

THE EYE-OPENER

SUMMER 2026

CUPW 856 - QUARTERLY NEWSLETTER



Created By:

The 856 Communications Committee

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THE PRESIDENT'S REPORT SUMMER 2026

Mental Health Matters.

When we think about staying healthy, we often focus on eating well, exercising, and getting enough sleep. While these habits are important, mental health is just as essential to our overall well-being. Our mental health affects how we think, feel, and respond to life's challenges, both at work and at home.

Every workplace experiences challenges. A certain amount of stress is healthy, but when stress becomes constant or overwhelming, it can take a toll on health. Recognizing the importance of mental wellness is not only beneficial for individuals but it also helps create a supportive workplace.

Mental health challenges can affect anyone. They are often invisible, making it difficult to recognize when a coworker may be struggling. Signs of prolonged stress or declining mental well-being can include difficulty concentrating, increased irritability, fatigue, changes in attendance, or withdrawing from co-workers. While these signs don't always indicate a mental health condition, they can be a reminder that someone may benefit from listening and support.

Fortunately, maintaining good mental health doesn't always require major lifestyle changes. Small, consistent habits can make a meaningful difference. Take regular breaks, get outside, stay physically active, eat nutritious meals, and ensure adequate sleep. These factors contribute to improved mental well-being. Disconnect and spend time with your family.

**“Asking For Help Is
A Sign Of Strength,
Not Weakness”**

Creating a mentally healthy workplace is a shared responsibility. Each of us has the opportunity to contribute by treating others with kindness, respect, and empathy. A simple conversation like asking a coworker how they're doing, or offering a listening ear can make someone feel supported during a difficult time. Building a culture where people feel comfortable speaking openly about mental health helps reduce stigma and reminds everyone that they are not alone. If you find yourself feeling

overwhelmed, remember that asking for help is a sign of strength, not weakness. Whether it's talking with a trusted friend, family member, EFAP (Employee and Family Assistance Program), a mental health professional, or a Social Steward—you are heard.

Taking care of our mental health is an ongoing journey, much like caring for our physical health. By looking after ourselves and supporting one another, we can create a workplace where people feel valued, respected, and empowered. Together, we can foster a culture where mental health matters every day, not just during awareness campaigns, but as part of who we are.

- Sean Tugby, President

VICE PRESIDENT'S REPORT

Organizing has never been as important as it is today. Since the Liberal Government has decided to convert Canada Post's remaining door-to-door delivery to Community Mailboxes, it is our duty as members of the Canadian Union of Postal Workers, to fight back. We saved door-to-door in 2015 and we can do it again.

We have depots scheduled for CMB conversion within the next few years: Church depot in October 2026, as well as South West 3, St. Norbert, and Portage La Prairie in September 2027. We are not sitting back and watching this happen.

On July 25th, a few members including myself decided to canvas the St. Norbert area who still have door-to-door delivery. A big thank you goes out to Bill Zenert, Kulvinder Singh, Tyler Nielsen, and Randi Dueck. An extra big thank you to our Regional members Dave Lambert, Dave Phillips, and Eric Toupin-Selinger who came out and helped guide inexperienced door knockers.



I stepped out of my comfort zone. I was officially a solicitor. It was intimidating at first, but I had the experience from the Political Action course I had taken last month in my back pocket, as well as Dave Lambert by my side guiding and coaching me along the way. We door-knocked for several hours, having great conversations with residents who both supported keeping door-to-door and those who opposed it. Almost every conversation ended with words

"Canada Post Is A Public Service"

of encouragement from the home owner. I witnessed Dave change the minds of a small business owner who had switched from using Canada Post to another company during the strike because we had become "unreliable", and another gentleman who was concerned about spending tax dollars on saving Canada Post and the undeniable decrease in letter mail. By the end, both people stated we had

their support and that they were unaware of the conflict of interest with Doug Ettinger being the CEO and on the board of Purolator. The media is good at telling one side of the story.

Having conversations and connecting with the public is what will save us. Canada Post is a public service and we need to focus on expansion and finding ways to serve the public in more ways such as senior check-ins and offering passport services in Post Offices. I can confidently say most Letter Carriers already ring the doorbell when they see a full mailbox at an elderly person's home. We are already doing these check-ins. We are an important part of the community and we care about the people we serve.

I hope to see more volunteers come out in the future. It is intimidating but please try stepping out of your comfort zone. The future of Canada Post and our jobs are worth it.

- Stella Chainho, Vice President



TREASURER'S REPORT



Firstly, I'd like to express my gratitude to Dessa Narciso for nominating me and working tirelessly for my election. Secondly, thank you to all who came to vote in the elections, both for the local executive positions, and for the ratification votes. Thirdly, I'd like to thank Stella Chainho, our Local vice-president for helping me immensely in fulfilling my duties during the first three months of the term.

Over the past four months, I have been immersed in reconciling the local's finances, preparing documents for the trustees, and engaging with the auditors to finalize the 2024/25 fiscal year audit. Even though going

through the strike accounts has proved to be very time-consuming, it has provided opportunities for me to cultivate patience, persistence and perseverance, for which I am truly grateful.

During this period, I also attended the one weeklong Canadian Labour Congress Convention, and facilitated the ratification votes in Steinbach, as well as in Winnipeg.

In addition, I've met with several members to help them fill out their pension paperwork. Engaging with members, hearing their stories, and learning about their life journeys is

one of the most enjoyable parts of my day. If you have any questions regarding retirement, please contact me. If I don't know the answers, I'll reach out to those who are more knowledgeable.

The next phase for me is to complete reconciliations of the second of the two strike accounts and prepare documents for the 2025/2026 audit.

Until next time, enjoy the rest of the summer, and may peace be with you all.

- Ha Yen Jiwa, Secretary-Treasurer

THE IMPOSSIBLE DREAM

To dream the impossible dream
To fight the unbeatable foe
To bear with unbearable sorrow
To run where the brave dare not go

To right the unrightable wrong
To love pure and chaste from afar
To try when your arms are too weary
To reach the unreachable star

This is my quest, to follow that star
No matter how hopeless, no matter how far
To fight for the right without question or pause

To be willing to march into hell for a heavenly cause

And I know if I'll only be true
To this glorious quest
That my heart will lie peaceful and calm
When I'm laid to my rest

And the world will be better for this
That one man scorned and covered with scars
Still strove with his last ounce of courage
To reach the unreachable star

- The Impossible Dream (The Quest) Lyrics

Members facing refusal of Short-Term Disability Program (STDP) lack specificities from their doctors. Here are some tips for filling out your STDP package:

1. At the end of section B of the attending physicians report there is a section labeled treatment. This section needs to be very detailed and note Details of treatment plan and Prognosis for recovery.
2. At the top of section C there is a section "Describe the patient's condition in terms of symptomology." This section also needs to be very specific and note a complete list of symptoms and associated severity consistent with the diagnosis, Copies of any relevant test results or investigative reports or clinical chart notes relevant to this claim.
3. At the bottom of section C there is a section that looks like a modified duties form. This section needs to be filled out to support whatever the doctor is saying that is going on for physical restrictions.

Canada Life likes to deny your STDP claims with the following reasons:

- Medical information received does not indicate that you are unable to function and perform the essential or regular duties of your own occupation, or appropriate alternative occupation, with or without accommodation at Canada Post

- Your primary diagnosis is a mental health condition, and while the presence of symptoms is acknowledged, there are no clinical observations or mental status exams to corroborate the severity of these symptoms or the severity of the impact these symptoms may be having on your ability to function.
- While it is understood that your functional capacity may be limited due to this secondary chronic shoulder issue, it is not clear how you became totally disabled from work.
- The medical information does not describe the extent and severity of

the diagnosis and how it has limited your ability to work at Canada Post during the period of your absence

And the lists go on and on, that is why it is very important to have very detailed objective medical.

Intent to Appeal

The intent to appeal is a very important part of the STDP process and has a very strict timeline. There are extenuating circumstances and life happens but, if at all possible, you need to make every effort to get this document in on time.

- Tyler Oswald, Health & Safety Officer



After more than two years of negotiations plagued by heavy government intervention and unfavourable coverage in the press, the Canadian Union of Postal Workers' two largest bargaining groups have new contracts as of June 18th, 2026.

Implementing the changes brought in the contracts is taking time, despite the fact that the contracts are the new conditions of work upon signing. People who have been through a contract ratification before are all saying the same thing, "getting information on how these new clauses are supposed to apply is taking a long time."

The Urban Operations contract has new job classifications and models, but we're not seeing hiring for those positions just yet. The employer also has new power to micro-manage letter carriers' days, and that isn't happening. Yet.

The situation for RSMCs is no better. The draft copy of the now-ratified agreement has many new sections of language that pertain to wages, calculation of personal days, and new classifications. These clauses have borders around them to identify them as clauses that will only be in effect after a restructuring of a depot has occurred. As we move forward, where you work will change the collective agreement you're working under. There are even clauses that are in effect now that don't have a clause number and are labeled, "New."

Through the grapevine, we have heard that the national office of the corporation is in a bit of disarray. Shifting priorities and job terminations at the managerial level means implementing the changes that are now allowed under the new agreements is taking some time. Your bosses aren't being told much from their bosses, etcetera.

The union is faring better. When the local needs advice on how to deal with perceived violations of new clauses, assistance understanding is offered. Essentially, we're all figuring it out together. There will be a national presidents' meeting in early October, where all full-time officers from across the country will convene to talk about the new contracts and how grievance departments are pushing back on violations.

There have been national bulletins about when we will receive our backpay and start to see raises on our cheques, and we're still expecting that to happen on September 10th.

Increases to our benefits and improvements to our coverages

kicked in on the date of signing. Check out national bulletins for details on a union board or by visiting www.cupw.ca.

The corporation is going to start pilot weekend delivery projects in Montreal, Ottawa, and Toronto starting in October. This the service the corporation claims it needs to be competitive. All of this while it says it needs to have fewer positions and cut door-to-door service to millions of homes.

The corporation and the government have made the case that the post office is losing money hand over fist, and changes are imminent. Two things are in play: new collective agreements for the largest working groups in the post office, and new directives from the government to cut service and maintain fewer jobs going forward.

We're all stuck in the middle of it. Check your union board and join us in canvassing areas affected by the Liberal government's forced changes to help save door-to-door delivery.

- Matthew Aitken, Grievance Officer





Hello 856! Happy Summer!

I am fortunate enough to attend the last Regional Education and I had attended the Mental Health in the Workplace class. It is a heavy course as every individual are experiencing mental illness and not strong enough to accept and talk about it because of the stigma that surrounds mental health. I'll break down my class in four subjects.

WORKPLACE MENTAL HEALTH

- A state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn and work well, and contribute to their community.

MENTAL HEALTH STIGMA

- Involves negative attitudes and unfair treatment directed at individuals experiencing psychological or emotional challenges.

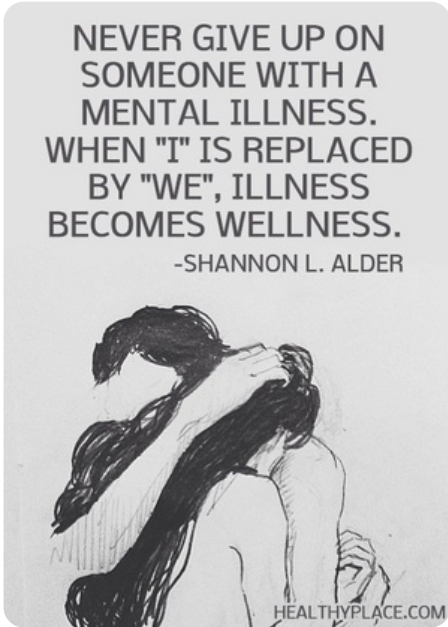
MENTAL ILLNESS AND DISORDERS

- Is the reduced ability for a person to function effectively over a prolonged period of time because of significant levels of distress, changes in thinking, mood or behaviour, feelings of isolation, loneliness and sadness and the feeling of being disconnected from people and activities.

INTIMATE PARTNER VIOLENCE.

- It refers to multiple forms of harm caused by a current or former intimate partner or spouse.

- Impacts people of all genders, ages and socioeconomic, racial, educational, ethnic, religious and cultural backgrounds. It can occur in both public and private spaces, as well as online.



When we noticed our co-workers showing signs of mental illness:

- Avoid making assumptions
- Approach and ask them what they need.
- Listen and let them tell you the story, show empathy, be compassionate and show kindness.
- Tell them that our union is on "the member side".
- Reassure the members about confidentiality.
- Refer them to our social steward, shop steward, health care professionals and search for resources that can support them.

- Refrain from counselling and avoid diagnosis.
- Support from colleagues, union, management and a time off are effective.
- Because employees spend much of their hours at work, promoting good mental health at the workplace is very important. It can benefit both employers and employees by improving mood, productivity, employee satisfaction, staff retention and teamwork.
- Remind ourselves that the illness is the problem not the person.

For the information of WMPP members!

1.) Cross-Sectioning - first, should be the unassigned relief (Part-time then Full-time), second, volunteers and third, reverse seniority.

2.) Rotation of Duties - the management will compromise members' health and safety on the four hour rotation to have production. But rest assured, that our local executives will not agree with this.

3.) MMHE Drivers - must safeguard pedestrians AT ALL TIMES and must be retrained within a period of less than 36 months; theory and practical skill evaluation.

FALL is fast approaching but we still have time to enjoy SUMMER. So, enjoy it while it lasts!!

- Ayvonn Reyes, Internal Lead Steward

When Does "Helping Out" Become a Collective Agreement Violation?

We've all heard it before: "Can you just help out for a few minutes?" On the surface, it sounds harmless. After all, teamwork is an important part of keeping the mail moving. But there comes a point where "helping out" crosses the line and becomes a violation of the collective agreement.

One of the most common issues stewards see is members being removed from their assigned work so someone else can take over their duties.

This is commonly referred to as a remove/replace situation. It's important to understand the difference:

Removing an employee from their assignment may be permitted under certain circumstances.

Replacing that employee by assigning another employee to perform the work they were removed from is where a collective agreement violation may occur.

Why does this matter? Because Article 14.21 of the collective agreement protects how work is assigned. Even seemingly minor changes can determine seniority rights, job assignments, staffing practices, and fair treatment. If these violations go unchallenged, they can gradually become accepted as

"normal," weakening the protections that members have fought to secure. Working out of your section can also raise concerns. While operational needs sometimes require employees to work outside their home section, management must still respect the collective agreement when making those assignments. The circumstances, timing, and who is assigned all matter.

These situations often happen quickly, making it easy to think they're "not worth grieving."

"Today's Small Violation Can Become Tomorrow's Standard Practice"

However, today's small violation can become tomorrow's standard practice if it isn't addressed.

If you believe you've been improperly removed from your assignment, replaced by another employee, or assigned out of section in a way that doesn't comply with the collective agreement, document what happened and speak with your shop steward as soon as possible. The sooner concerns are raised, the easier they are to investigate.

Protecting the collective agreement isn't about resisting change - it's about ensuring that the rules are applied fairly and consistently for everyone. Every grievance helps preserve the rights that benefit all members!

- Lisa Winnicky, Internal Lead Steward

EDUCATION OFFICER'S REPORT

Happy Summer from the Education Committee!

I hope everyone is enjoying a safe, relaxing, and well-deserved summer. Whether you're spending time with family, travelling, enjoying the sunshine, or simply taking a break from your busy routine, I wish you a season filled with happiness, good health, and memorable moments.

Summer is also a great time to reflect, recharge, and continue learning. Union education is about much more than attending courses—it is about building confidence, expanding our knowledge, strengthening solidarity, and supporting one another in the workplace. Every educational opportunity helps members better understand their rights and responsibilities while developing the skills needed to become stronger advocates for themselves and their co-workers.

This year, our Local was pleased to host a successful two-day Basic Shop Steward Course. The course brought members together to learn about the role and responsibilities of a shop steward, the collective agreement, the grievance process, and effective ways to represent and support fellow members. It was encouraging to see participants actively engaged, asking thoughtful questions, sharing their workplace experiences, and learning from one another. The discussions throughout the course demonstrated that some of the most valuable learning comes from members

exchanging ideas and supporting each other's growth.

Education is one of the strongest foundations of our union. An informed membership is better prepared to face workplace challenges, protect our collective rights, and contribute to a fair and respectful work environment. Every member has something valuable to contribute, and education provides the tools and confidence to become more involved in our Local.

Our commitment to education continues with the upcoming Resolution Writing Workshop, where members will learn how to write effective resolutions and participate in the democratic process of our union. Whether you are new to the union or have many years of experience, these educational opportunities offer practical knowledge, meaningful discussions,

and a chance to connect with fellow members.

I would like to sincerely thank everyone who participated in the Basic Shop Steward Course, as well as the facilitators, volunteers, and members who continue to support union education. Your enthusiasm, participation, and willingness to learn are what make these programs successful.

I encourage every member to take advantage of future educational opportunities. Together, we can continue building a stronger, more informed, and more engaged Local.

Wishing you and your families a safe, enjoyable, and restful summer. I look forward to seeing many of you at our upcoming education events!

- Parvinder Kaur Bal, Education Officer



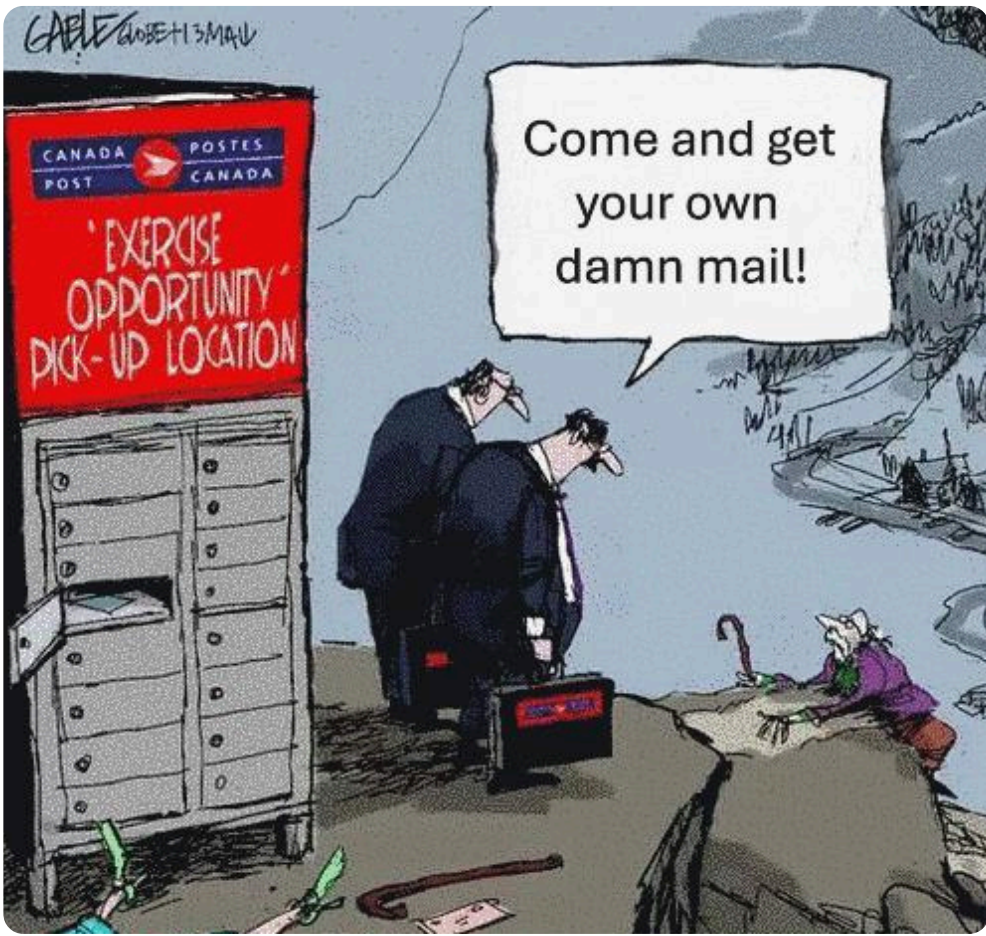
WSO'S REPORT



Keeping it short, sweet, and to the point this month as with previous months the workload structuring committee has been dedicated to doing the good work of the union. I would like to say the work for this committee is slowing down but the reality is this world never stops or at least in my experience it hasn't.

McDermott depot – The build for this depot has been completed, reviewed and heading to final consultation. Final loss within this depot is 5FT routes and this is just due to the steady decrease in letter mail all the while the corporation taking advantage of using month for out Personal Contact Items index from months where the employer was diverting our product through Purolator. Expect Bidding to start as early as next week.

Northeast Depot – Both builds at Northeast wrapped up this month. Night and day difference when you work with supervisors who are willing to work together. I had the luxury of working with collaborative folks who respected the objections and suggestions put forth by the union, the other build was not so smoothly navigated. It was met with arguments, things done in spite of, lots of gaslighting, and shaving of time values wherever possible. Final review of both depots is underway with consultation to be had in the upcoming weeks and bidding to follow shortly.



Church Depot – Church is on the slate for the CMB conversion as we all know. The build was supposed to start this week but pushed back due to network issues and the build

scenario not being ready. I am hoping once this build gets underway, we can uphold our health and safety concerns with certain areas being early starting wave 1's. Time will tell, expect Church depot build to be completed by the start of August, more details to come.

Overall, I want to extend my thanks and appreciation to those members who stepped up to make these builds happen. Some new faces joined in the fun and learnt a lot especially about what happens behind the scenes of a restructure. It excites me to have this much engagement from the members and the knowledge they learn from these experiences has no price tag. Till next month!

- Toni Montanti, Workload Structuring Officer

REBUILDING PUBLIC TRUST

Who Is Really Eroding Canada Post? Canada Post management recently sent employees a letter saying it wants us to "work together" to restore confidence in the postal service.

For the people who actually deliver Canada's mail, those words ring hollow. If public trust has been damaged, it isn't because postal workers stood up for fair wages and working conditions. It is because management has spent years choosing confrontation over collaboration, relying on government intervention instead of meaningful bargaining, and shaping a public narrative that blames workers whenever negotiations reach a breaking point.

The Strategy of Blame
Mail matters. Canadians depend on it for government cheques, medications, passports, and small business deliveries. Canada Post knows this, and it has become skilled at what could fairly be called pre-emptive blame.

During bargaining, the corporation regularly warns the public about possible service disruptions. These statements almost always frame delays as the result of workers choosing to strike rather than the outcome of negotiations where both sides make decisions. By focusing attention almost entirely on labour action, management shifts responsibility away from its own bargaining choices and onto the people delivering the mail.

Strikes are never the goal; they are a last resort when negotiations fail. Yet, long before that point, the public is encouraged to see workers as the source of instability while management presents itself as the voice of reason.

Bargaining Against Two Opponents
The greatest damage happens after negotiations stall. Rather than reaching a fair agreement at the table, Canada Post has repeatedly benefited from the expectation that the federal government will intervene through back-to-work legislation or measures such as Section 107 of the Canada Labour Code.

In any fair negotiation, there should be an exchange of value. Instead, our right to strike is taken by legislation or government action. This happens without our agreement and without a single thought given to compensation for the loss. When a right is taken like that—with no effort to balance the scales—it isn't a negotiation; it is theft. Management gets the stability of a workforce forced back by the government, while we are left with nothing in return.

This creates an uneven playing field. We aren't just bargaining against a corporation; we are effectively negotiating against two opponents: the management team across the table and a government that acts as a safety net, shielding them from the need to reach a fair compromise. That should concern every Canadian worker. When governments

repeatedly settle disputes through legislation, it sends a message that employers don't need to bargain fairly if they can simply wait for a politician to step in.

Trust Cannot Be Rebuilt Without Trusting Workers
Management often speaks about transformation and modernization. They cannot succeed without stable labour relations. In its recent letter, management described employees as "the best in the business." If that is true, they should be treated as partners, not obstacles. You cannot praise workers one day and spend months portraying them as the reason the organization struggles. That contradiction damages morale, erodes public confidence, and makes meaningful transformation far more difficult.

Canada Post is more than a delivery company; it is a public institution built on reliability, dedicated employees, and public trust. Rebuilding that trust requires ending the cycle of public blame, bargaining in good faith, and respecting a system where both sides negotiate as equals—not one where one side relies on government intervention.

Postal workers have never stopped serving Canadians. The real question is no longer whether mail carriers are ready to rebuild Canada Post. It is whether management is finally prepared to stop tearing down the institution it is supposed to protect.

- Shaun Leepaget, Letter Carrier

WOMEN'S CONFERENCE



June 2026 CUPW Women's Conference Report

"Well-behaved women seldom make history" - Laurel Thatcher Ulrich

I had the pleasure of attending the 2026 CUPW Women's Conference from June 5-7, 2026. A few words come to mind when I want to describe the women I met this weekend: strong, empathetic, leaders, empowered, kind, intelligent, powerful, activists, driven, inspirational. I could keep going, but I think you get the idea. CUPW is made up of some pretty amazing women.

The agenda included guest panels, group work, conversations, resolution writing, and education.

We discussed Women and economic justice and the struggles we've faced over time trying to get pay equity, childcare, and women taking a lower paying part-time position so they can still care for their family. I was under the impression that women are closer to pay equity than we actually are. Women still make 88 cents for every \$1 that men make.

Images and stereotypes in the media. These oversexualized images result in low self-esteem, eating disorders, unattainable standards, and internalized depression. This affects every woman, young or old. We know better, but it still makes us feel bad about ourselves.



Consent. It is fluid. Consent is personal, can have blurred lines, and is a personal choice. One minute you might give consent, the next second you have the choice to remove it, no questions asked. This is your right and your choice.

We spoke about women in Postal Unions, the struggles and the accomplishments of our fellow sisters. Our current President Jan Simpson is the first black woman to lead a national union in Canada. Amazing! We have done so much more than help Canadians get paid maternity leave in the 1980s. CUPW has helped pave the way for women, but the fight isn't over. Our human rights are actively being targeted by the government and we need to stand together and fight for childcare, safe and accessible reproductive healthcare, job loss/mental health issues caused by AI, pay equity, sexism, misogyny, and racism.

The guest panels included: Bilan Arte, Shellie Bird, Deborah Bourque, Lynn Bue, Marie-Lise Drapeau-Bisson,

Jamie Kass, Ariane Hotte, Huguette Leblanc, Caroline Lee, Diana Sarosi, Katherine Scott, Jan Simpson, and Jane Stinson. Each and every one of these women have made significant impacts and it was an honour to hear them speak about their lives and struggles. I'd like to end this report with a few phrases from these powerful sisters:

Look after yourself. Don't let yourself get burnt out. Take breaks.

Find your support system. Create relationships. Struggle together. Have fun.

No matter what happens in the world, there will be good people.

Believe in yourself.

Have a good sense of humour.

Speak openly.

Recognize that you are not perfect.

- Stella Chainho, Vice President

POLITICAL ACTION 3 DAY EDUCATIONAL



I had the opportunity to attend the three-day summer educational course in Edmonton last month. The course I participated in was political action, facilitated by Lisa Peterson, and Brahm Enslin.

My top three activities were creating a vision board on where we would like to see Canada post in 2030, creating a demonstration chant, and finally, NDP MP Heather McPherson dropped in for a surprise visit for a mock meeting with a member of Parliament. Our goal was to get her to expand services for all including postal banking, elder check ins, high speed internet, affordable food delivery, electric vehicle charging, and community hubs. After each group had a chance to lobby their ideas, MP McPherson joined out circle for a Q & A session.

In summary, this course was very hands on and a lot of creativity was used to:

- Improve our capacity to make change
- Ramp up local campaigns
- Ensure strategic planning
- Make our locals stronger

I would recommend this course to anyone on the organizing committee!

In solidarity and until next time 856,

- Lisa Winnicky, Internal Lead Steward



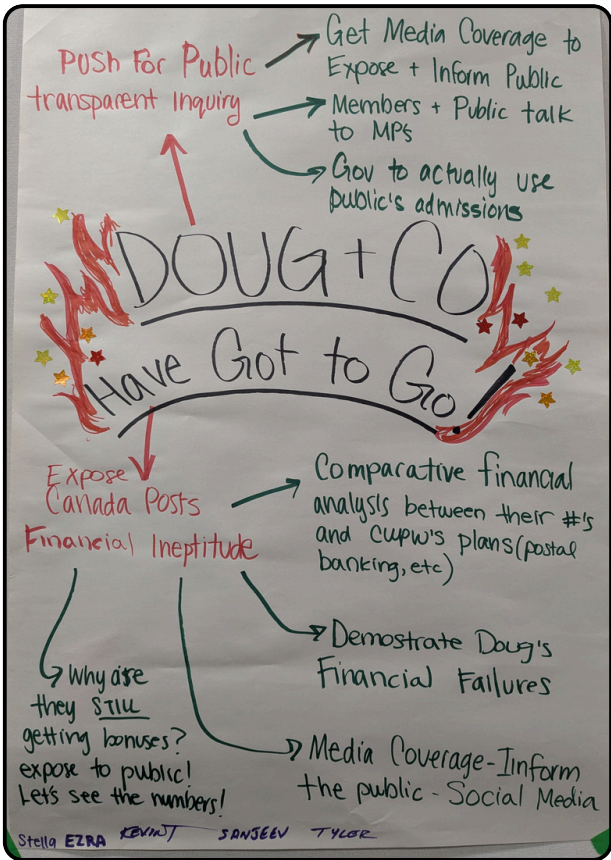
As Vice President, one of my duties is to Chair the Organizing Committee. To gain the knowledge and skills needed for this role, I attended the Political Action education held in Edmonton facilitated by Sister Lisa Peterson from Winnipeg, and Brother Brahm Enslin, the CUPW Campaign Coordinator and President of the Saskatoon Local.

To my surprise, this course involved a lot of creativity and group work, which was right up my alley. As groups, we brainstormed ideas for what the future of Canada Post would look like in 2030. My group wanted to see Doug Ettinger fired and we thought of ways to get our message out. We also talked about canvassing and the importance of door knocking.

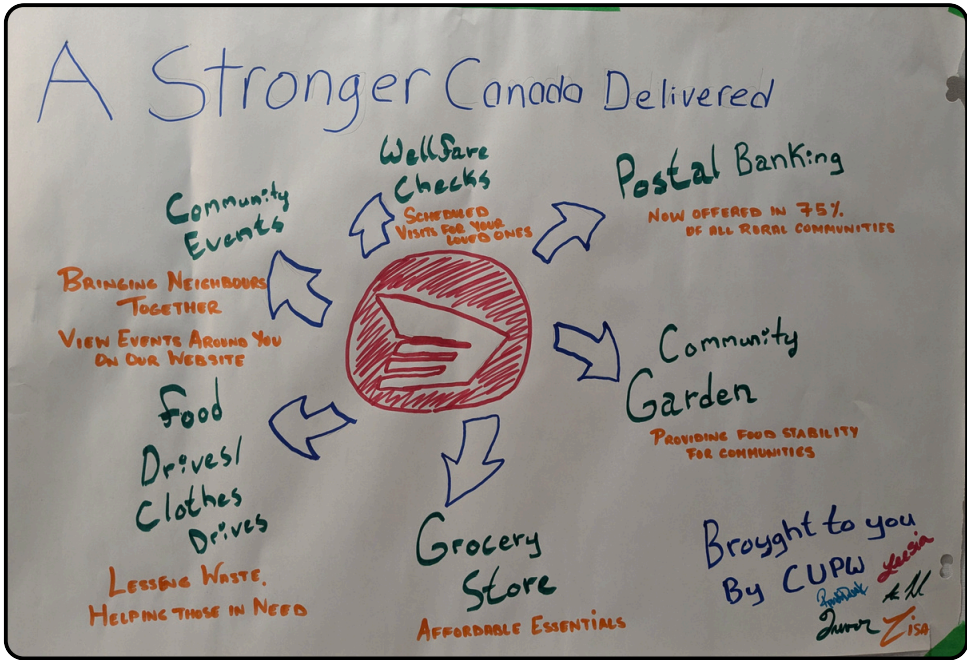
We had a surprise special guest join us, the NDP MP of Edmonton Strathcona, Heather McPherson. She helped us role play meetings with politicians and was kind enough to stay and answer questions on what we could expect and what exactly we could ask these politicians for.

Overall, this was a great experience and a big thank you goes out to everyone who participated and facilitated it. The participation aspect was key and every person in that room was energetic and had great ideas.

- Stella Chainho, Vice President



We Are For Door-To-Door!
Public Service At The Core!
Don't Privatize, Don't Reduce!
Put Our Postal Service To Better Use!





I had the opportunity to attend the 2026 Canadian Labour Congress Convention on May 11-15, 2026. The CLC is the largest democratic organization in Canada, representing over 3 million workers across Canada. Our very own Marc-Edouard Joubert, a CUPW member from Quebec, was elected to be the New CLC Executive Vice-President on May 14th. Congratulations Marc!

A resolution is a formal proposal that is voted on that makes changes to a union’s policies, procedures, or bylaws. These resolutions were submitted by unions all across Canada prior to the convention, were brought to the floor during the convention, debated, and either passed or defeated. These resolutions create guidelines for what the CLC’s goals will be for the next four years. The themes around these resolutions were: we fight for democracy, we build the future, we fight for dignity, we care for all, we fight for justice, and we build worker power.

There were many guest speakers during the week. Geraldine Shingoose, a Winnipeg residential school survivor and activist, started off the convention with an inspiring speech. Bea Bruske, the President of the CLC, spoke about her unionism journey and the new battles that we are facing. She spoke about our right to strike, workers dignity, our healthcare system and how there is still so much work to do. Jan Simpson spoke about section 107 and how the government has abused this flawed

bill. She also spoke about how we need to choose people over profit and shared the unique struggles that postal workers face. Naheed Nenshi, the NDP leader of opposition in Alberta spoke about his issues with Danielle Smith removing worker’s right to negotiate, separatists, and the need to change the electoral system in order for Canadians to start voting with their hearts instead of strategically. Wab Kinew spoke about the cost of groceries, standing with trans people and other minorities, his opposition of section 107, the anti-scab legislation that Manitoba passed, banning social media for anyone under 16, and the need for unity. Judy Darcy spoke about addiction and mental health, and the high cost of rehab centres causing help to be out



of reach for many that need it. She expressed the harm that Alberta’s two-tiered health care system would cause, and that healthcare is a need not a privilege. Dr. Adele Blackett spoke about the importance of equity employment, the record levels of discrimination, and shared the quote, “if you seek peace, cultivate justice.”

The speakers throughout the week offered thought provoking ideas and encouraged those in the audience to be activists and support one another throughout their own unique battles.

The resolutions that were presented were well thought out. The most common criticism coming from a “con mic”, was that the resolution didn’t go far enough. I could feel the



passion and power in the room as as other unions shared their personal stories and struggles.

CUPW put forward a few resolutions at the convention. One of those resolutions called for the CLC to support the Hands off My Post Office campaign and urge the government to stop the service and employment cuts. This resolution passed unanimously. We have the full support of the CLC and many allies from unions across Canada.

On Tuesday, I had the opportunity to attend a 1919 Strike Tour with 2 great tour guides: Melissa who is the

President of the Winnipeg Labour Council, and Geoff who is our CLC Rep in Winnipeg. It was a 2.5 hour bus ride around Winnipeg where they explained how the 1919 General Strike began, Bloody Saturday, and how it ended. We also made a stop at the Ukrainian Labour Temple and the replica of the train along Main Street. This tour is available throughout the year and I highly recommend attending if you can.

I attended the “Tough Conversations” workshop on Friday. We discussed how to frame issues in a productive way, the importance of body language, using open ended

questions, summarizing and restating key points showing active listening, reflecting emotions and restating key points showing active listening, reflecting emotions and expressing empathy, understanding and valuing interests, generating options, and settling limits while taking action. It’s ok to disagree, but there needs to be mutual respect. Without respect, we cannot have productive conversations.

If anyone would like to read the resolutions put forward by the unions across Canada or look at the handouts given to delegates, please feel free to contact me and I will lend you my copy.

Overall, I want to thank the Winnipeg Local for the opportunity to attend this convention. I learned so much and left feeling excited and hopeful about the future. I spoke with many CUPW members across Canada and have hopefully made some life-long friendships and connections.

- Stella Chainho, Vice President



What a week at the CLC. Delegates (members) from all the unions across Canada showed up in force. There were roughly 2100 of us (give or take) in the room to listen and pass or fail resolutions that were brought to convention.

Each day had a specific action plan or plans. They included: 'We Fight for Democracy', 'We Build the Future', 'We Fight for Dignity', 'We Care for All', 'We Fight for Justice', 'We Build Worker Power'. The action plans started with a panel of speakers that discussed what is going on in our country and abroad, to show solidarity and the struggles we faced and are facing today.



The biggest impact from these panels I personally had was from a woman named Judy Darcy, who was the former Minister of Health in BC. She spoke on the 'We Care for All' action plan. Judy brought me to tears when she began to speak about her mother who was tortured and spent years in psychiatric hospitals getting shock treatments for PTSD, and later suffered from drug abuse in life because of the torture she endured for being a part of the resistance that hid Jews in Germany. Judy saw her mother's struggles throughout her life, she went forward and focused on Health and did what she could do to fight the good fight for all while always remembering where she came



from and what can happen when people suffer. Judy spoke with heart, and she reinforced in me the need to always stick up and stand with people from all backgrounds with no judgement, especially when they are suffering. Sometimes it only takes one person to care and to change a life for the better. The saying 'you don't know a single thing until you walk a day in their shoes' really is the sentiment to take forward here. The room exploded when Judy finished speaking. I am sure I was not the only person who was touched by what she had to say.

The main sentiment from the whole room all week was revolved around a general strike. Many delegates went up to the mic to ask the CLC to arrange for this to happen. Too many times our government is going over our heads and ordering us back to work or turning a blind eye on what's happening in this country. There are health care aids that are standing in lines for food banks and then going to work a 14-hour night shift to care for

others while not being cared for themselves. There are workers like us at CUPW that were forced back to work under Section 107 and then had the government do back door deals with CPC to remove MOAs from our CA and allow for the closure of post offices and the end of door to door delivery without a public mandate and communication with our national union, all of this occurring while our negotiations are still happening; why negotiate at all when CPC can just do what they want to do and get support by the powers that be? Air Canada had the same Section 107 happen to them, the difference is that Air Canada defied the order which also gained mass respect across the country from workers in all sectors to see the HELL NO mentality of standing against the government when the right thing isn't occurring and sticking up for why they are out on strike in the first place. I still cringe knowing we didn't defy and should have but I digress.

The CLC is aware of the want for a general strike and will provide aid however clearly stating to the delegates that in order for them to do this WE MUST organize from the ground floor first, across all the unions in Canada before they can step in. So, if we really want a general strike to occur the organizing committees from all the union sectors need to contact each other and plan. The CLC will get involved when this happens. The need is there; the want is there. The government doesn't care about the workers; they



care about money and money only. So, if we want a change, WE must be and bring that change, and to do that WE must organize.

We had an emergent resolution heard and passed on the floor regarding the section 107 forcing us to go back to work while on a legal strike. This resolution allows the CLC to advocate for our workers and call for the abolishment of Section 107. The other resolutions the CUPW brought to the CLC will be heard by the CLC committee and passed or failed by same as we ran out of time.

The whole week was all about gaining knowledge and making connections. We did a march down the streets from the RBC Convention Centre to

the Union Centre. Seeing the stream of workers with their banners and signs walking together showed me the force we all bring. I truly think that if a general strike were to occur, we, the people, can bring a change to this world for the good of all. The only way to stop a tyrant is to tell the tyrant HELL NO! There is force in numbers. I am all for a general strike and hope that one day soon this will come to fruition.

Well, that was my week. Thank you to Tyler Oswald for being my nominator to go to this event and thank you to the members who voted me in at our last GMM. I learnt a lot and will continue to fight the good fight for one and all.

- Leesia Tandberg, Letter Carrier

WHEN WARNINGS BECOME BLAME

Reading Canada Post’s Messaging for What It Is

During periods of contract uncertainty, Canada Post has made a habit of warning the public to expect disruption. Press releases caution that “customers should be prepared for possible service delays if strike action occurs.” Others warn that unresolved negotiations could “create uncertainty for customers and businesses.” Even when service is said to be continuing, it is almost always qualified with “at this time.” None of this is false. But it also isn’t neutral.

When the same kind of warning is repeated again and again – especially at key moments in bargaining – it begins to do more than inform. It starts to shape how responsibility is understood.

There’s an old idea in writing and in life: if you want to understand a message, look closely at where it points the finger, even if that finger is never raised outright. In Canada Post’s case, service disruption is consistently framed as something that flows from labour action, not from stalled negotiations or corporate decisions.

Take the May 2025 strike-notice messaging. Canadians were told to prepare for delays “if strike action occurs.” The sentence links disruption directly to workers, even though strikes don’t happen in a vacuum. They happen when

bargaining fails – something that involves two parties, not one.

The same pattern shows up elsewhere. When Canada Post rejected arbitration, it warned that the process could “delay resolution and worsen financial challenges, creating uncertainty for customers and businesses.” Once again, uncertainty is presented as a consequence of the labour process itself, not of the corporation’s choice to reject a particular path forward.

Another phrase that comes up repeatedly is “certainty for Canadians and businesses.” When final offers were released, Canada Post said they were “designed to provide certainty.” Read plainly, the message is that stability is on the table – but only if workers accept what’s being offered. Until then, uncertainty remains.

That framing matters. Because once the public has been warned often enough, the groundwork is laid. If service is disrupted, people already know who they’ve been told to blame.

Media coverage frequently reinforces this. Reports repeat claims that union demands are “unaffordable” and pair them with warnings about service reliability. The effect is subtle but powerful: labour demands and public inconvenience become linked in the public mind, even when the deeper issues include long-term management strategy, investment decisions, and government policy.

CUPW has pushed back on this framing directly. The union has stated clearly that Canada Post’s public narrative leaves out critical facts and choices – including how management decisions, service mandates, and policy constraints shape both finances and operations.

Put together, this messaging doesn’t have to accuse workers outright. Instead, it steadily associates labour action with risk, disruption, and uncertainty. Over time, responsibility quietly shifts.

This is familiar territory for workers. It’s a common corporate communications approach during bargaining: manage expectations, protect the brand, and make sure that if things go wrong, the cause seems obvious.

Solidarity starts with recognizing that dynamic and refusing to carry blame that doesn’t belong to us.

Postal workers don’t create uncertainty by showing up and doing the job under increasingly difficult conditions. Uncertainty grows when negotiations drag on, when decisions are delayed, and when public service is talked about mainly in terms of cost instead of commitment. Paying attention to how language works isn’t being cynical. It’s being clear-eyed. And in moments like these, clarity matters.

- Shaun Leepaget, Letter Carrier

THEY CAN’T TAKE AWAY OUR FUN



My name is Lindsay Panchuk. I am a letter carrier out of McDermott Depot, and I am on your communications committee. I would like to tell you about how sad I am about our recent restructure.

The day I got my route was the very first day of my first strike. As I was walking my first picket around my depot, I had two people congratulate me! The bids came out. I had got my first route!! I wasn’t relief anymore!! Of course, only I would get great news on the day I got terrible news.

So, when I finally got to deliver my route, I couldn’t be happier. If you remember, it got really cold, really quickly. My Betty (my truck) is a step van. It wasn’t plugged in and sat in the cold for that entire month without running. She was so happy to see me that she started up and was purring like a kitten.

I took care of my route. She is a downtown route. She is an apartment route, so I have a lot of flyers. A lot of full mailboxes. A fair amount of businesses. Whole lot of Ulines. And nowhere to park.

Parking a step van exclusively downtown was not easy at first. But me and Betty get along good and we do it. (She only bit me once 😊) I keep my mail rooms tidy. I keep my boxes and parcel lockers maintained. I made sure to get important phone numbers in case I got stuck in elevators or needed to get in touch with anybody. My customers are

awesome! And so are the pets! I got to know my route really well and she is really good to me. I even found a toy unicorn! I keep it in my locker to this day.

But then we had a volume count. And then the route measurement people started to show up. And then the route building people sat in the office for weeks. And I slowly came to realize that me and my route were not going to be together for much longer.

And then we had a floor talk about how bidding will be.



And then I could FINALLY see the routes.

And it broke my heart. My sweet route not only won’t exist anymore, but she was broken up and dissected until I could hardly find her.

And I feel silly. I’ve saved a Header and an LFT tag with her number on it at home. Cuz she was my first route. And I won’t forget how nice she was.

My depot lost full-time routes.

Full-time relief. Part-time routes. And I believe half a router. (Insert head shake) I’m not that far from the bottom of the seniority list. I’m pretty sure that I’m going to be back as relief again.

I’ll rephrase that. I’m hoping to at least be relief again. And I hope I can do it.

And then there’s everyone behind me on the list..... I’m blocking that out. I’m sorry, but I am. That’s one problem I cannot carry.

I do have one route picked out at the time of writing this. It was still available as I left for the weekend. It’s just enough downtown, just enough step van, just enough apartments and pick-ups that it kinda reminds me of my route..... All of the perfect reasons people didn’t like her in the first place, and relief also don’t like her. Maybe the stars will align, and I will actually get it. My experience is don’t hold your breath but hope for the best anyway.

And from what I understand as the dust settles at my depot from this restructure, we will have vehicle sharing to contend with. From what I hear that is super fun. I can hardly wait until that adventure begins.

Just one more thing looking forward to I guess. In the meantime, be safe and have fun. Please, have a lot of fun out there!! They can’t take that away from us 🙌

- Lindsay Panchuk, Letter Carrier



Since the contract ratification just weeks ago, many letter carriers have noticed a growing trend in how uncovered routes are handled. There is more double mail. Work that could have been offered as overtime is being held over and combined with the next day’s mail or returned to the plant for resorting and delivery tomorrow. All of this is happening alongside an increased reliance on the vague phrase “mail as presented” to justify how work is assigned.

Management frames these changes as practical, operational responses to staffing shortages. But many carriers are asking a different question: Are these truly operational decisions, or is this an attempt to implement through practice what the employer could not achieve through bargaining?

During recent negotiations, the corporation pushed for significant changes, including load leveling and dynamic routing. These concepts would have granted management greater flexibility in how they assign and distribute work. The union opposed these proposals because of their impact on route ownership, overtime opportunities, and the fundamental rights established in our collective agreement.

The membership ratified a collective agreement that did not include those demands. That should have settled the issue. Instead, we now see practices that closely resemble those rejected proposals. Uncovered routes

are being held over for “mail as presented” the next day. This phrase appears nowhere in the collective agreement. It provides no definition, no guidance, and no protection. Yet it is increasingly being used as though it carries more authority than the negotiated language that does exist in the agreement.

That lack of clarity is the core of the problem.

“The Rights We Enjoy Today Were Not Freely Given. They Were Won Through Decades of Organizing, Bargaining, Grievances, and Solidarity”

The collective agreement exists to replace uncertainty with clear, enforceable rules. It outlines procedures for route coverage, overtime, and fair distribution of work. These provisions were not created by accident. They were negotiated, debated, fought for, and ratified by the membership. They

represent decades of experience and hard-won compromises between the parties.

When vague, non-negotiated directives begin to replace clear contract language, members must pay attention.

What does “mail as presented” actually mean? Does it override established procedures? Does it change overtime obligations? If management cannot answer these questions, then the phrase is not an operational instruction. It is a convenient tool being used to bypass negotiated protections.

Collective bargaining only works when both parties respect the outcome.

An employer has the right to pursue changes at the bargaining table. The union has the right to oppose them. That is how the process works. But when proposals are defeated at the table only to reappear in the workplace later, we have every reason to be concerned.

What could not be won through bargaining should not be implemented through the back door.

This is not just a dispute about double mail. It is a question of whether our collective agreement remains the primary document governing our workplace. If negotiated provisions can be set aside whenever they become

“inconvenient,” then every single protection in our contract is at risk.

What you can do: If you believe the collective agreement is not being followed, speak with your shop steward. Where violations are occurring, members should not hesitate to file grievances.

A grievance is not a personal attack on management; it is the mechanism our union has to defend negotiated rights and ensure the agreement is applied fairly to everyone.

Every grievance helps clarify the proper application of our agreement. Every grievance sends a clear message: negotiated rights are not optional.

The rights we enjoy today were not freely given. They were won through decades of organizing, bargaining, grievances, and solidarity. Every new union member inherits those rights, and every member also has a responsibility to defend them. If management wants to change the rules, there is a process for doing so. It is called collective bargaining.

Until then, our collective agreement must be respected, applied fairly, and enforced consistently.

The responsibility for defending it belongs to all of us.

- Shaun Leepaget, Letter Carrier



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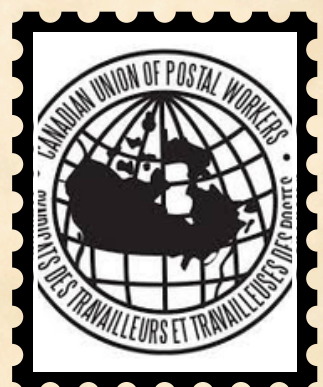
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