The Eye-Opener
Autumn 2026

CUPW 856 - Quarterly Newsletter



Created By:

The 856 Communications Committee

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Special Thanks to:
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THE PRESIDENT'S REPORT

SOLIDARITY HAPPENS BETWEEN MEETINGS

When we talk about solidarity, we often picture the big moments: a picket line, a crowded general membership meeting, or members standing together to demand better. Those moments matter. They show our collective strength and remind us what working people can accomplish when we refuse to stand alone. But much of the work that makes those moments possible happens quietly, on ordinary days, between meetings.

It happens when someone notices a coworker having a difficult morning and takes a moment to ask how they are doing. It happens when an experienced worker helps a new member understand their rights. It happens when we challenge an unfair comment, share useful information, or make sure someone knows they have support. These actions rarely make headlines. They are still union work.

Our strength as a local depends on the relationships we build with one another. We can have strong language in a collective agreement, knowledgeable representatives, and well-attended meetings, but members also need to feel that they belong. They need to know that if something goes wrong, someone will take them seriously.

That sense of belonging grows through experience. People remember who listened when they were struggling. They remember who explained something without making them feel foolish. They remember whether asking for help was met with patience or an eye roll. Every interaction contributes to the kind of local we become.

Postal work can be demanding. Physical strain, workplace pressure, uncertainty, and the responsibilities waiting at home can add up. We see each other at work, but we rarely see everything another person is carrying. The coworker who seems distracted may be worried about a sick parent. Someone who has become withdrawn may be struggling financially. A short temper might follow weeks of poor sleep or a difficult situation at home. We cannot know the whole story simply by watching someone work. We can leave room for the possibility that there is more going on.

That does not mean excusing harmful behaviour or taking responsibility for solving everyone's problems. It means approaching people with enough curiosity and compassion to ask before we assume. Sometimes, "You don't seem yourself lately. How are you doing?" can open a door that someone has been waiting for permission to walk through. Then comes the part we often find hardest: listening. Many of us want to help by offering an answer immediately. We suggest what we would do, explain how things could be worse, or share a similar experience of our own. Our intentions may be good, but the person speaking can leave feeling that their concerns were brushed aside.

Listening means giving someone the space to finish. It means recognizing that their experience matters, even when it differs from ours. Sometimes the most useful response is simply, "That sounds difficult. What would help right now?" We do not need professional qualifications to show concern. We do need to recognize our limits and help people connect with appropriate support when the situation calls for it. The same care should shape how we welcome new members.

Think back to your first days on the job. There was likely plenty you did not understand: workplace routines, unfamiliar expectations, the collective agreement, and where to turn when something felt wrong. A new member should not have to figure all of that out alone.

Introducing ourselves, explaining the role of a steward, or a social steward, or inviting someone to a meeting can make a real difference. So can explaining why a right exists and what it took to win it. Solidarity becomes meaningful when people experience it directly. We also have to make room for disagreement. A local brings together people with different

"A member who feels respected is more likely to ask a question, report a problem, attend a meeting, or support a coworker"

backgrounds, experiences, and opinions. We will disagree about priorities, strategies, and decisions. Members should be able to raise concerns and question their representatives.

How we handle those conversations matters. We can challenge an idea without humiliating the person expressing it. We can listen carefully without agreeing. We can remember that the coworker across the table may be someone we need beside us tomorrow. None of this removes the responsibility of elected officers or replaces the work of enforcing our collective agreement. It helps create the trust that allows that work to succeed. A member who feels respected is more likely to ask a question, report a problem, attend a meeting, or support a coworker. Those individual decisions build our collective capacity.

Before our next meeting, each of us has an opportunity to strengthen this local. Check on someone. Welcome a new member. Share what you know. Give a coworker your attention when they ask to talk. We will always need solidarity in the big moments. The relationships we build today help determine how ready we will be when those moments arrive.

Solidarity happens between meetings, It more specifically happens through are daily actions and efforts.

- Sean Tugby, President

VICE PRESIDENT'S REPORT

Changes are coming. We knew this when we heard the announcement of the implementation of Community Mailboxes. A few weeks ago, management announced that we are not to send any parcels to a Retail Postal Outlet unless it requires a signature or has the instructions "Do Not Safedrop". With these changes, another key element of our job is affected: the customer service.

" Letter Carriers were an integral part of the community and we are experiencing that deterioration first hand"

What is the definition of a "Safedrop"? As a customer, I would expect this to mean it is hidden from the streetview or in a secure space. That could mean behind a flower pot or in between the door, or behind my Porch Goose. This is not the case. According to Canada Post Policy, safedrop means in an apartment hallway, or if we don't have access to the units, we are told to leave it in the lobby. Let that sink in. Your beautifully wrapped Christmas present from Grandma and Grandpa who live in another province will be placed in a lobby where every tenant, delivery driver, visitor, and contractor will hopefully walk past and not be tempted to steal something that doesn't belong to them.

We are better than that. We take pride in our work. We care about people getting their packages. We take the time to make sure your parcels really are "Safe", and if we can't, we send them to an RPO to be picked up by the customer on the next business day.

With CMBs and the new "Safedrop" policy, we have completely removed the human element. I work at Moray Depot and we have been recently added to the CMBs conversion list and set for implementation in 2028. In 7 years of letter carrying, my job will have completely changed. Letter Carriers were an integral part of the community and we are experiencing that deterioration first hand.

I know I will continue trying to grasp that human element as changes happen and time passes. I will continue to take the time to ring a doorbell if a parcel locker is full. I will try to spread the word of what a "Safedrop" really means and encourage customers to add "Do Not Safedrop" to their delivery instructions. I will check in with those going for a walk if our paths happen to cross. The integrity of our job is at stake and it's our responsibility to maintain it and show the public that your Letter Carrier DOES care.

- Stella Chainho, Vice President



TREASURER'S REPORT

I am pleased to report that all Local financial accounts have been reconciled, and passed the Trustees' reviews. Hopefully, the 2024-2025 and 2025-2026 audits will have been completed by the time you read this report. I intend to present the auditor's reports either at the November 14, 2026, or the December 4, 2026 General Membership Meeting, depending on their availability.

Regarding the financial health of the Local, it is not as robust as it was prior to the strikes. However, the whole executive team has been cooperative and working hard together to reduce expenses where possible, for which I am very grateful. Unfortunately, being the year prior to the National Convention, it is inevitable for the Local to incur substantial expenses. Even so, given sufficient time, and with the executive team's continued collaboration, I believe we can put the Local's financial health back to what it was before.

Until next time, thank you for the privilege of serving you as the Local Secretary-Treasurer.

- Ha Yen Jiwa, Secretary-Treasurer

NOTHING GOLD CAN STAY

Nature's first green is gold,
Her hardest hue to hold.
Her early leaf's a flower;
But only so an hour.
Then leaf subsides to leaf.
So Eden sank to grief,
So dawn goes down to day.
Nothing gold can stay.

- Robert Frost - 1874 –1963

HEALTH AND SAFETY MINUTE

The first thing I would like to note on this Health & Safety minute is if you are going on STDP please contact the office for advice on how to fill out the STDP forms. So often members contact me after they have received a non-support letter for help. Had they contacted me when they were starting the STDP process the outcome could have been different.

Most non-support decisions are because the STDP forms are not filed out completely, Canada Life/Telus Health wants every box filed out. The next reason a non-support decision is rendered is because the STDP forms are not filled out in detail. Your doctor was trained to diagnose you for whatever you are going through. Your doctor understands the signs and symptoms you are displaying and often will tell you some medical term that you are displaying. After this diagnoses the doctor will tell you what you must do to get better. But often your doctor does not understand that they need to note all the things they were thinking and saying during your visit with them on the STDP forms, like:

- Medical terms they were thinking,
- Treatment plan,
- Your condition in terms of symptomology and how it impacts your daily living
- Any kind of complications to the expected recovery
- Physical impairments, limitations, and/or restrictions during the recovery

If all the boxes on the STDP forms are not filled out and they do not have the above details, the first line of your non-support letter will read something like:

In order to be supported for benefits under the Short-Term Disability Program (STDP) you must meet Canada Posts definition of disability, which states: The incapacity of an employee to perform the essential or regular duties of his own occupation, or an appropriate alternative occupation, with or without accommodation at Canada post. Additionally, you must be compliant with Canada post's STDP policy.

The medical information did not support your absence from work for 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.
- Medical information received does not indicate that you are receiving any active treatment for a medical diagnosis.
- 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

Please reach out when you are starting the STDP process, I am here to help.

- Tyler Oswald, Health & Safety Officer

RSMC OFFICER'S REPORT

A Hero is among us.

On June 8, 2026, news broke out that the the Winnipeg Fire and Paramedic Service responded to a serious house fire on Erin Woods Road in the Bridgewater Forest neighborhood of Winnipeg, Manitoba. Fire crews arrived at the scene around 12:25 p.m. encountering heavy smoke and active flames coming from a residential property. Firefighters initially used defensive tactics but eventually transitioned to an offensive internal attack once conditions improved. The fire was declared under control at 1:54 p.m.

What was not covered by the news was the Canada Post RSMC doing his route SS48 observing thick smoke coming out of the garage of the same property. He immediately called 911 and waited for the first responders to arrive while making sure there were no people or pets trapped inside the property. He then knocked at the neighbours' houses to ensure that they were aware of the emergent and dire scenario developing.

The RSMC is Prashant Kumar. He's been an RSMC for the last ten (10) years and is currently a team member of the Southwest Depot RSMCs.

- Robert Atanacio, RSMC Lead Steward





GRIEVANCE OFFICER'S REPORT

On October 15th, about 40 local labour activists and leaders gathered in a windy strip mall parking lot in the Maples. They gathered mostly in front of the office of Kevin Lamoureux, a Liberal Member of Parliament. It's an unassuming unit surrounded by restaurants and salons, many metres from the road, and in possibly one of the least visible locations in the city to hold a rally.

In the days leading up to the event, the Liberals had tabled Bill C-39 which would make changes to the Canada Labour Code, and specifically, Section 107. This will have major impacts on future negotiations and major implications for Canadian workers' right to strike.

Geoff Bergen, the Canadian Labour Congress's Manitoba representative called for the rally at Lamoureux's office because, he explained, he had sent the MP a letter outlining concerns the CLC has about the changes to Section 107 and what it will mean for workers' rights.

Pulling his jacket up around his neck, Bergen then read the crowd Lamoureux's response which was a couple pages of absolute fluff. He implored Bergen not to worry; these changes were going to enhance workers' rights, not degrade them. The concerns labour organisations have are overstated, according to the lawmaker. Everything will be just fine.

There might be some upside to some of the changes, no doubt. Bargaining for a new contract will start 200 to 180 days before the current contract expiry if the last contract was signed after a strike or has a term of five years or more. That's us. The contract we voted on in May took nearly two years to negotiate after bargaining started 90 days before the expiry of the previous contract. Extending the pre-expiry negotiating timeline could mean less time without a contract, or less time in that in-between stage that nobody really enjoys.



There are some other ideas in Bill C-39 that will have to be tested in the real world before we can determine if they are beneficial or not. There will be a creation of an expedited grievance process. Could that help ease the backlog of cases that we currently have, bringing our people resolution, or will it be another tool employers can use to steamroll workers' concerns?

We've seen special mediators appointed to assist the union and corporation when negotiations come to an impasse. But one of the changes C-39 would bring is tasking the special mediator with production of a report that could then be made public. If the corporation is indifferent, intransigent, or incorrigible, we might just get to read about it. If employers know their conduct could be reported on and made public, they might change their tactics. Might.

It has to be stressed that these are potential benefits and the potential negatives in the bill are clear.

Bill C-39 proposes more government intervention in the bargaining process. And the special mediator report could be seen as one of those interventions, for sure. But also, it gives power to the Minister of Labour (or Jobs, or whatever name they come up with to take the idea of labour out of it) to end a strike after considering the special mediator's report.

Labour is calling this a degradation of our rights, but the government uses these kinds of strike-breaking tools all the time. What this does is it puts the power to end strikes on one desk in Ottawa. No acts of parliament, no debates, no nothin'. Democracy may have a lot of annoying processes (safeguards, rights for people) the Liberals want to write out of existence, but at least it's democratic.



There were four CUPW flags on that cold day a few weeks ago. A group of activists handing out flyers for a cause used an image of postal workers on strike as the main image on their material. When Bergen shared the megaphone, other speakers mentioned postal workers and our proud history when talking about why unions and workers should have stronger rights, not weaker ones.

Canada's ruling class already has a lot of ways to suppress worker rights and influence collective bargaining. No one knows that better than Canadian postal workers. The changes the Liberals are looking to make with Bill C-39 will bring new challenges for us but we have to hope there might be a silver lining on that otherwise dark, rain filled cloud.

- Matthew Aitken, Grievance Officer



INTERNAL STEWARD'S REPORT

How important is it to operate MMHE with credentials?

Management is using employees that don't possess valid licenses to operate MMHE and it violates their own Functional Policy and our Collective Bargaining Agreement. It will compromise members health and safety by asking them drive one.

Summary of Canada Post's Functional Policy:

"Prior to being permitted to operate an MMHE, Operators must be trained in and must demonstrate proficiency in the procedures and whose training credentials are still valid and NOT EXPIRED. All MMHE operators must have a re-training within a period of less than 36 months, and mid-term formal practical skills evaluation to occur every 18 months in between training events. This MMHE policy also adheres with the Operations Management employees. Non-compliance of the said policy may result in sanctions up to and including dismissal from Canada Post."

It is every members right to refuse work especially if you don't have license to operate, a work that is unsafe, eventually will lead to an accident. It is our responsibility for our own safety and the people around our workplace. If this will happen to you in the future, remember to file a complaint and GRIEVE! GRIEVE! GRIEVE! Request to see your shop steward, LJoHSC member or contact our Local Union Office.

Grievance Reminder for Temps:

Every letter (unfavourable) that members received from the employer should be grieved. Do not wait until those letters will be used against your employment if you value your job. If not sure, request to meet your shop stewards or contact our Local Union Office for any issues.

Short Term Disability Program Info:

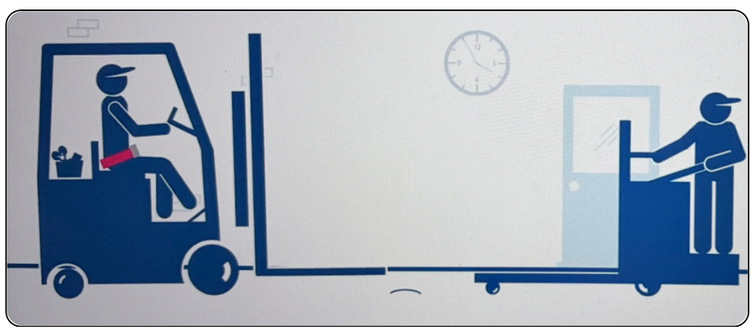
- STDP - is an income replacement system in which the worker receives 80% of their wage.
- INJURY - this is from the day the employee contacted a medical practitioner (STDP kicks-in).
- ILLNESS - One week waiting period or the 8th day of the absence.
- GRADUATED RETURN TO WORK - first 4-6 weeks before going back to full duty.

What is STDP and how does it affect CUPW members?

1. TOP-UP Credits - employees can only use this credit for an approved claim.
2. You must be incapacitated from work due to illness or injury in order to be eligible for STDP.
3. Approval for STDP for a non-work related accident or injury, or hospitalization shall be determined by Disability Management Provider as of the first date of absence.
4. Canada Post will claw back the amount owing at 10% every pay period. If the members was not able to provide Canada Life with the Attending Physician Statement within 7 days of the members absence.

Get ready to brace the cold weather folks!

-Ayvonn Reyes, Internal Lead Steward



INTERNAL STEWARD'S REPORT

Social Mapping for Shop Stewards

Social mapping is an organizing technique to visualize and navigate the human relationships, social dynamics, and informal power structures within a workplace, it focuses on who people talk to, who they trust, and how influence moves organically through the shop floor.

The many benefits to social mapping include uncovering natural leaders, streamlining communication networks, precision recruiting & organizing, overcoming language & cultural barriers, and early warning systems for risk & friction.

What Shop Stewards Can Track on Their Social Map

A social map goes beyond union executives; stewards can use it to carefully document and analyze:

- Social Cliques & Friend Groups: Who eats lunch together? Who takes smoke breaks together? Which departments or job roles naturally hang out? Information rarely travels through official corporate memos; it flows through carpools, chat groups, rest pods, and cross-classification friendships.
- Informal Social Leaders: Who is the person that others go to for advice, venting, or workplace gossip? (If you convince this person to support a union action, their entire social circle usually follows).
- Social mapping explicitly finds these un-unionized influencers. Bringing a "natural leader" onto the union's side can easily flip an entire department or shift into active solidarity.
- Language & Cultural Networks: What are the common languages spoken on the floor? Who acts as the informal translator or bridge between diverse cultural groups? Social mapping tracks these social groups and finds bilingual or bicultural reps who can bridge the gap. This ensures minority groups are not isolated and that union messaging is accessible to everyone.
- Risk Factors & Landmines: Who is closely related to a manager? Who is openly hostile to the union? Who has a reputation for being a supervisor's informant? A thorough social map logs who is sympathetic, who is on the fence, who is fiercely anti-union, and who has friendly ties to management. This protects the organizing committee by showing exactly who to avoid during strategic job action planning.
- The "Connected" Workers: Who moves around the entire facility (e.g., forklift drivers, maintenance crews, cleaners)? These workers are highly valuable because they cross social boundaries and can pass information quickly. Maps expose the "hubs" of communication. For instance, a forklift driver who traverses the entire warehouse floor can pass a vital union updates to multiple isolated teams in a single shift.

Social Mapping Tips for Shop Stewards

Organize Through the Leaders, Not Around Them: Do not waste energy trying to talk to 50 individual workers one by one. Find the informal social leaders of those cliques. Win over the leader and let them bring in their group.

Keep it Secure and Confidential: A social map holds sensitive, subjective data (e.g., who is friends with whom, who to avoid). Never leave a social map lying around on a clipboard, desk, or shared digital drive, it should be strictly eyes-only among trusted union organizers.

Target the "Gaps": Look at your finished map. Are there entire social circles or ethnic demographics that have zero connection to the membership? Use your map to find a "bridge" person who can help you start building a relationship with that isolated group.

In summary, rather than focusing on production lines or official corporate hierarchy, social mapping focuses entirely on the "human element "of the work floor to help shop stewards identify natural leaders, gauge union support, and build collective bargaining power.

- Lisa Winnicky, Internal Lead Steward

EXTERNAL STEWARD'S REPORT

It's been a busy few months, I had my first arbitration too. Too many grievances to count, 20 years with CPC and was my first...huh. I'm grateful for the efforts put into arguing the case by worker advocate's Cheryllynn Saramaga-Marai and Patrick Clare. We Won! It was also a good learning experience as to what we as the union need in making sure we are successful and what tricks and tactics the employer uses. My experience was them looking for technical issues rather than using witnesses or facts, greasy in my opinion, and didn't work, but I see potential I could in instances. I believe I'm a better steward having taken part in it. I plan to use this knowledge in my stewarding and first level grievance presentations. Good notes are so important even just at times for your own references. It was an incident that was nearly 3 years ago and while I recalled it in general the nuances were in my notes. Take good notes, you will thank yourself one day for it. This goes for everyone not just our stewards. Use the note pad on your phone, get a note pad, email yourself. Utilize something to memorialize the incidents, this is for you as much as it is for the union to argue your grievances. it's your memory.

In other news I'm also grateful for the efforts of Mathew Aitkin, grievance officer for creating the online grievance submission forms. While I still encourage you to meet with a steward for your grievance. Especially when they are more complicated. It's a great way for matters that are not as complicated. Like waiting for a vehicle or not being paid to attend the slip trip and fall trailer training. Getting your grievances in is the most important thing. Remember you have 25 working days for your grievances to get filed by the local. That means we need to have them in before then to have so we have time to process them.

Grievances are won and lost on the details. Please, for the sake of YOUR grievance, make sure you provide all the information.

Some important takeaways:

- Make sure your grievance is completed with all the necessary documents.
- Make sure it's at the local on time to be processed.
- Grieve it! Your route has no time value to wait for a vehicle or attend a training session.
- Watch your route kits and time value. You can even see it from POCUR. Ensure updates have been input. You could be into over-assessed pay. 5 Minutes of overassessment a day equals over $700.00 a year
- If you cannot complete your route consistently, talk to a steward or workload structing officer Toni Montanti. You may have options.
- Reporting things to your supervisor often can avoid later issues including discipline.
- Don't break your leg.

- Chris Desjardins, External Lead Steward

FIGHT FOR YOUR RIGHTS

One of the reasons I became involved with the union is because I saw my brothers and sisters being mistreated by management. I think that's why a lot of us end up getting involved. Helping a member prepare for a 24 meeting, easing the tension, and getting a fair outcome never gets old. Selfishly, supporting members adds more meaning to my career at Canada Post. I've always been a helper at heart.

It can be a little harder when the tables are turned and you have to fight for your own rights.



I've recently had issues with a supervisor assigning work to me that directly contradicts my medical notes. This is when it gets a little harder. It's disheartening waking up everyday, going to work, and hoping that today will be different. Is today going to be another battle? Will I be able to enjoy the morning at my depot, laugh with coworkers, and go home once I've completed my route? Or will I have to write another grievance? Will I have to take the time to write, yet another, detailed statement about mistreatment? It can be traumatic to relive the uncomfortable interactions and put your feelings to paper.

But, I will not jeopardize my health and safety for Canada Post and they will not discourage me.

This is when I ask for help. Stewards and Executives need backup too, no matter how long they've been doing it. There are options. Grab a witness. Someone you trust that can make a statement for you if you need one. Take a moment to find a Local Joint Health and Safety Committee member (LJHSC) before speaking with a supervisor. Call the local. Someone is there who will listen and who will help.

Even though it can feel like a battle sometimes, maybe even a war, but you aren't in it alone.

You have comrades all around you.

-Stella Chainho, Vice President

EDUCATION OFFICER'S REPORT

Winter Is Coming – Are We Ready?

Winter is just around the corner. For postal workers, that means dealing with freezing temperatures, snowstorms, icy parking lots and slippery walkways. While many people enjoy the winter season, we know that working through a Winnipeg winter can be a different experience.

Whether we work inside the plant, deliver mail, drive postal vehicles or work outdoors, winter brings challenges that can affect our health and safety.

A Little Caution Goes a Long Way

Every winter, slips and falls become a concern. Icy walkways, snow-covered parking lots and slippery floors can turn an ordinary workday into a painful experience. Sometimes, we are so focused on finishing our work that we forget to slow down and pay attention to our surroundings.

Taking a few extra seconds, wearing proper winter footwear and reporting icy or unsafe areas can help prevent injuries. No delivery or deadline is worth risking an injury.

Don't Underestimate the Cold

Those who work outdoors know how quickly the temperature can drop, especially when the wind picks up. Working in extreme cold for long periods can lead to frostbite and hypothermia.

Dressing in layers, keeping hands and feet warm, staying dry and taking warming breaks are important. We should also look out for our coworkers. Sometimes, a simple reminder or checking in with someone can make a difference.

Do You Know Your Rights?

Winter is also a good time to remind ourselves that health and safety is not just the responsibility of management. We all have a role to play.

Under Part II of the Canada Labour Code, workers have the right to know about workplace hazards, participate in health and safety matters and refuse dangerous work, subject to the applicable legal process and exceptions.

If you notice something unsafe, don't ignore it. Report it, ask questions and reach out to your shop steward or health and safety representative if you need support.

Knowing our rights is important, but knowing when and how to use them matters just as much.

Keep Learning and Looking Out for Each Other

As union members, we should continue learning about our rights and sharing information with one another. Union education isn't only about attending courses or workshops. It is also about everyday conversations, asking questions and helping members understand the issues that affect them at work.

Winter comes every year, but workplace injuries don't have to be part of the season.

Let's take care of ourselves, look out for our coworkers and speak up when something isn't right.

At the end of the day, we all have families, responsibilities and people waiting for us at home.

The mail can wait. Our health and safety cannot.

- Parvinder Kaur Bal, Education Officer





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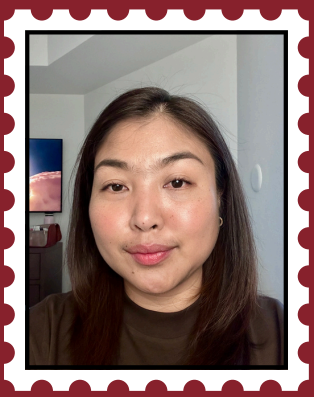


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