

WRAPPING UP 2025 EDITION

**CANADIAN UNION OF POSTAL WORKERS
WINNIPEG LOCAL 856**



**FROM US TO YOU,
HERE IS TO A GREAT 2026**



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We acknowledge and pay respect to the Indigenous people who are the traditional guardians of this land. We acknowledge their relationship with this territory, which remains unceded and surrendered. We also pay tribute to all Indigenous people in these regions, from all nations across Turtle Island, and to their courageous leaders, past, present , and future. We pay respect to traditional knowledge keepers of all ages. May we be guided in our conversations and our work, by opening our hearts and our mind to the wisdom whose relationship to the land continues to be vibrant and crucial to our survival.

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

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Steps to Convention

By: Sean Tugby

Your Union, Your Voice: Why Attending Meetings is the First Step to Real Change

In every strong union, the true power doesn't come from a headquarters or a contract—it comes from the members. It comes from working people standing together, speaking up, and making decisions about how we operate, how we fight, and how we evolve.

And yet, many members don't realize just how much influence they truly have—until they step into a union meeting.

Union meetings are more than just a formality. They are the foundation of democracy within our organization. They're where you learn what's going on, where you raise your voice, and where you start the journey toward shaping the policies and leadership that represent all of us—from the work floor to the national level.

If you want to improve your workplace, uplift your coworkers, and make our union stronger and more equitable, it all starts at the local level. It starts with you.

Why Meetings Matter: More Than Just Minutes and Motions

Too often, union meetings are misunderstood. Some members may think, "It's just updates," or "Nothing ever changes." But that couldn't be further from the truth.

Union meetings are where ideas are born and plans take shape. It's where members propose resolutions—formal suggestions to change how our union functions. Resolutions can cover everything from member representation to financial practices to workplace policies. Once adopted by a local, these resolutions can be

brought to higher levels of the union, including regional conferences and the National Convention.

Every major shift in union policy started with one person having an idea, and a room full of members willing to support it. Your resolution could be next.

The Path to Power: From Local Meeting to National Convention

When you attend a union meeting, you're not just sitting in a chair. You're participating in the democratic life of your union. And you're opening the door to larger opportunities.

Here's how it works:

- 1. Attend a Local Union Meeting:** This is where you learn what's happening in your workplace, bring concerns forward, and connect with your fellow members.
- 2. Submit or Support a Resolution:** If you have an idea to improve the union—locally or nationally—you can write a resolution. If the local votes to adopt it, it moves forward to regional or national bodies for discussion.
- 3. Run to be a Delegate:** Your local will elect members to attend regional conferences and the National Convention. As a delegate, you represent your coworkers and vote on crucial issues, including leadership positions and union policy.
- 4. Attend Convention:** The National Convention is the highest decision-making body in our union. This is where national and regional leaders are elected, and where resolutions from across the country are debated and voted on.
- 5. Make Change Happen:** If your resolution passes at Convention, it becomes official union policy. That means you have helped shape the future of your union.

Every step of this process depends on members showing up, speaking out, and stepping forward.

You Don't Need to Be a Veteran—Just Willing to Get Involved

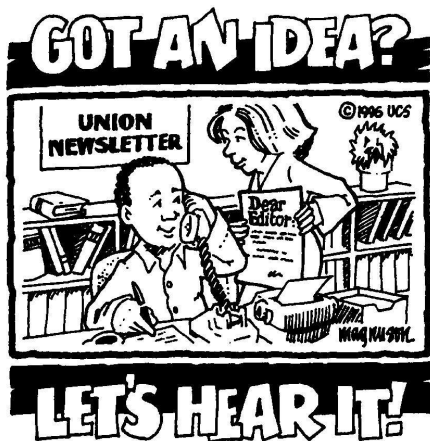
There's a myth that only long-serving union members, full-time workers, or those who "know the system" can be effective leaders or get their resolutions passed.

That's false.

The union needs all voices—especially those from the front lines who see what's working and what isn't. Whether you're a temporary worker, part-time employee, newly hired, or just starting to engage, your perspective is essential. You live the day-to-day realities of the job. You understand the needs of your coworkers. You bring fresh ideas that can help the union better serve everyone.

Union leadership isn't just for lifers or insiders. It's for anyone ready to contribute, to listen, and to lead.

If you've ever felt underrepresented or unheard, attending meetings and running as a delegate is your opportunity to change that. Bring your voice to the table—because change won't come if you're waiting on someone else to do it.



Big Ideas Start Small: Resolutions That Can Transform Our Union

Here are just a few ideas for resolutions that could make a real difference—especially for members who have been overlooked for too long:

1. Term Limits for National and Regional Leadership

To keep the union dynamic, responsive, and representative, we need to ensure leadership renewal. A resolution introducing term limits for national and regional officers would allow for new perspectives, prevent stagnation, and ensure that those in power remain accountable to the membership.

No one should occupy a seat forever. Fresh leadership brings fresh energy.

2. Remote Work Opportunities for Union Representatives

In today's digital world, there's no reason every union position must be tied to a specific city or region. A resolution to open certain union rep roles to remote or hybrid work would allow the most qualified members to serve—regardless of where they live or whether they can relocate.

This would break down geographic barriers and allow our union to benefit from the full diversity and talent of its membership. The best rep isn't always the one who lives nearby—it's the one who understands and fights for your issues.

3. Pro-Rated Union Dues for Part-Time and Temporary Workers

Equity means fairness—not equality. A resolution to make union dues proportional to hours worked would help our part-time and temporary members who currently pay the same rate as full-time employees. That's not fair.

This change would ease the financial burden on those with reduced hours, improve morale and inclusion, and make the union more accessible to new workers. Everyone deserves to belong, but they shouldn't have to overpay to do it.

And it all starts with going to your local meeting and putting your name forward.

The National Convention in Toronto: Where It All Comes Together

Every few years, the union holds its National Convention, and this year, it's happening in Toronto. This isn't just a symbolic gathering—it's the most important event in the life of our union.

Delegates elected from locals across the country will gather to:

- Elect national and regional officers
- Debate and vote on resolutions
- Set the strategic direction of the union
- Represent the voices of members from coast to coast

Being there as a delegate is an incredible opportunity. You get to network with activists, learn from others, advocate for your community, and shape the union's future. You'll also see firsthand how decisions are made, and you'll play a direct role in those decisions.

And it all starts with going to your local meeting and putting your name forward.

What's at Stake? Our Future

The world of work is changing rapidly. Automation, outsourcing, workplace surveillance, inflation, gig work, and more are reshaping the labor landscape. If our union doesn't adapt, we risk being left behind.

That's why we need new ideas, new leaders, and new strategies—and that starts with member engagement.

When you go to meetings, write resolutions, and run as a delegate, you're not just participating. You're protecting your rights. You're building a stronger union. You're paving the way for a better, fairer future for all of us.

Tips for Getting Started

Ready to get involved? Here's how:

1. **Check the Meeting Schedule:** Ask your shop steward or check your local's bulletin board, website, or email updates for the next union meeting.
2. **Learn the Basics of Resolutions:** Ask someone who's written one before, or look for templates through your local or online. You don't have to be an expert—just clear about the change you want to see.

Talk to Other Members: Chances are, others have similar ideas or concerns. Work together. **Co-sponsor resolutions.** Encourage each other to show up and speak out.. **Put Your Name Forward:** When your local is electing delegates, stand up. Nominate yourself. Even if it's your first time it's the right time. **Stay Involved:** Whether you're elected or not, keep coming. Keep contributing. This union is yours—and it needs you.

Final Thoughts: Your Union Needs You Now

This union was built by working people who refused to stay silent. People who believed they could create something better. People who knew that democracy only works if we use it.

You don't need to wait for permission to be heard. You don't need to be a seasoned activist or know every bylaw to make a difference. All you need to do is show up.

Go to the meeting.
Bring your ideas.
Run to represent your coworkers.
Write the resolution.
Stand for something.

Because when you do, you're not just participating—you're leading. You're shaping a union that reflects all its members, protects all its workers, and rises to meet the future.

So take that first step. Your seat is waiting.

- Sean

Working at Canada Post, Amber Rinn– Vice President

So, where to start. Its been a world wind the past few months and there is always a fire burning somewhere whether internal or external.

We have had a number of consultations which always happen in October/November/December. Annual bids, Shift bids and so on. Once again CPC has deleted more plant shifts. Its becoming a shell of what it once was. That's not to say there isn't members there, its becoming less permanent positions and more temporary workers. Which is wrong on all levels. This is a double edged sword. I get calls and emails from temporary workers asking when will they get permanent? I have already been waiting 3 to 7 years... Everyone works to support themselves & their families. They want guaranteed hours, with benefits and vacation leave. Our temporary workers are to fill in the gaps, not to remove & replace permanent positions. No one wants to be a gig worker and that's what CPC is trying to do to our workforce. It's shameful.



It was mid way through December and it started to get cold and we welcomed our first bit of winter snow. Its lovely to look at but makes for a long, draining day. I am not out on the street this year, rather I am in depot sorting mail as a router. Standing stationary for 90% of my day is surprisingly hard on my body and it's cold. You do not create warmth by moving. Our building was so cold (15 to a high of 19) and when the sliding doors open as carriers come & go the temperature drops, its down right cold. I have started wearing my outdoor clothes to route with layers, hot pockets in my footwear, and I have gone as far as buying a space heater. They have since brought in at least 4 commercial heaters which has made a world of difference. Just another day working at Canada Post. Oh, the stories we acquire over the years.



2 STARS

More and more members are asking questions and filing grievances who wouldn't normally. **Good for you.** People are getting tired of management walking over their rights, and I applaud you for standing up for yourself as well as others. If something doesn't seem right, document it all. The who, what, when, where and why. Who was involved. What happened. When did this happen. Where did this happen and why. Was there witnesses around? What did management say and who said it. If you Tell your supervisor you want to see a Shop Steward (you do not need to tell them why) and you need to write this request on paper that you (your name) are requesting a Shop Steward on this day at this time and sign it. Keep a copy for yourself as documentation. They are obligated to find you one and you will have 15 minutes with them either that day or the beginning of your next shift. If its denied, file a grievance for hinderance on top of what you were looking to talk to a steward for. Keep asking questions, the more you know the more empowered you will be to stand up for yourself and others around you by sharing your knowledge.

Someone once wrote:

....Isn't it ironic that Canada Post takes the moral high ground on the issue of delay of mail to the point that they are firing people, while at the same time they are delaying mail systemically on a regular basis. How many times have you seen mail being stockpiled deliberately, because they don't want to pay overtime? How about letter carriers being told to leave regular portions behind and prioritize the admail section? Or walks being left COMPLETELY unstaffed, and then the next day the carrier is presented with double mail? These are all examples of delay of mail, however no one responsible for making these decisions is ever held accountable. As a matter of fact, it goes down in the books as "budget conscious". What hypocrisy!

On the one hand delaying mail is a strategy at Canada Post but on the other hand they'll use it to fire you...

SHAME!



NIGHT WORKERS LEAVE ENTITLEMENTS

With the implementation of the shift bid at the plant some workers are moving to Shift 1. This has raised some questions raised by workers regarding their night workers entitlements.

In Group 1, (all FT & PT Postal Clerks, C&D and Retail) any employee who is scheduled to work prior to 06:00 (am) is entitled to Night Workers leave. The Night Shift is defined under Article 14.01(b)(iii) the night shift is a day's work ending after 24:00 hours or beginning before 06:00 hours.

An employee must work a total of twelve (12) occasions on the night shift, in a four week period, to earn two-thirds (2/3) of a day's credit. Out of a possible 20 workdays in four weeks, the employee must work 12 occasions on the night shift. Annual Leave, personal days and WCB leave are not considered worked days and can reduce the number of occasions to less than twelve (12) in the period and then no credits are earned.

In Group 2, (all FT & PT Letter Carriers, MSC's) must work the majority of their scheduled hours prior to 07:00 (am) to be entitled to Night Workers leave. FT employees who start at 03:00 (am) or earlier are entitled to Night Workers leave, if they work the required number of occasions in the period. Many FT LCAs in depots are entitled to this leave and a PT LCA (240.00 min) who starts at 05:00 (am) or earlier would also be entitled to Night Workers leave.

The employer records Night Workers Leave in hours, but you earn it in increments of two-thirds (2/3) of a day. A 240.00 min PT employee with one and one-third (1 1/3) day's credits (5.33 hours) when promoted to FT still is entitled to one-third (1 1/3) days credits (10.66 hours).

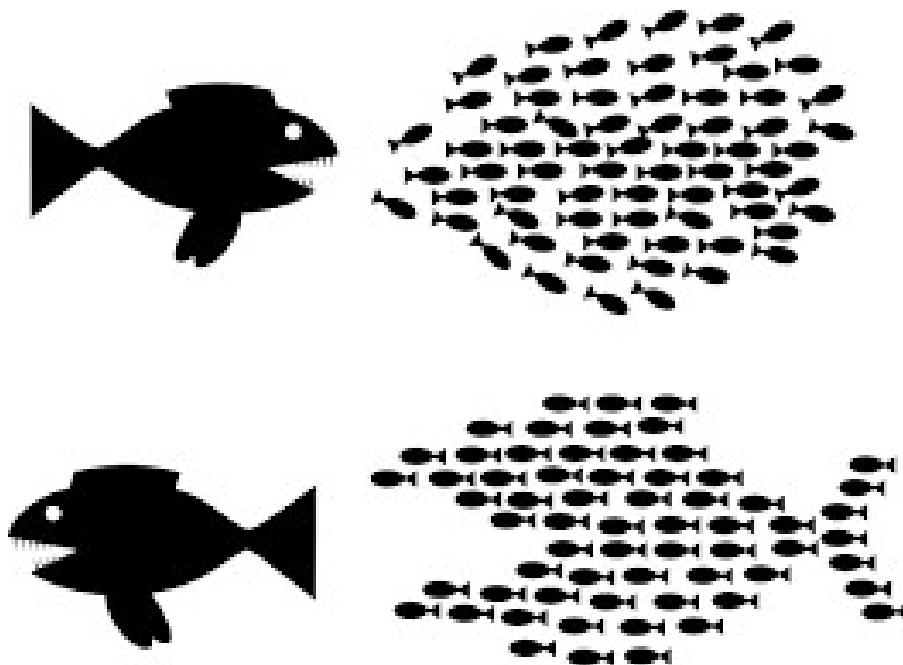
Members are urged to keep track of their credits and their usage and to ensure the employer's records are right. The employer will not do this for you properly.

You will see "NWL start" printed on our CUPW pocket calendars indicating the start 4-week periods. See your shop steward if you haven't received a calendar yet.

In Solidarity,

Cheryllynn Saramaga-Martai
Grievance Officer





Running The MLOCRS With Only 2 People Is A Big No No!

I have heard reports that the employer has been running the MLOCRS on shift 1 with only 2 people. This is a serious health and safety concern and is contrary the guidelines for operating the MLOCRS. In addition, there has been no consultations with the National Joint Health and Safety Committee on a change to work method. Further, the “Ergonomic and Engineering Review to Assess the Multi-Line Optical character Reader” completed for Canada Post and CUPW by Human Factors North Inc. as directed by Arbitrator Keller in 2013 did not review the machines being run with only two people.

The Winnipeg Local took this practice of operating the MLOCRC with only two people to arbitration in 2021 and the arbitrator ruled this practice was contrary to Article 33. In his decision Mr. Jolliffe stated, “the supervisor paid insufficient heed to the health and safety requirements set out in the Collective Agreement” and that the supervisor overstepped her obligations. He went on to award monetary damages “equivalent to their being bumped up to double time for the entire shift in question” to the workers who worked two to the machine. Please reach out if you wish to receive a copy of the decision.

If the employer asks you to work on the MLOCRS with insufficient people tell them no and request an LJOSH rep and ask to see a shop steward. If you ever feel that you are being put in an unsafe position you can invoke your right to refuse under 33.13. And don’t forget to file a grievance for having to work in an unsafe manner.

In Solidarity,

Cheryllynn Saramaga-Martai
Grievance Officer

cupw•sttp



STAND AGAINST

- DISMANTLING OF THE POST OFFICE
- MEDIA MISINFORMATION
- LOSING SERVICES IN YOUR COMMUNITY

THIS IS YOUR POST OFFICE

A SERVICE FOR ALL CANADIANS FROM C O A S T o C O A S T o C O A S T

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you deserve a say.
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- Contact your local MP
- Contact Joël Lightbound
Minister of Government Transformation, Public Works & Procurement
418-648-3244 or joel.lightbound@parl.gc.ca
- Visit your local CUPW picket line
- Share our message with friends and family

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Canadian Union of Postal Workers

PRAIRIE REGION

Union Centre, 407-275 Broadway

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End of the Storm...or the Calm Before?

Friends, as we enter December and prepare to close out 2025, it feels like forever since I last sat down to write a report. The waters have stayed rough, and that ever-present word “uncertainty” still hangs over everything we do. (sigh)

Last month we received news of an “agreement in principle,” and like many of you, I find myself asking: “What does that really mean?” When the announcement first broke, I felt a mix of relief and uneasiness. For over a year, we were told how far apart both sides were, how difficult and distant a deal seemed. Then suddenly, overnight, the gap is bridged. It was hard not to notice the calendar... Black Friday, Christmas around the corner, and the busiest stretch of the year in full swing. Timing, as always, feels oddly convenient.

But the real question that lingers is, **what happens afterward?**

Will negotiations collapse once again? Will Canada Post flip the switch and lock us out? Or...will we finally ratify an agreement?

Because the truth is, my PTSD around the word uncertainty is kicking in again. It's become the ghost of Christmas we never asked for, rattling its chains and whispering, “Remember me?” every time headlines shift or details get fuzzy. Maybe this time will be different. Maybe the agreement will hold. Maybe communication won't evaporate the moment things start to “normalize.” Or maybe uncertainty will once again become the gift none of us wanted, wrapped neatly and dropped at our collective doorstep by Scrooge Ettinger.

Nothing is ever handed to workers, everything we have is fought for. And through this struggle, it has been sadly eye-opening to see how far the corporation will go to prove they're “broke.” We've watched health and safety scaled back, work floors deteriorate, cleaning budgets slashed, and we're living with the consequences every single day. Bed bugs in WMPP furniture. Mice running through the lunchroom where you've been eating. Dust piling up everywhere for months and months. It's disgusting. We do not deserve to work in a pigsty. We deserve respect, not bullying. Dignity, not intimidation.

As for me, I'm not asking for much this year. Not peace on earth. Not miracles.

Just a little stability. A little transparency. A little more follow-through.

Is that really too much to ask?

And my ask of you? Stay strong, my friends. Focus on your loved ones this month. Hold them close. Some families out there will face an empty chair at their table this year, one less stocking to hang, gifts that will never be opened. Loss has a way of reminding us of what truly matters.

Cherish those around you. Celebrate the ones who shaped our hearts. And as we wait for what comes next, remember that our strength has always been found in each other. We fought together, we endured together, and we will rise together.

Happy Holidays to you and your families. May 2026 renew our collective strength and guide us forward.

Always in Solidarity,

Reggie Taman



Building Skills to Better Serve Our Members

By Bill Zenert

I recently had the opportunity to attend a five-day union educational course. This training was designed to strengthen my skills as a steward and to help me better serve and support our members. It was an intensive and rewarding week, and I want to share a bit about the experience.

Our class brought together 20 participants from across the Prairies and Pacific Regions. It's always so amazing to see the mix of people that you end up with in these courses. We had several letter carriers, some RSMCs, and more than a couple plant workers. Truly a good variety and wide representation of the workforce that we are all collectively part of. This mix of perspectives was incredibly valuable—although we all come from different provinces and cities, it quickly became clear that many of the challenges we face are shared across the country. Having open, honest conversations with others who understand our struggles was both reassuring and energizing.

The focus of the educational was on deepening our understanding of the collective agreement: knowing our rights, recognizing when those rights are being violated, and learning how to respond effectively. We worked through real-world examples of grievances, discussed how to identify when one is valid, and explored how to support coworkers when their rights are being overlooked or ignored. Just as importantly, we learned strategies for standing up to unfair treatment and ensuring our members are respected in the workplace.

Beyond the classroom learning, this experience was an excellent opportunity to build relationships. Working alongside fellow union activists, and other people passionate about protecting and

improving working conditions reminded me how strong we can be when we support one another. The solidarity and teamwork on display throughout the week were inspiring.

I came away from this educational not just with new knowledge, but with renewed motivation and confidence. I feel better equipped to serve our members and to help protect the rights we, and those before us, have all fought hard to secure.

If you ever have the chance to apply for one of these educational opportunities, I encourage you to go for it. It's a chance to build your skills, strengthen our union, and meet others who share the same commitment to fairness and solidarity. The more of us who step forward to learn and take on these roles, the stronger we become together. Solidarity!

-Bill



From the woman's committee

Horray for Bill C-59!

By: Stella Chainho

As of Dec 12 2025, Bill C-59 will be in affect: A new Canada Labour Code Leave Related to Pregnancy Loss, Bereavement Leave and Leave for Placement of Child. Here's a quick summary of the new changes:

Pregnancy loss

- Up to 8 weeks of unpaid leave if their pregnancy was at least 20 weeks along
- For any other pregnancy length, they are entitled to 3 days of paid leave
- Includes the person who experienced the pregnancy loss, their spouse or common law, or the intended parents through adoption or surrogacy
- Employees must have worked for the company for at least 3 months to qualify for these benefits

Bereavement Leave

- 10 days of bereavement leave (3 paid, 7 unpaid)
- Includes death of an immediate family member or a family member under their care (compassionate, or illness)
- Up to 8 weeks following the death of their child, or the death of their spouse/common law's child

The New Leave for Placement of a Child

- Adoptive and intended parents entitled up to 16 weeks leave to care for new child

Paws on Health and Safety

By: Reggie Taman

Whether you're delivering mail, dropping off a parcel, or simply walking your route, encounters with dogs are part of the job. Most days, "man's best friend" lives up to the name, but not always. Many of us have experienced the adrenaline rush of being chased, cornered, or lunged at by a dog. Some have been lucky enough to get away unscathed. Unfortunately, this past year I've been reminded that not everyone is so fortunate.

Dog bites and dog-related injuries remain one of the **most preventable hazards** for outdoor workers. Beyond the physical and emotional toll, it's crucial to understand your rights and responsibilities when an incident occurs.

A dog bite while working, no matter how minor it may seem, **is a workplace injury**. That means it **must** be reported to the Workers Compensation Board (WCB).

This reporting should happen **automatically** when you seek medical attention, because physicians will usually ask (or clarify) whether the injury occurred at work. Once confirmed, they are required to report the injury through the WCB reporting process. I always advise members to follow up as well to ensure it has been initiated.

However, issues arise when workers are **directed by their supervisor to a pharmacy instead of a medical clinic or urgent care**.

Some supervisors have been advising employees to not go to the doctor and "just go to the pharmacy" to determine whether a tetanus shot is needed following a dog bite. Upon their return, workers are often immediately sent back into the street, with little regard for the physical or psychological trauma they have experienced. This failure compromises the workers well-being and undermines their ability to perform duties safely and effectively.

While pharmacists *can* administer tetanus boosters, **they are not responsible for assessing workplace injuries**, nor do they submit WCB forms.

This is critical.

A pharmacist **will not**:

- Evaluate the wound medically
- Screen for infection risk
- Perform a full injury assessment, including psychological impacts
- Document the injury for WCB
- Trigger the workplace-injury reporting process

Any delay in reporting an injury can also harm your WCB claim, especially if complications appear later. A simple puncture wound today can become a complex infection or mobility issue tomorrow, and without timely documentation, workers can be left unprotected.



If you are bitten:

- **Stop work and seek medical help immediately** - Go to a doctor, urgent care centre, or emergency room, not a pharmacy.
- **Ensure the doctor documents that the injury occurred on duty** - This initiates the WCB process automatically.

- **Call WCB yourself to confirm the claim is opened (1.855.954.4321)** - Don't assume someone else has done it.
- **Report the incident internally** - Notify your supervisor and complete any required workplace incident forms. Notify your Local Joint Health and Safety Committee (LJHSC) as well.
- **Keep notes** – Keep a pad of paper by the phone and keep accurate notes of names, numbers, appointments, etc.
- **Let me know**, so I can make sure the process stays on track and ensure that management follows through on their responsibilities.
healthandsafety@cupwpg.ca

Beyond protecting your own health, proper reporting is essential:

- Creates a record of dangerous locations
- Helps the employer and LJHSC implement controls or route changes
- Ensures others aren't put at the same risk
Supports accurate workplace injury statistics

While not every dog-related incident can be avoided, a few precautions can reduce risk:

- Stay alert and avoid distractions when entering yards or approaching homes.
- Make sure your PPE equipment (spray, horn, etc) are easily accessible.
- Observe posted signs or signs of canine activity (scratches, toys, bowls, sounds).
- Never assume a dog is friendly, even if the owner insists it is.
- Keep distance when possible and position your satchel or object between you and an approaching dog.
- Do not run, this can trigger a chase response.
- Report aggressive animals immediately.

Your safety is non-negotiable. Dog bites are not

“part of the job,” and they should never be minimized or brushed aside. If you are injured, no matter how minor it may seem, you have the absolute right to proper medical care, and to WCB reporting.



If you have questions, concerns, or need assistance with a claim, please reach out. I'm here to help keep everyone safe and ensure every incident is properly handled.

Always in Solidarity,

Reggie Taman

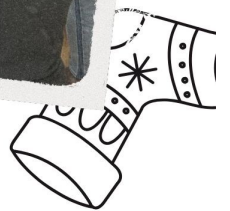
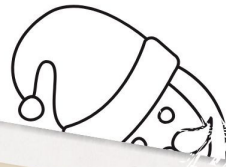


Kids Christmas Party *2025*



Thank you to all those
that helped pull this year's
event off. From signing
people up, to shopping,
wrapping , volunteering
& everything in-between,
you are ...

AMAZING!



Recognizing National Day of Remembrance and Action on Violence Against Women

By: Lisa Winnicky

As a female steward and member of the Women's Committee, I dedicate my officer's report to recognizing December 6, - National Day of Remembrance and Action on Violence Against Women as a "Day of Mourning". This day weighs heavily on our hearts and reinforces the union's commitment to ending gender-based violence and standing in solidarity with all those affected.

The Local and the Women's Committee honours the 14 women whose lives were stolen at l'Ecole Polytechnique in 1989 – women with dreams, talents, and futures that were simply taken because they were women. As a union, a committee, and as a country their names, their families, and their absence continue to echo.



We know that violence is not only a social issue – it's also a workplace issue. Harassment, discrimination, intimidation, and unsafe working conditions are all forms of violence that threaten our women. Today, CUPW continues the commitment to create workplaces where women are protected. On December 6, we remember. And every day after, CUPW remains united in the fight for equality, safety, and justice for all.



Today, CUPW holds space for all women, girls, and gender-diverse people who live with the fear or reality of gender-based violence. We think of the survivors who carry their stories quietly. We think of those who were never able to tell their truths. And we think of the countless moments of harm that often go unseen or unacknowledged.



RECOGNITION CORNER

We'd like to take this opportunity to recognize and thank the employees who walked the strike line the day we walked out on September 25th, 2025 in response to Joel Lightbound's announcement.

Members are working on ideas to have National approve a one-time exemption for the miscommunication that happened on this day.

We would also like to acknowledge the support we have received on the front lines during this never ending strike by our local NDP affiliates, The Manitoba Federation of Labour, The Canadian Labour Congress, The workers of 1919, The Manitoba Teachers Union, CUPE, and to all those not mentioned. We truly have appreciated all your support during this time.

*Thank
you!*

Happy Holidays FROM Your Lead Internal Steward

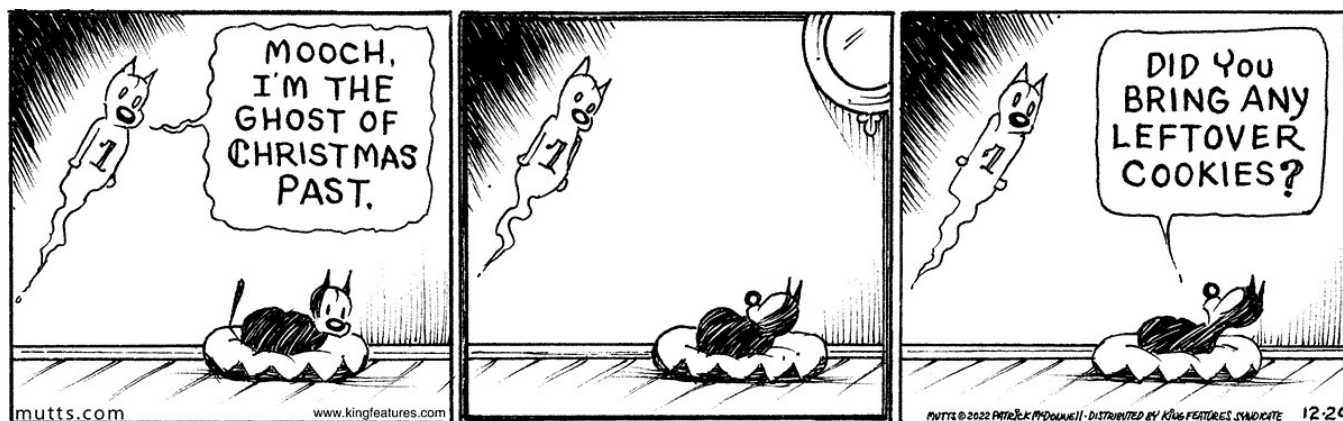
**By: Lisa Winnicky – Lead Internal
Steward WMPP**

As the year winds to a close, I want to take a moment to recognize the hard work, dedication, and resilience shown by every one of our members. This season can be frustrating - especially as we move through another peak season without a collective agreement – but it is also a time to reflect, recharge, and celebrate what we've accomplished together.

Throughout the past year we've stood up for one another against a bullying corporation, pushed for fairness on the picket line, and made improvements in our workplace through the grievance process. We advocated, we supported each other, and we made our voices heard. That strength is something to carry proudly into the new year.

Whether you're spending this season with family, friends, co-workers, or enjoying some well-earned quiet time, I wish you rest, warmth, and moments of joy. Thank you for everything you do – every shift, every grievance, every effort that keeps our local running.

Here's to safe, bright, and healthy holiday season – and to a year ahead filled with progress, unity, and continued strength. And a signed collective agreement!



Strategic Approach: How to Manage Bully Supervisors

**By: Lisa Winnicky – Lead Internal
Steward WMPP**

Recently incidents of supervisors bullying members have been on the rise. While unfortunately, this has long been a common practice within CPC, it has become noticeably more prevalent in recent weeks.

This bullying can take many forms – from a supervisor personally targeting a member to an entire section being pressured, micromanaged, or manipulated by a supervisor who chooses to “manage” however they see fit, without regard to policy, procedure, or the well – being of the members.

Bullying, intimidation, and harassment are unacceptable – no matter who is doing it. But bullying isn’t always loud or obvious. It can be subtle, persistent, and manipulative. Watch for: *Verbal abuse, unfair targeting, micromanaging, isolation tactics, and abuse of authority.* As CUPW members, you have rights – and there are strategies to protect yourself and your coworkers.

Stay Calm and Professional

Bullies often provoke reactions to justify further mistreatment.

Document Everything

Your best defence is a strong paper trail. Keep detailed notes on: *Dates, Times and locations, exact words used, witnesses present, emails, messages, or documents.* Keep your notes private and safe. If you file a grievance, this documentation becomes powerful evidence.

Know Your Rights

In our unionized environment, you have protections. *Article 56 of CUPW’s collective agreement* deals with harassment. If the supervisor is harassing, discriminating, or creating a *toxic workplace*, it may violate the collective agreement *and* health & safety laws.

Involve Your Shop Steward Early

File a *harassment grievance* if the supervisor’s behaviour violates the collective agreement. Help escalate concerns to *Health & Safety Committees* or *Human Rights complaints*, if applicable.

Use Internal Complaint Processes

If the bullying is persistent give a written complaint to management *through a shop steward*. If it involves discrimination or harassment, it may also fall under *human rights legislation or Canada Labour Code protections*.

Protect Your Mental & Emotional Well-being

Dealing with a bully takes a toll, so lean on social stewards for support. Talk to your doctor if stress, anxiety, or sleep issues arise — this can also support claims later if needed.

Escalate if Necessary

If the bullying continues despite grievances the union can escalate to *third-party arbitration*. In extreme cases, *Employment Standards* or the *Canadian Human Rights Commission* can get involved.

Every member has the right to work in an environment free from harassment and undue pressure. If you feel you are being bullied, document everything and reach out to a shop steward immediately! Together, they can ensure your rights are protected and that CPC is held accountable to its own policies and our collective agreement.

Solidarity is our strength!

Workload Structuring Officer

By: Toni Montanti

Hello! Brothers, sisters and comrades. I am here today to speak of the importance of policy A-27 within our national constitution. It pertains to the corporation undermining and constant attacks on the Letter Carrer Route Measurement System and the Mail Service Courier Workload Structuring System.

This policy speaks to the fight that must be maintained and/or bolstered to uphold the integrity and combat the attacks of these manuals. This is not a new fight but at a time where SSD is being rammed down our throats, our jobs being cut, and overburdening is the new daily norm it is of upmost importance for the Letter Carrier Classification. These manuals serve as a last line of defence in holding the corporation accountable to ensure work is measured and distributed fairly.

Let's begin with the fundamental purposes of these two manuals. Times values, rules, procedure, and process are what you will read about in these manuals.

Why is this a fight we can win? You might Ask?

Because these time values, rules, procedure, and process leave no gray area. Its either right or wrong and if it is wrong it must be corrected.

Accountability is possible when rules are followed. What the corporation has been doing is undermining the union and these rules; rules which were put in place to not overburden our Letter Carrier's and maintain manageable workloads.

Both manuals have seen many language changes to them to better align with the corporation's agenda. The language that is original is contorted by the corporation to meet their own needs. Which, in my

experience is never to improve the working conditions of a letter carrier.

So, When I talk about rules and procedure, these are carefully written chapters to address every scenario that may arise and the corrective action to be taken for the union and the corporation to somewhat work cohesively together.

The union has recognized that this issue will never go away but is also striving to find different ways to combat these attacks. Through education, knowledge, and committees this fight now turns into a marathon where endurance and persistence are key.



I will tell you,

Our Education is there, but it needs to be more.

Our Knowledge is there, but it needs to be more.

Our Committees are there, but they need more.

Individually, locally, regionally, and nationally we all have a responsibility and role to play when it comes to this policy. Where will you start?

- Toni

December 18 Snow Day

Many people were unable to make it to work on December 18 because of the weather.

If you contacted management and were told not to report to work but are now being docked personal leave or coded as Leave Without Pay for the day, you need to file a grievance. If you've never filed a grievance before all you have to do is request to speak with a shop steward and the steward will assist you in filling out the grievance investigation form. On it be sure to state who you contacted and how, when the conversation took place, and what they told you. If you communicated by text or email screen shot and/or print a copy of the conversation and attach it to the grievance investigation form.

If you attempted to report to work but were unable to make it because you were snowed in or the road was closed, then you should apply for special leave. Put in a leave form to your supervisor. Use code 9200 and in the comments write "unable to report for work due to severe weather". Attach a copy of the weather report, the announcement from the police that the road was closed, and/or a news report about the storm etc. to your request. If the leave is denied, then file out a grievance and attach a copy of the leave form and your supporting documents to your grievance investigation form.

Each person must write an individual grievance because each person's circumstances are different. When writing your grievance be specific. Include the names of management you spoke to, when you spoke to them, what was said, etc.

Remember **the Union has only 25 days to submit your grievance to the Employer so get it to the Local before January 20.** We need time to type it up and send it in.

If you have any questions. Feel free to contact me at the Local office.

In solidarity,

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



CANADA POST
IS ON THE NAUGHTY LIST

What makes a good grievance.

Grievances are our vehicle to formally complain about violations to our Collective Agreement, the Canada Labour Code, or the terms and conditions of employment. They are filed by members seeking a remedy or resolution for issues like unfair treatment, discrimination, harassment, or breaches of contract. Grievances are the mechanism for employees to address concerns when other informal approaches have failed or are inappropriate, and they can be based on violations of collective agreements, company policies, laws, or established work practices.

A good grievance isn't just about being upset or unfairly treated. It has to be built in a way that makes it strong, credible, and winnable. Here's what's needed:

1. A Clear Violation

A grievance must show that the employer has violated:

- The **collective agreement** (e.g., wages, hours, seniority, benefits, staffing procedures etc.).
- A **law** (e.g., health and safety, human rights, labour standards).

An **established policy or past practice** (if it's consistent, longstanding, and accepted by both parties).

2. Contain Solid Facts & Evidence

A good grievance is fact-based, not just emotional. It should explain what you know happened and not what you think may have happened. It should include:

- **Who** was involved (names, witnesses).
- **What** happened (specific actions or events).
- **When** it happened (date, time, shift).
- **Where** it happened (location, department).
- **Why** it violates the agreement, law, or policy.

How the member(s) were harmed.

Supporting documents such as schedules, pay stubs, witness statements, and photos may all be needed as evidence to prove your grievance.

3. Timeliness

Grievances have strict time limits in the contract. Article **9.10 states** "A grievance concerning only one employee may be presented by an authorized representative of the Union not later than the twenty-fifth (25th) working day after the date on which this employee first became aware of the action or circumstances giving rise to the grievance." Missing the deadline can mean the grievance will be dismissed, even if it's valid.

4. Corrective Action

A grievance should state what the grievor wants as a remedy in the in the Corrective Action section on the back side of the grievance investigation form. This should be a clear remedy or demand.

Examples:

- Pay owed (back pay, overtime).
- Correcting schedules
- Removal of discipline from a file.
- Reinstatement of a worker.

Any other fair compensation or correction.

6. Straight Forward Precise Wording in Plain Language

Grievances should be written in **simple, factual, neutral language**. Avoid emotional or accusatory wording — stick to the facts and the violation. For example:

✗ *“The boss is a bully who always targets me.”* This sentence is a person’s opinion and contains no facts. It is not a good grievance statement.

☑ *“On September 1, 2025, my supervisor assigned overtime to a junior employee, violating Articles 11.01 and 15.04 of the collective agreement regarding seniority rights.”*

In short, a good grievance is timely, fact-based, tied to the contract or law, and asks for a clear remedy.

Remember to Act quickly:

Witness statements should be collected as soon as possible while events are fresh in everybody’s memories. If you act quickly, your shop steward will have enough time to properly investigate your grievance and gather the required supporting information.

Don’t leave it to the last minute! The Union has 25 working days (following the date you first became aware of the situation) to submit a grievance on your behalf, but your grievance should be submitted to the office as soon as possible and in within 20 days at the latest to allow us time for processing.

If every griever follows these simple steps, the union will be well prepared to argue your grievance at every level of the grievance procedure, including at arbitration.

If you have questions about a contract violation or need assistance with a grievance, please speak to a shop steward in your workplace or contact me or one of the officers at the Local office.

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



Member's Corner

Opinions expressed are those of the writer and not necessarily the official views of the local.

Why I Voted No on Canada Post's best and final offer; This Contract Was Designed to Fail

I voted **no** on Canada Post's so-called "contract offer," and I want every member to understand why. This vote was **forced** by the government at the corporation's request—a blatant attempt to undermine our collective bargaining rights. Workers are supposed to have a voice in their contracts. This? Not a voice. A **boot on the neck of workers**.

My biggest concern is the **unrestricted power Canada Post wants to change routes daily** they want **carte blanche** to redraw routes as they see fit, while openly admitting they don't even know what these routes will look like. This is not "flexibility." This is **chaos disguised as efficacy**. It's a plan that seems destined to fail before it even begins.

Voting yes would have wiped out outstanding grievances. These aren't just paperwork—they're real complaints from members who have fought hard for fairness, safety, and respect on the job. Accepting this contract would have **erased all that effort**, sending a message that our concerns and our rights don't matter. It would have forced members to give up everything they've fought for over the years. This isn't just unfair—it's an attack on accountability and the principle that workers should be heard.

It would have also favored **inside workers over outside workers**, creating division where solidarity should stand. This contract was full of **poison pills**, designed to be rejected, leaving the union no choice but to say no. The logic is clear: force a rejection so the government can step in with even harsher measures.

Make no mistake—this is about **control, not fairness**. The company wants the right to **ignore long-term planning, ignore grievances, and ignore equity between workers**, all under the guise of "modernizing the postal service." Modernizing? It's a cover for mismanagement and an attack on our rights.

We are not pawns. We are not disposable. Collective bargaining is not a privilege; it's a **fundamental right**. And I will not vote for a contract that undermines the very principles we've fought decades to protect. Canada Post employees deserve a **real deal**, negotiated in good faith, not a contract set up to fail from day one.

Every member needs to understand: saying no was not just the right vote. It was the **only vote that defended fairness, solidarity, and respect for our work**. Anything else would have been a surrender to chaos and corporate overreach.

We need a contract that works **for us**, not **against us**. We need fairness. We need transparency. And we will continue to fight until we get it.

Thank you,

Shaun Leepaget

Walking in a Winter Wonderland

By: Stella Chainho

It's the most wonderful time of the year. Winter. Usually I dread walking through the thick, mashed potato goo, I dread scraping the van clean after an ice storm, and I dread having to wear 10 pounds of clothes that keep me warm but makes every step a bit tougher.

But this year, I'm thankful we are one step closer to an agreement and It's great to be out there working. Parcels are slowly picking up and Christmas cards are back with a vengeance. And it's sad to say, I actually missed delivering the Canadian Tire flyers.. it brings me a sense of security that we are in a place where we can maintain contracts as a business, which means I can keep doing what I love.

The past few weeks have been cold and a bit miserable but one of the best parts of delivering door to door is the relationship you build with your customers. I am a relief carrier but I can still commiserate with them while they're shoveling their driveway during a blizzard. I can also celebrate with customers too. The other day I met the sweetest gentleman who was happily clearing his daughters driveway while she was at the hospital with her husband, hours away from welcoming their first child. His smile was contagious and I couldn't help myself from walking away smiling ear to ear.

A couple weeks ago I was lucky enough to deliver to a section of my old route before SSD. I was warmly welcomed by many of my past customers. I genuinely missed talking about music, movies and art with a great guy who is an avid collector of cool things. I was able to ask him, "hey, what did you get this time?" This tiny heavy package contained 150 Disney pins! A Christmas gift for his daughter. And we chatted about his time working in France where they would visit Euro Disney frequently. I was also happy to see my old friend who lives on Shelley. He sells wooden snowmen that he builds and his wife paints. They began doing this during Covid and since then, they have donated around \$10,000 a year to smaller charities that are often forgotten during the holidays. You'll see these snowmen all over Westwood!

Unfortunately with the news about conversion to CMB's,
I know these interactions are limited... But I will
appreciate them while I still can. We aren't just letter carriers,
we are an important part of the community. Ask a letter Carrier
for a couple of stories, you'll hear some good ones!

Happy holidays and please shovel a path for your carrier, we are eternally grateful to those who do. Also, consider donating to a charity or a hamper. We all know what it's like to fall on hard times and maybe this Christmas, we can be as generous as we can to make a difference.

-Stella Chainho



Canada Post runs because we show up and do the work. Every dollar this corporation brings in comes from letter carriers, RSMCs, plant workers, clerks, and support staff moving the mail and delivering parcels in all conditions, every day. Without us, nothing moves. No routes get done, no plants run, no customers get served. It really is that simple.

But instead of being treated like the people who keep the whole place going, we're treated like a problem to be managed or a cost to be cut. Routes get longer, staffing gets thinner, and the pressure just keeps piling on. Meanwhile, management offices stay warm and well-staffed, and decisions get made by people who don't carry mail, don't work the machines, and don't feel the strain we feel.

A lot of us are tired — not just physically, but fed up. Fed up with being told there's no money for workers while there always seems to be money for more managers, more restructuring, and more "efficiency plans." Fed up with carrying heavier loads while being told to be grateful we have a job. It feels like we're carrying the weight of the mail *and* the weight of a top-heavy system that doesn't respect us.

The truth is, Canada Post doesn't exist without workers. Not management. Not consultants. Not executives. Just us. When we stand alone, that truth gets brushed aside. When we stand together, it can't be ignored. Everything we've ever gained decent wages, safer work, some level of respect — came from workers sticking together and refusing to back down.

So this is a call to each other. Get involved. Show up. Support one another. Ask questions, speak your mind, and don't let anyone tell you that nothing can change. We are not disposable, and we are not asking for too much. We are asking for fairness, dignity, and a say in the place we keep running every single day.

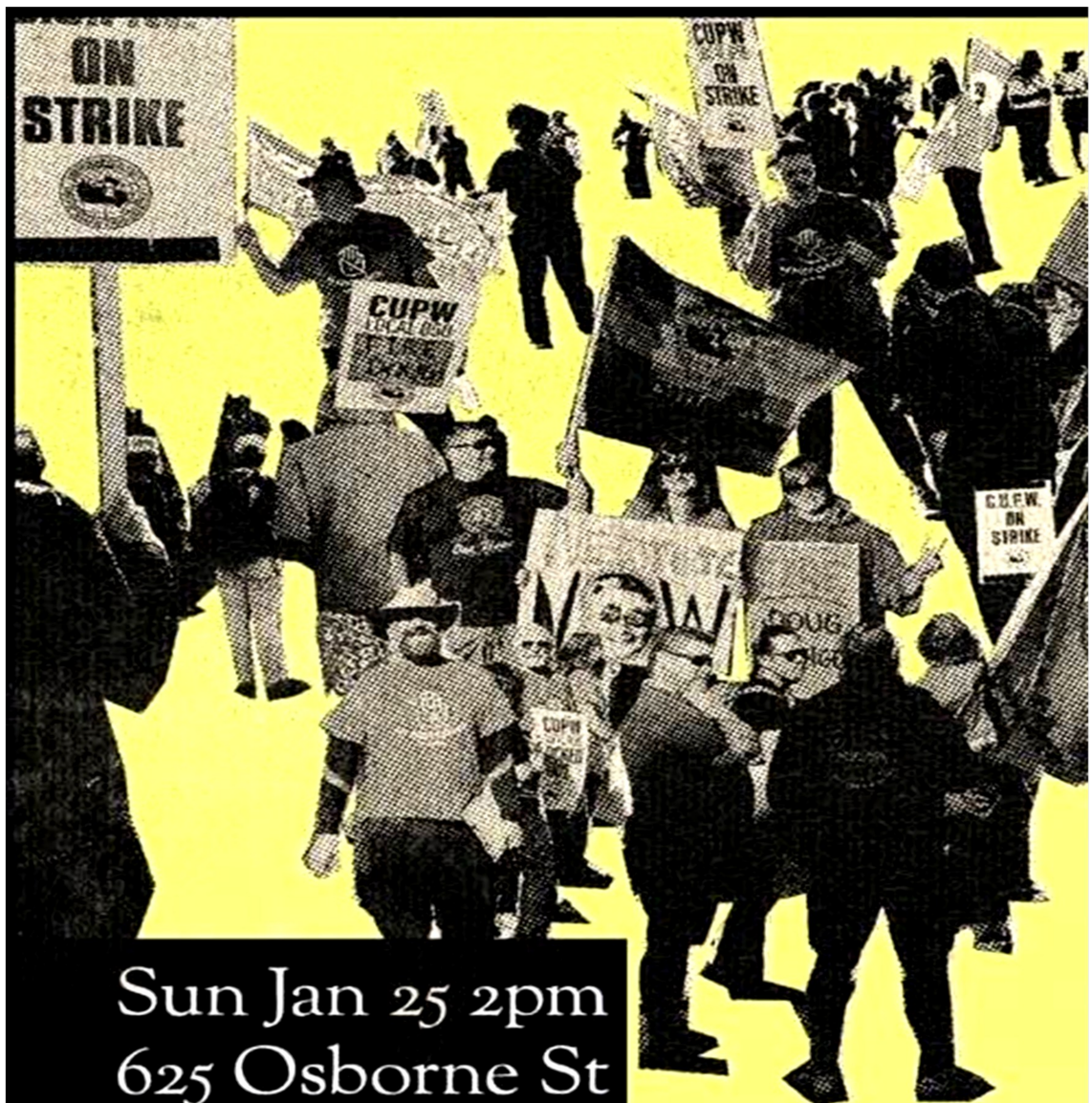
Proud Postal Worker

Shaun Leepaget

NO ONE UNDERSTANDS WHY CANADA POST HAS SUCH A LOW WORKER RETENTION RATE.



SO, WHAT NOW?



Sun Jan 25 2pm
625 Osborne St

Join fellow postal workers and public sector workers for a discussion on the 2025 strikes and the future of Canada Post.

1919

2026 SHOP STEWARD ELECTIONS

Nominations are now open for shop stewards in the Winnipeg Local. Nominations are open to members in good standing. Nominated members will be sworn in at the March 2026 General Membership Meeting. You can send these in by email to Roman at SECTREAS@CUPWWPG.CA or they are on all union boards.

Deadline for nominations is February 28th, 2026 for Shop Stewards.

EXECUTIVE POSITION NOMINATIONS

All executive positions are up for election at our March General Membership Meeting. So if you are interested in any of the positions or if someone you know is interested in running be sure to get the nominations in by email to Roman at SECTREAS@CUPWWPG.CA Your nominator must be present at the GMM to speak about you (so have the speech written out ahead of time).

Deadline for nominations is February 6th, 2026 at 12:00pm



Full Time Positions are:

PRESIDENT
SECRETARY TREASURE
GRIEVANCE OFFICER
HEALTH & SAFETY OFFICER

Part Time Positions are:

VICE PRESIDENT
EDUCATION OFFICER
WORKLOAD RESTRUCTURING OFFICER
RSMC SHOP STEWARD
INTERNAL SHOP STEWARD 1 (WMPP)
INTERNAL SHOP STEWARD 2 (WMPP)
EXTERNAL SHOP STEWARD 1 (DEPOTS)
EXTERNAL SHOP STEWARD 2 (DEPOTS)

SATURDAY MARCH 7, 2026

9:00am - 12:00pm

First Mennonite Church of Winnipeg

922 Notre Dame Ave

Mark your calendars and attend this meeting, Your vote matters. This meeting will decide who your next executive team will be for the next two years. They will be representing your interests and fighting for you every day, so it's important to choose people who you trust & genuinely care about what matters to you.

Any member Looking for Corporate Apparel?

The local office has a few boxes of clothing including shirts, pants, jackets, gators etc.
If you are new or seasoned please feel free to stop by the office and pick up some gear.

Eye Opener Articles

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.

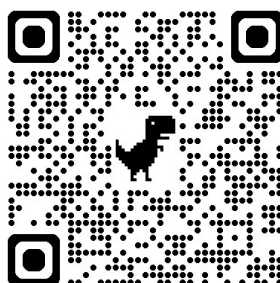
Email your submissions to: vicepresident@cupwwpg.ca

IN NEED OF CORE HYGIENE & ORAL CARE PRODUCTS FOR LOCAL SHELTERS

If you have any unused travel size bottles of soaps, shampoos, body washes, toothbrushes, tooth pastes, mouth wash, feminine products. Can you please consider donating them to local shelters. They are always in need of these items & its greatly appreciated. We collect them at the local union office and drop them off about once a month. You can always hand off to a shop steward or executive to take with them to the office. Thank you in advance , every little bit helps.

Are you planning to move?
Have a question about STDP/LTD/EDP/WCB?
Want to sign up for the newsletters?

Contact the local union office at
(204) 942-6323 or toll free at (866) 238-3209
You can also scan the code below.



GMMs FOR 2026

JANUARY 10TH

FEBRUARY 7TH

MARCH 7TH (executive position vote)

First Mennonite Church of Winnipeg

922 Notre Dame Ave

(9:00am-1:00pm)

APRIL 11TH

MAY 9TH

JUNE 13TH

JULY 11TH

AUGUST (No meeting)

SEPTEMBER 12TH

OCTOBER 3RD

NOVEMBER 7TH

DECEMBER 5TH

BRONX PARK COMMUNITY CENTER

720 Henderson HWY

9:00-12:00pm

(all here except March meeting)

Open to ALL C.U.P.W members