us and for the next generation at Canada Post who are hired after us. We all deserve to retiree with dignity. Thank you!

The struggle continues...

Amber Rinn



# BULLY BOSSSES



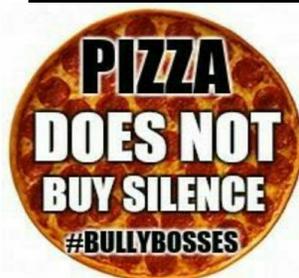
## Difference Between A Team Leader and a Bully

TEAM LEADER	Bully
Leader	Bully, Coward
Accepts Responsibility	Abdicates Responsibility
Shares Credit	Plagiarizes, Takes all the credit
Acknowledges Failings	Denies Failings, Always Blames Others
Consistent	Inconsistent, Random, Impulsive
Fair, Treats all Equally	Inconsistent, Always Critical, Singles
Seeks and Retains People More Knowledgeable Than Oneself	Favors Weaker Employees, Recruits Henchman and Toadying Types
Values Others	Unable to Value, Consistently Devalues
Leads By Example	Dominates, Sets a Poor Example
Confident	Insecure, Arrogant

If you recognize any of these characteristics from your Team Leader or any Member of Management CUPW National Office is interested in hearing from you!!  
Please take a moment to send your experience and testimonials to:

By Mail: Bully Bosses  
377 Bank Street,  
Ottawa, On. K2P 1Y3

By Email: [jlouisseize@cupw-sttp.org](mailto:jlouisseize@cupw-sttp.org)



For assistance or questions and concerns,

Please contact your Local Office:

Winnipeg Local 856  
207-83 Sherbrook St.  
Winnipeg, MB R3C 2B2  
204-942-6323  
[cupwinfo@cupwwpg.ca](mailto:cupwinfo@cupwwpg.ca)





**988**  
**LIFELINE**

**IF YOU NEED TO TALK, THE 988 LIFELINE IS  
HERE**



"Are the contestants ready to organize?"

# 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.

Canadian Union of Postal Workers and Canada Post have been at the negotiating table since November 2023. Minister McKinnon has extended our contract until May 22, 2025 with a special mediator Mr. Kaplan. We are hopeful that both parties can reach a negotiated settlement but with Canada Post getting a 1 Billion dollar “loan” from the government. We are definitely in uncharted waters right now, and every member should do what they can to prepare themselves for what may come when the deadline expires.



It is never 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 if/when we are on strike next..

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





***Stay informed  
Attend your monthly GMM @***

Bronx Park Community Center  
720 Henderson Hwy

**If you pay union dues to C.U.P.W #856,  
This meeting is open for you to attend!**

### **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)

