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THE EYE-OPENER

SPRING 2026

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Created by your local  
Communications Committee



- Contact Us:
- 207-83 Sherbrook Street - (204) 942-6323
- President – Sean Tugby: [president@cupwwpg.ca](mailto:president@cupwwpg.ca)  
Cell phone: (431) 374-4610
  - Vice President – Stella Chainho: [vicepresident@cupwwpg.ca](mailto:vicepresident@cupwwpg.ca)
  - Secretary Treasurer – Ha Yen Jiwa: [sectreas@cupwwpg.ca](mailto:sectreas@cupwwpg.ca)
  - Grievance officer – Matthew Aitken: [grievance@cupwwpg.ca](mailto:grievance@cupwwpg.ca)
  - Health & Safety Officer – Tyler Oswald: [healthandsafety@cupwwpg.ca](mailto:healthandsafety@cupwwpg.ca)  
Cell phone: (204) 770-0789
  - Education Officer – Parvinder Kaur Bal: [education@cupwwpg.ca](mailto:education@cupwwpg.ca)
  - Workload Structuring Officer – Toni Montanti: [wso@cupwwpg.ca](mailto:wso@cupwwpg.ca)
  - Internal Lead Steward 1 – Ayvonn Reyes: [internalsteward@cupwwpg.ca](mailto:internalsteward@cupwwpg.ca)
  - Internal Lead Steward 2 – Lisa Winnicky: [internalsteward2@cupwwpg.ca](mailto:internalsteward2@cupwwpg.ca)
  - External Lead Steward 1 – Chris Desjardins: [externalsteward@cupwwpg.ca](mailto:externalsteward@cupwwpg.ca)
  - External Lead Steward 2 – Bill Zenert: [externalsteward2@cupwwpg.ca](mailto:externalsteward2@cupwwpg.ca)
  - RSMC Lead Steward – Robert Atanacio: [rsmc@cupwwpg.ca](mailto:rsmc@cupwwpg.ca)



On March 7, 2026, the membership made their decision on who they want to lead them and they have chosen well. Members have elected an Executive Committee with a mix of experience, knowledge, fresh energy, and a strong will to do meaningful work for the members.

We held our first executive meeting to establish direction and expectations going forward. Our focus is clear: to educate and empower our members. Many ideas were shared and everyone was eager to contribute. We are establishing a commitment to maintain a hard-working, transparent, and intentional executive that serves the members.

My working journey at CPC has shaped who I am today, and I want to encourage every member to start their own journey for personal reasons. Your local is here to support you, just as they were for me. Take those first steps by attending a General Membership Meeting or joining a committee. There are committees for every interest, including Education, Conflict Resolution, Communication, Women’s Committee. The options are truly endless.

Finally, I want to inform members that I will be off on Leave beginning March 20 as I undergo knee replacement surgery. The plan is to focus on recovery and rehabilitation, with the hope of returning in about six weeks if all goes well.

“Our Focus is Clear:  
to Educate and  
Empower our  
Members”

During my absence, Stella Chainho (Vice-President) will serve as Acting President. Stella is fully up to speed on all current matters, and I have complete confidence in her ability to handle things while I’m away.

Thank you all for your continued support. I look forward to rehabilitating my surgery and returning soon.

- Sean Tugby, President

# VICE PRESIDENT'S REPORT

First off I would like to formally thank the membership for electing me as Vice President of local 856. I am extremely thankful and humbled to have this opportunity and will try my best to be successful while representing the members. As Sean is now on his leave, I am also acting President. I'm confident that with the help of my fellow officers and guidance from knowledgeable members, that I can also be successful in this role. If you have pointers, advice, or criticism, please contact me! In my opinion, there is always room for improvement and my job is to serve the membership.

I have so far fulfilled my promise to keep the committees that I Chair involved and active. The Communications Committee met on March 24th and the Organizing Committee met on April 8, 2026. You'll find reports on both in this issue of the Eye-Opener. Guests are always welcomed and encouraged!

Another promise I made was to begin a weekly Newsletter. The first edition of The Update 2.0 was published on March 17<sup>th</sup>, and continues to be posted on tuesdays. You'll find the printed issues on Union boards and virtual copies on the CUPW 856 website and facebook group. I envisioned this newsletter to have no limits (except a low wordcount) and to keep members informed. No topic is off topic.



If you have any suggestions or would like to see something added in particular, please email me at [vicepresident@cupwpg.ca](mailto:vicepresident@cupwpg.ca). I hope you are finding the information interesting and valuable.

Speaking of the website: my goal is to modernize the website and make it easier to find important information. This will be a work in progress with help from the Communications Committee.

March and April have been busy, and I'm proud of the work I have accomplished. Wishing Brother Sean a speedy recovery.

- Stella Chainho, Vice President

I was very fortunate to be selected to attend the LCRMS Educational in Edmonton on March 12th. The course was taught by Brother Tyler from Brandon, and by our very own past President, Sister Lisa Peterson. She has a wealth of knowledge and is always willing to share. This was the first time I had the pleasure of being taught by her in a formal classroom setting. I found the course very interesting. As a relief carrier out of Moray depot, I have had experience with many different walks and am looking forward to examining route kits to make sure carriers are being paid correctly for their time. If you like numbers and problem solving, please consider taking a similar course or joining the Workload Structuring Committee.

- Stella Chainho, Vice President

# H & S OFFICER'S REPORT



With the short time I have been in the Health and Safety Office most of my time has been spent on short-term disability claims (STDP). Navigating STDP forms is challenging enough but on top of filling the forms out correctly, you also need to keep the term "objective medical" in mind. Objective medical refers to medical documentation or evidence that supports your claim for disability benefits based on verifiable medical facts rather than subjective opinions or self-reported symptoms.

Here are a few things you and your doctor need to keep in mind the next time you need STDP:

1. **Diagnosis:** A clear diagnosis from a licensed medical professional (e.g., doctor, specialist) that explains your condition. Documented symptoms and their severity are crucial in demonstrating the impact of the condition on daily functioning. A list of symptoms can include chronic pain, fatigue, cognitive impairments, difficulty concentrating, mobility limitations, etc.
2. **Medical Findings:** Objective findings from medical tests, examinations, or imaging that support the diagnosis and indicate the severity of your condition. Copies of all relevant

test results (such as MRI scans, X-rays, blood tests) and investigative reports must be included to substantiate the diagnosis and severity of the condition.

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

## "If You See Something, Say Something"

4. **Functional Limitations:** Specific details about how your medical condition affects your ability to perform your job duties or daily activities.
5. **Prognosis:** Insights into the expected timeline for recovery or ongoing management of the condition are important for assessing the duration of disability benefits.
6. **Specialist Reports:** Reports from specialists (e.g., neurologists, psychiatrists, orthopedic surgeons) who have evaluated the condition,



and its impact are often required for complex cases. Other reports of your medical history that contributes to understanding your current condition may also be relevant.

If you see something, say something.

- Tyler Oswald, Health & Safety Officer



Greetings!

Since I began my term at the Local office, I’ve been preoccupied with paperwork upon paperwork. I haven’t had a chance to sit down and think of what to write that would be meaningful and worthy of your time. What I do have is a letter that I’ve sent to the Standing Committee on Government Operations and Estimates last October prior to the hearing on The Situation at Canada Post:

Over the years, the corporation has suffered financial losses due to poor management. Instead of focusing on diversification such as postal banking, and service improvement, there has been a reduction in the workforce. The workforce reduction results in the remaining workers struggling to provide continued excellence in service, including delivery times. This, in turn, erodes customer confidence and employee morale, creating a downward spiral. The corporation has not been dynamic in dealing with a changing world and has created its own crisis. It is now expecting workers, both present and future, to bear the consequences.

In the world of for-profit business, companies sometimes learn the hard way that cutting back on services and footprint often results in a company’s demise.

It has been very difficult and impactful to many of us employees that Canada Post has been stalling

I negotiations, causing further financial loss, public backlash and with the help of the government, effectively forcing us to accept unreasonable terms.

Incidentally, the corporation’s current financial difficulties began after more community mailboxes were implemented. Prior to that, Canada Post made profits. While not all of its losses can be attributable to this change, it is important to recognize that the shift to community mail boxes was likely a contributor to these losses. This supposed cost saving measure encouraged people to stop using the mail. Canada Post and the government of the day actually miscalculated cost savings by not realizing that they were effectively pushing letter mail into irrelevance.

Canada Post is first and foremost a necessary public service that serves the needs of all Canadians. Baby boomers are the second largest population in Canada, many of whom are not technologically adept. They continue to rely on letter mail to pay their bills as well as to communicate. Many don’t have email or social media accounts.

In addressing concerns regarding Canada Post’s financial deficit, CUPW has proposed initiatives such as postal banking. This service can meet the needs of Canadians in rural and remote areas, and among indigenous peoples whose needs are not being met by existing financial institutions. It can also generate revenues to offset the deficit without reducing services.



Many countries with postal banking are able to make profits that help offset the costs of other postal services. In 2024, for example, Banque Postale, an arm of France’s national postal service, made 1.2 billion Euros in profit ([2024 annual results - La Banque Postale](#)). Italy’s postal banking provided 674 billion Euros in net after tax profit ([Financial Services | Poste Italiane 2024 Annual Report](#)). Even Switzerland with its small population of approximately 9 million had postal banking profits in excess of 231 million Swiss Francs ([Trends continue - Swiss Post remains on track financially](#)).

In 2021, during the COVID 19 pandemic, CUPW was very reasonable and collaborative. We agreed to only a two percent wage increase to extend the collective

agreement, to serve Canadians during this critical time. Part of the corporation’s commitment in return was to work towards postal banking, something the union asked for, to both improve the sustainability and viability of Canada Post, and to better serve the needs of Canadians that are not being met. This commitment was documented in the signed extension of the collective agreement. It was also a significant inducement for the Union to sign the extension agreement.

However, within one month of launching one financial product in October 2022, the corporation announced that it was on “paused”. About five months later, in the spring of 2023, the corporation announced that this “pause” was to be permanent. It is understandable for employees to see this as an act of bad faith and deceitfulness on the part of the corporation.

It is unfortunate that Commissioner Kaplan completely dismissed the Union’s proposals, and the very lucrative nature of postal banking. In two sentences, he rejected them all. He believes the corporation should focus on its core business and that the proposed services are unrealistic and duplicate services provided by others. But aren’t additional sources of revenue and net profit worth pursuing to improve the corporation’s viability?

When Neo Financial was founded in 2019 as an online bank by four private individuals, it did not worry about Simplii Financial,

Tangerine Bank, and Equitable Bank, all of which already existed as online banks in Canada, providing similar services. Neo Financial set up its successful financial services operations within 18 months (<https://research.contrary.com/company/neo-financial>). If four private individuals can successfully do this, is it not realistic for a crown corporation with the government of Canada’s backing to be able to do even more?

Incidentally, below is a recent article outlining the attitude of national banking’s mode of operation.

<https://www.cp24.com/local/toronto/2025/10/14/can-a-canadian-bank-end-a-relationship-with-a-customer-without-saying-why/>

As reported in the article, national banks are arbitrarily ending their relationships with customers without any consideration for the hardship that causes. The article includes an example of a 73-year-old woman who has been banking at Bank of Montreal for over 50 years, and receives her pension through it.

Another example is a 62-year-old man who uses his account, also at Bank of Montreal to facilitate payment to his estranged wife and make rent payments.

These are just two examples. There may be many more that are unreported. National banks, although they make massive profits every year, don’t seem to be interested in serving customers such as these. Postal

Banking can provide services to all customers through a public service lens.

Since the postal banking are extremely lucrative and profitable in other countries, why would the government not give this a consideration in order to let Canada Post thrive rather than cut off its limbs, one after another?

In response to some experts who said that the difference between Canada and European countries that are successful in postal banking is due to our land mass and low population comparatively. If this was the case, some of our national banks should have gone under, but on the contrary, more banks are popping up.

With respect, Commissioner Kaplan’s report seems to be driven by an acceptance of most of the corporation’s narrative and gives very little consideration to the Union’s representations.

Postal banking, effective marketing of affordable, reliable parcel delivery, service excellence, and other creative means of generating revenue can support the core Canada Post services, upon which Canadians rely. That was the content of the letter I sent.

Wishing all of you a beautiful springtime.

- Ha Yen Jiwa, Secretary Treasurer

# GRIEVANCE OFFICER’S REPORT

The Canadian Union of Postal Workers is in trouble and it needs your help.

For the last two years, the union has been attempting to negotiate new collective agreements against a corporation bent on destroying itself and a government intent on helping it.

Postal workers have been the punching bag in all of this, taking the blame for the corporation’s lack of business vision and inability to capture a burgeoning parcel market when nearly everyone in the country was looking to have parcels delivered to their door.

At the end of March, while the CUPW was arranging contract votes, the government interfered in our bargaining again, giving Canada Post the green light to slash jobs and end door-to-door delivery.

For many years, union officials have been warning that one day, the corporation and the government will come for our jobs. One day has come and gone. We are now in the position where the government and corporation have taken what was once threatened – our jobs.

So, the union needs you. It needs you to go to meetings so you can be a delegate to our regional conference and national convention.

It needs you to think about volunteering to be on a committee. The union needs its members to be calling their elected representatives and letting them know how community mailboxes are just plain ugly when they line every single park in the city. We want to let members of parliament know Canada Post should be an important part of the building Canada movement, not something to be replaced with expensive American competitors.

## “Only YOU have the Power to Make the Union Strong”

The union needs its members to be involved, to run for union positions. What the union has been doing has not worked. That’s objective. The union has been promoting Delivering Community Power for more than a decade with just a couple of pilot projects to speak of. The government and corporation absolutely owned us in the press over the last few years. We’re on our heels because our strategies didn’t work.



But postal workers always have great ideas about what could be done better, and the door is open for you to get involved. Only you have the power to make the union strong.

They came after the quality of our jobs and started making them more challenging. They are now working on a plan to greatly reduce the number of CUPW members nationwide. Pensions will be next, mark my words.

You can get involved and make a difference or you can let it go. Up to you.

- Matthew Aitken, Grievance Officer

# EXTERNAL STEWARD’S REPORT

One thing we need to be much more proactive about as a union is member education. The reality is simple: too many members make management’s job easier by walking into meetings alone, answering questions too freely, failing to document issues, or sitting on discipline instead of speaking to a shop steward right away.

That needs to stop.

If management wants to question you about something that could lead to discipline, do not have that conversation without a shop steward present. That is not being difficult. That is exercising a basic workplace right under our collective agreement.

This is especially important if you are called into a formal interview or receive a 24-hour Notice of Interview. If that happens, your first response should be clear: “I want a shop steward present before this meeting continues” There should be a list of stewards on the union board, or you can call the local. Do not wait until the day of the meeting. The purpose of the 24-hour notice is to give you 24 hours to prepare with a steward.

Even outside a formal meeting, be careful. Sometimes management starts with “just a few questions” or tries to make it sound casual.

Before answering, take a second and ask yourself: is this truly a simple operational question, or could this turn into something more serious? If there is any chance the answer is yes, slow down and request representation, it’s your right, use it.

Another important point: report problems early. If you have a negative interaction with a customer, business, or member of the public, tell your supervisor as soon as possible. Do not assume it will blow over. If a complaint comes in later and management is hearing about it for the first time from someone else, you are already behind. Reporting it yourself helps ensure your side of the story is on record first.

## “Know Your Rights. Protect Yourself”

The same goes for discipline. If you receive a suspension, letter of expectation, warning, or other disciplinary measure, speak to a shop steward immediately. Do not put it in a drawer and move on.

Even if you think the discipline is minor, or even if you think you may have made a mistake, it can still matter later. Under the principles of progressive discipline, prior discipline can be relied on again in future cases.



Something that seems “small” today can become part of the foundation for more serious discipline later.

That is why grievances matter. A grievance is not just about fighting every issue for the sake of fighting. It is about protecting your record, protecting your rights, and protecting your future. That is also why it is so important to have a shop steward present at that meeting: to document your responses for the record, to help guide you through the process, to help mitigate potential consequences, and to give any future grievance as much strength as possible.

So here is the takeaway:

- Do not meet alone.
- Do not guess.
- Do not delay.
- Do not ignore discipline.
- Call a shop steward.
- The earlier we are involved, the more we can do to help.

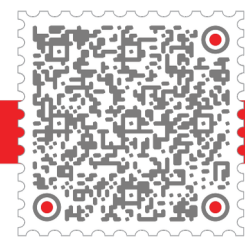
- Chris Desjardins External Lead Steward



## I. FULL PUBLIC MANDATE REVIEW

Canada Post is one of our most cherished public institutions - connecting people, communities, and businesses across the vast geography of Canada. It provides tens of thousands of workers with good jobs and benefits. As a Crown corporation with a public service mandate, it should lead by example. We cannot allow the Government to use the one sided report of a labour commission as the basis for service cuts. We need a full public mandate review NOW.

Contact your MP - Tell them you want a public mandate review of Canada Post



## 2. EXPANSION

Research shows almost 2/3 of Canadians want financial services added to their post office. Postal banking brings in additional revenue streams and fills gaps in the financial services market. International experience shows that postal banking is a win-win scenario:

- In Italy, almost 70% of Poste Italiane's record breaking annual revenue in 2024 came from financial, insurance and payment services.
- In Switzerland, Swiss Post must provide a universal service for payment transactions across the country.
- In Japan, Japan Post Bank has over 120 million accounts.

CUPW has advocated that stamp prices should reflect the increase in inflation and other input costs Canada Post may have. Canada Post has failed to raise their postage rates. Between 2018 and 2023, Canada Post's increase was just 7% while the average among other major countries was 55%.



## 3. STOP THE CUTS

The Conservative Government tried to end door-to-door delivery between 1986-1994, and again in 2013. Now the Liberals are trying to end the moratorium on post office closures and end door-to-door.

By 2015, almost 600 municipalities passed resolutions opposing the elimination of door-to-door delivery.

Seniors and differently abled people will be especially hard hit if door-to-door is taken away. Together, these groups make up 40% of the population. Our services allow them to stay connected and be independent.

Converting 4 million home delivery addresses to Community Mail Boxes (CMB) will cost nearly \$1.6 Billion. Why not invest this money in other services? Canadians want parcels delivered to their door, not a CMB.

CMBs are often icy hazards in the winter and unreachable if the roads have not been cleared. There are also security concerns.

Based on current staffing levels, CMB conversion could result in 3000 lost jobs.

Consider joining the Organizing Committee to raise awareness and help fight for Canadian Postal Workers.



Many employees forget their personal file exists until they receive a Letter of Outcome stating This letter will appear on your personal file.

However, it is important to request your file for viewing at least once a year, for the following reasons:

- 1. Know what’s on your record
- 2. Protect your Rights
- 3. Track Discipline
- 4. Challenge Inaccuracies

Letters that should have been removed can stay in your file if no one checks. By reviewing it, you can catch errors early and take steps to correct them.

It’s also important to remember: your file is often what management relies on when making decisions about you. Knowing what’s in it helps you understand how you’re being represented and ensures there are no surprises if issues arise.

You also have the right to challenge or respond to information that is unfair or inaccurate.

To see your file, a written request must be submitted from you and given to your supervisor or the superintendent. Take a picture of the request. Once your request has been submitted the Corporation has 5 calendar days for the file to be made available for viewing. Hence, you have proof if the file is not provided within the above time limit, a grievance can be filed.

Upon you viewing your personal file, you can ask for a union representative to be present. This is highly recommended. The Shop Steward will “flag” any unfavourable report concerning the employee and any report concerning an infraction and shall be withdrawn from the file after a period of twelve (12) months from the date of the alleged infraction.

“Know Your Personal File. Know Your Rights”

Any letter or report over a year old will then be removed and hand delivered to you by the employer.

If you haven’t looked at your personal file recently, now’s a good time.

- Lisa Winnicky, Internal Lead Steward

I had the opportunity to attend the Mel Myers Labour Conference in Winnipeg, March 19/20, 2026. The conference brought together union members from different sectors to build skills, share experiences, and strengthen our collective voice.

I attended workshops focusing on Dealing with the Difficult Grievor, Workplace Conduct, Discipline Fundamentals, and Social Media and the Workplace.

A key takeaway was the importance of understanding the information from these courses, and confidently advocating for members. In each course, there was also a strong focus on case law, which helped reinforce how the principles I learnt are applied in real situations and decisions.

One of the most valuable parts of the conference was hearing how different workplaces are addressing similar challenges. It gave me new perspectives that I can bring back and share.

The experience strengthened my confidence and reinforced the importance of the labor movement. I look forward to applying what I’ve learned and continuing to support the members.

- Lisa Winnicky, Internal Lead Steward

Hello 856!

Two weeks ago, some members across the Prairie Region had an educational held in Edmonton. I’m lucky to have the Grievance Handling Course as it aligns with my job as Internal Lead Steward.

1.) The Grievance Procedure

Employees have 25 working days (Art. 9.10) after the date on which they first become aware of the action or circumstance giving rise to the grievance. We encourage employees to still file the grievance past the time limit.

Working day means calendar days excluding Saturdays, Sundays and holidays (Art. 36.11).

Employee will get the (6th) copy of their own grievances and the reply of the corporation (Art. 9.21).

The date, time and place of the grievance hearings have to be mutually agreed upon by the corporation and the local union (Art. 9.23, 9.23 a).

A Member cannot withdraw their grievance once it is filed. Only the union can withdraw a grievance by written notice (Art. 9.32).

2.) Grievance Process

Refer to Article 9 of our collective agreement as that article contains all the important information about employee rights to be represented by the union. When you file a grievance, make sure to document it, and have a

witness stating what happened. Take notes of the 5 W’s and what do you want to settle that grievance.

3.) Understanding the Duty of Fair Representation

Our union has a legal duty in our labour law to represent every members in the bargaining unit and not treating any member in a way that is arbitrary, discriminatory or in bad faith. If our union did not fulfill their duty, a member or group of members can make complaint to the Labour Board and the Labour Board will consider the case and can make an order that gives the member who complained a remedy. They will consider and look on the steps the union took to deal with the grievances and the seriousness of the complaint.

Also, they will investigate thoroughly for the grievance that has been filed if it was settled satisfactory.

Those things that are mentioned above are the key points of my three day training. I encourage every member to apply to every educational training that our local union and our regional offers because it is where you will gain lots of knowledge from what our union is standing and fighting for. This way, we can represent and help our members dealing with the issues on the work floor.

- Ayvonn Reyes, Internal Lead Steward





Stepping into the role of Education Officer for Local 856 has been both an honour and a responsibility I take seriously. As someone new to this position, I am still learning every day –but one thing has already become very clear: education is one of the most powerful tools we have as union members.

In our daily work, it’s easy to get caught up in pressures like changing workloads, staffing shortages, and increasing demands. In the middle of all this, an important truth can get overlooked: we have rights, and those rights are protected through our collective agreement and our union.

But rights only matter if we understand them and feel confident using them. That’s where union education comes in. My goal is to help ensure every member of Local 856 has access to clear and

practical information about their rights. Whether it’s understanding overtime rules, knowing when to file a grievance, or recognizing unsafe working conditions, education gives us the tools to take action.

When we know our rights, we are better prepared to stand up for ourselves and support each other. It also helps us speak with confidence and challenge situations that are unfair. A well-informed membership is stronger, more united, and more engaged.

“A Well-Informed Membership is Stronger, More United, and More Engaged”

At the same time, I recognize that being new in this role means I am learning alongside you. This role isn’t about having all the answers—it’s about creating opportunities for members to learn together, ask questions, and share experiences. Some of the most valuable learning happens through simple conversations on the work floor.

One of my priorities is to make education more accessible. Not everyone can attend formal workshops, so we need to find other ways to share knowledge—through short sessions, informal discussions, and easy-to-understand resources. Education should be available to everyone, in ways that work for them.

I also want to emphasize that there is no such thing as a small question when it comes to your rights. If something doesn’t seem right, it’s worth asking about. That’s how we learn and grow stronger as a union. A strong local is built on informed and engaged members. When we take the time to understand our rights, we strengthen not only ourselves but each other.

I encourage all members of Local 856 to take part—ask questions, stay informed, and get involved. Because in the end, an informed membership is a strong membership—and that strength belongs to all of us.

- Parvinder Kaur Bal, Education Officer

Salutations! In case you hadn’t heard your Winnipeg Local just went through its first SSD to SSD volume count at McDermott Depot, not only was this the first in Winnipeg but the first in the Prairie Region. Needless to say we had a standard and precedence to set as to establishing procedure that works for both the Letter Carriers, LCA’s, PO4’s as well as your Union Observers.

I am proud to have worked alongside the observers who stepped up, their experience in conducting these exercises previously was an asset in ensuring these counts ran smoothly. It was an all-hands-on deck affair, the workload structuring committee sure learned a lot as far as what does and definitely didn’t work.



If there is anything to say about volume counts the first day is the steep learning curve and if anything is going to go wrong, it is surely on day one. The observers were thrown a big wrench on day one with the corporation’s data collecting app being unavailable and offline nationwide. This caused delays for



the carriers, delays for the union capturing, and inconsistencies that have no way to be properly validated. Although it’s always a nice chuckle when the Route Measurement Officers (RMO’s) are brought back to the stone age and forced to manually capture data then input all of it after the fact.

The union is always put in a unique position when manual data is transferred into digital data by the RMO’s, if you’ve never seen me finagle and negotiate for parcel and packet values this is when I do it! The proof is in the parcel, the size and dimensions, but once it’s left the building the corporation cannot arbitrarily change the manual values they were originally credited just because their app says they should.

For two days manual capturing was required by the RMO’s, after one day though the joke is over, we want that system back up and running too. We do fall behind in validating reports when they aren’t able to be generated right away and day of and make for very long days to catch up.

Not everything in a Volume Count is cut and dry. Sometimes mocked data is required. Someone who makes decisions decided to not send sequenced mail to the depots on the first Thursday of the Volume Count. Well not only can we not have O’s for a day in how many pieces of sequenced mail but we need to recreate weight for the sequence mail as well. Not to go into too much detail but the union maintained the position to keep everything as is, including the heavy Friday, and borrow values from the following Thursday to apply to the missed Thursday.

Every win in a volume count seems small but they sure amount. If you’re a Carrier about to go through a Volume Count, remember every tub counts. With SSD we encourage weighing your mail and packets as is when you arrive before preparing it for the day’s delivery. Double check to make sure all your parcels and packets have the red marks and if there is a big scratch through them your union captured it as well!

Important Volume Count Dates:

- April 13 – 24, 2026 Northeast 4 and Northeast 5 Volume Counts
- April 27 – May 8, 2026 Church Depot Volume Counts

See you at a depot near you!

- Toni Montanti, Workload Structuring Officer



Why would a union shop steward assume the role of a Chief shop Steward of a bargaining unit he does not belong to?

This would require lots of hours reading a different contract not mainly applicable or even significant to his own personal interests.

This will also require that he sees and understands the situation of members through a different lens, under different rules, to faithfully execute the oath of protecting the union and its members to the best of his abilities.

Over the last term of the Local 856 Executive Committee, Patrick Clare has been quietly and diligently executing the functions of the Chief Shop Steward for RSMCs inspite of being a letter carrier in the Urban group.

He has expertly worked the RSMC portfolio in a manner that can only be accomplished by someone who truly cares for the union and its members (RSMC or URBAN alike) using his amazing brain powered by his BIG heart.

Thank you Brother Patrick on behalf of 856 RSMCs.

- Robert Atanacio, RSMC Chief Steward



UNION RESPONSIBILITIES

The purpose of a union is to unite workers to collectively bargain for better wages, benefits, safety standards, and improved working conditions. Unions provide a stronger, collective voice to ensure fair treatment, job security, and a better balance between work and personal life compared to individual negotiation.

Key purposes and benefits of a union include:

- Collective Bargaining: Negotiating with employers for higher wages, better benefits (e.g., pensions, health insurance), and secure contracts.

Workplace Protection: Ensuring safe working environments and providing protection against arassment, unfair treatment, and unjust firing.

- Higher Compensation: Union members often receive better pay and benefits than their non-union counterparts.
- Voice at Work: Representing workers in disputes with management and giving them a formal say in workplace policies.
- Advocacy: Engaging in political lobbying to protect labour rights and improve safety standards for all workers.

Unions create a legally binding contract (collective agreement) that outlines the rights and responsibilities of both the employer and employees

- Preet Girn, WMPP PO5 MLOCR



There's a moment that sneaks up on you out on the walk—not dramatic, just quiet—when you realize the job hasn't changed nearly as much as you have.

The mail still comes. The routes still stretch. The weather still doesn't care.

But your knees notice the stairs now. Your hands remember every winter. Anyone who's done this job knows those days that never seemed to end—the kind where you'd fall asleep at the dinner table, or miss out on life because you had nothing left to give. That kind of tired stays with you.

We've walked the same streets for years. Watched kids grow up, houses change hands, neighborhoods shift one mailbox at a time. There's pride in that. Showing up in the cold, the rain, the endless load—because that's the job.

Inside, more of the work is done by machines now. Sorting that used to take hands, memory, and rhythm is quieter, faster, more automated. There's efficiency, but something human has been taken out of it too—those small conversations, the shared pace, the feeling that everyone was carrying a piece of the same weight.

Out on the street, it's different. It's still human. And that's where it starts to feel like a dying breed. Fewer people who've lived this job year after year. Fewer who know what it means to push through when your body says stop.

Something that seems “small” today can become part of the foundation for more serious discipline later.

It's not just experience fading—it's a way of being. The kind of worker who just gets it done, no matter what.

But we keep going. Because there's something honest about this work. You pick it up. You carry it. You deliver it.

And as long as we can, we'll keep walking the walk.

- Jeff Didham, PO5 Runouts, Shop/Social Steward



The Last Day- Unknown Artist. Local Union Office

Why you should go.

It's a no-brainer. So why did I hesitate?

For me, signing up would mean flying solo for the first time, willingly subjecting myself to 3 days of being surrounded by people that I have never seen or spoken to in my life. For a guy who has had social anxiety for 14 years, that is a daunting ask to say the least. I'll go when hell freezes over is what I thought; unfortunately, it was November in Winnipeg. So I chanced on my first educational and packed up the bare essentials: 3 days of underwear, socks, shirts, and an Xbox. After all, I do like learning.

Some things you learn when you arrive: you get your own hotel room, classes take place within the hotel, once they're done, you get to explore the city. Naturally, I explored my room and taste toured the city through Uber Eats. One more thing you learn, there's a funny little event they call Solidarity Night. Its part silent auction, part snack food spread, and part... karaoke. Spare my soul for saying, but I'll go for the snacks.

It's not all fun and games, classes are an all day event. From 8:30am to 6:00pm, you learn all the ins and outs of the topic you chose to come for; and they dig deep. It's not straight class time however, they regularly supply coffee and snack breaks to keep you engaged. You also get a 1.5 hour lunch. As a temp, I chose to learn about temp workers and their rights. I learned that I had sick days and personal days, that I could request taxis when I'm told to transfer to a different depot for the day, and that I have the same rights and access to the union as any other employee. If only the corp told me these things...

Solidarity Night arrives, and I show up on schedule like I do for my classes. It's worse than I imagined, no one was there! Shit, it's like a party, you're supposed to be late! I scurry back to my room and return an hour later. It's worse than I imagined, everyone is there! I spot some fellow Winnipegers and join their table. I eat my snacks and watch as they trickle away into the crowd, getting to know members from other provinces and locals, and singing karaoke. That's when it hit me; educationals are about getting you involved in the union through sharing experiences with each other. That night, I vowed to work on my anxiety so when the next educational comes, I'll be ready to share.

Next educational comes around and I have two rules: 1) no Xbox. 2) do every social opportunity that presents itself. Dead tired after 4 hours of



sleep and a 3 hour flight. But Vice-President Stella invites you to the mall! Yes ma'am. Bill breaks his leg at the hotel! Lets build an able-bodied Lego Bill to help cheer him up! It's time to be a terrible fascist playing the board game Secret Hitler. Then Solidarity Night rolls around, and with the support of my new found sisters and brothers, I help croak out the lyrics to Gloria. 3 more songs later, and I'm belting out Chop Suey with the whole Winnipeg crew.

Shortly after returning home, I became a shop steward, joined the communications committee, and wrote this article. Safe to say that on my next educational, I'm going for the nights of drinks with my brothers and sisters, I'm going for the fun event we call Solidarity Night, and damn it, I'm going for the karaoke.

- Dillon Liley, Temp RLC Downtown



RATIFICATION + STRIKE VOTE

Rural Votes - May 21 - 12:00 to 18:00

\*Rural locations will have both Urban and RSMC ratification votes.

1. Tyndall, MB: Tyndall Village Community Centre  
69 Pierson Dr

1. Steinbach, MB: Sleep Suite Motel  
150 Park Rd W

3. Morden, MB: Morden Activity Centre  
306 N Railway St

Please bring a form of Photo ID. There will be an info session before each vote and time for questions. There will be two votes occurring: a Ratification vote and a Strike vote. Only Members in Good Standing may participate in the Ratification Vote.

Winnipeg - Viscount Gort Hotel  
1670 Portage Ave

May 25 Schedule

| Urban       | RSMC        |
|-------------|-------------|
| 6:30-8:30   | 15:00-16:45 |
| 9:30-11:30  | 19:30-21:30 |
| 17:00-19:00 |             |

May 26 Schedule

| Urban       | RSMC        |
|-------------|-------------|
| 6:30-8:30   | 17:00-19:00 |
| 9:30-11:30  |             |
| 13:30-15:30 |             |
| 19:30-21:30 |             |

COMMUNICATION COMMITTEE

The communications committee met on March 24, 2026. We discussed what has worked and what we think we could improve on.

We are very excited to present this Spring issue of the Eye-Opener, in full colour and with a brand new layout.

We are in the process of revamping the local's website as well. It is dated and is missing some key information. We want the website to be a useful tool where members can find the answers they are looking for.

Keep an eye out for these exciting, new changes!

If you like writing, graphic design, photography, or building websites, please consider joining the committee

ORGANIZATION COMMITTEE

The committee met on April 8 with a special guest attending over zoom, Jody Hutton.

We spoke about the Hands off my Post Office campaign: what has been working and ideas on how to get our message out to the public.

We fought CMBs and post office closures in 2015 and WON. Let's work together to get the public on our side to help stop these cuts yet again. Our next meeting will be scheduled once the new committee members have been elected at the May 2<sup>nd</sup> GMM.

Consider joining a committee by attending the May 2<sup>nd</sup> GMM or sending in a nomination and acceptance letter to sectreas@cupw.wpg

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