

Canadian Postmasters
and
Assistants Association



l'Association canadienne
des maîtres
de poste et adjoints



Manitoba Branch - Section du Manitoba

THE CANADIAN POSTMASTERS AND ASSISTANTS ASSOCIATION



MERRY CHRISTMAS

PRESIDENT'S MESSAGE



While the Christmas season is fast approaching, I must look back and wonder where this year went. It was a very busy year with offices starting to get back to some type of normalcy. Volumes have been down compared to other years but that doesn't make it feel like we are any less busy in our offices. Health and safety are on the forefront for Canada Post. The last thing anyone wants is to hurt themselves due to something that could have easily been prevented. Make sure to be cautious while lifting and carrying parcels and watch for any obstacles that could cause a slip or fall. Make sure to take your breaks and replenish yourself so not to burn out. If you need extra hours, don't be afraid to ask for them. We want to see everyone have a safe and healthy holiday season.

We were able to have two sessions of the Just for You training course this year. Unfortunately, due to the lack of participants, the second course in Edmonton was cancelled. Manitoba was one of the provinces that didn't have enough participants to fill both classes. I am not sure if people just were not comfortable travelling yet or maybe wanted to apply and forgot to get their names in but for the members that did attend this year, they had a great time and made some lasting friendships. It is a wonderful course designed to help you learn about your union and your rights. If you haven't attended before, I encourage you to apply for the 2024 classes. There is none next year as it isn't offered the same year as elections.

In Manitoba, we were able to add a few positions and some permanent hours into some offices this year. We are working hard to get hours in offices that are desperately needed. If you have sent me information for getting hours put in your offices and it hasn't happened yet, please know we are trying. For anyone who hasn't sent me anything and believe that you need hours, please reach out so we can help.

We were just informed that our National Grievance for the vaccine mandate was denied by the arbitrator. I haven't seen the response as of writing this so I can't go into detail on his actual response only that it was denied. Stay tuned for more information as we get it.

Your CPAA Manitoba Branch is celebrating our 100th year in 2023. I am excited to announce that we have a new venue we will be using for our event. Convention 2023 will be held at the CanadInns Transcona. We think everyone will like the change as they are offering us a better deal on our room rates and plenty of parking. We felt getting out of downtown would be safer and better for everyone. It will be a big year for CPAA, and I encourage you to come out to convention and celebrate with us. 2023 is also election year, so come out and support your local branch. We look forward to seeing all of you in person and I'm sure we will have some great surprises for everyone.

Our Manitoba History project is coming along, and we are looking for pictures of every post office in Manitoba. If you have already submitted history on your offices, thank you. If not, get them to me as soon as possible so you have something in the magazine. We will be sending out a mailing to each office so that businesses in your communities can advertise their services in the magazine. We need to keep the heart of our community beating strong and our rural offices are what keeps our towns alive!

As of the beginning of October, 268 people have yet to send in their disclosure agreement for the Pay Equity payment. Some are ones that have gone to an estate and CPAA is trying to find them, some just have not returned them. If you haven't sent yours in yet, please get it in as soon as possible as not to miss out on your payment.

I would like to remind anyone looking to submit a demand for a change to our collective agreement do so as soon as possible. It is essential that members let us know what changes you want made to improve your work life. Demands can be sent to our National Office at 281 Queen Mary, Ottawa, ON K1K 1X1 or by email to mail@cpaa-acmpa.ca and the demands form can be found on the national website.

I would like to thank my colleagues on the Manitoba Branch board for all their hard work and dedication to our members. I would also like to thank my replacement Juanita for keeping the East Selkirk post office running so smoothly.

Christmas is a time to look at all the things that mean the most in your lives. Enjoy the company of good friends and family, reminisce about the year we leave behind us and celebrate a new year ahead. I wish all of you a very Merry Christmas and a Happy New Year from my family to yours.



Janet Johnson
President CPAA Manitoba





VICE PRESIDENT'S CHRISTMAS MESSAGE

What a beautiful fall, the warm temperatures just go on and on, and I don't hear anyone complaining about that. The only thing I would like to see is some rain before it starts to freeze up. With this warm weather we lose track of where the time is going and before you know it, Christmas will be here. Every year at peak season we generally have new issues, this year will be no exception. Covid-19 is still around and the new RSV, a respiratory virus, and the influenza have been added to the sickness list this coming season so please take precautions to protect yourself.

The volumes are already starting in our offices and we are just coming to the end of October. The corporation is expecting a decrease in volumes this Christmas season and they have seen a decrease throughout this year. They have cut hours, saving 6 million dollars on the prairies, and nationally 57 million to the end of September. These hour cuts have not affected our CPAA offices. Most cuts have been in plants and warehouses where they put in increases because of the larger volumes during the pandemic. We have seen increases in hours in some of our offices this past year. The past Christmas season Canada Post waited until the first week of December before giving the larger offices extended hours. If the volumes are already starting and you are not getting caught up, call in for extra hours. If you don't get an answer from your LAS you can make the decision on your own, just document why you needed the extra hours. It isn't the time to stop taking your breaks and lunch, it is the time to give the extra hours to your part timers and terms. Be sure you have brought in your terms for training on the RPOS, don't wait until you are in a bind and have no one. Training has been very minimal, before the new RPOS came in we were told that there was supposed to be 11 hours of training. The whole roll out has been very poor and the system still has so many things that are not functioning. In a lot of cases the help line hasn't been so helpful or taking too long to take your call. The most helpful response has been from a peer mentor or a neighboring office that has had the system for a while. We have been told by our LAS and LAM to be sure to have a ticket created for any issues that we have with the RPOS in order to have the problem resolved. So please, the more people that call, the faster these issues can be looked into and hopefully be resolved.

The biggest issue this year has been to get a term hired. We had one office put in a request in February for a term and is just getting that person trained 8 months later. This is unacceptable, it was brought up at our last regional meeting as well. So many of the corporate staff are still working from home which is creating many communication issues to get anything done, and to be done the proper way. If you are having issues that are taking too long, or aren't being dealt with, please let one of your union reps help you out.

The corporation has put a lot of emphasis on Make it safe Make it home. Throughout the year, this puts you in ownership of how you lift, twist, and look at what is around you. Improper lifting can cause an injury that can last a life time. The largest portion of injuries at Canada Post is sprains and strain. All it takes is lifting one heavy or awkward parcel improperly that will increase your risk of injuring yourself. Those that are in an office by themselves should ask a customer for help with a parcel that is heavy. No employee is to be lifting a parcel that is 22.7kg or 50lbs, without getting help. This time of the year, and throughout the Christmas season, we will see all kinds of shapes and sizes of parcels. 30kg or 66lbs is the maximum allowed in the offices. Remember to report any oversize parcels that come through your office.

There is self-care that can prevent things from happening with the demands and workloads. One of the main things that helps with the larger workloads is staying positive. Being positive in the workplace creates an environment where employees can work more efficiently, because the stress is outweighed by the positivity. The next thing you need to ask yourself is this: what should I be prioritizing? Time management is very important when it comes to conquering large tasks. The thing that is going to make the most difference is looking at what all that needs to get done, and identifying what needs to be taking priority. When the stress is building up, you need to ask yourself: what is the best way to deal with the workload? What can we be doing differently in our time allotted? You can never get rid of all of the problems. So instead, trade up for other issues – what are your values? Put your time into these.

We all need time to relax in a 24 hour period. Whether that's listening to music, hitting the gym, reading, watching a movie, or just go for a walk, all these help with the stresses of everyday life. Keep wellness in mind, reach out to Homewood health and EFAP (employee family Assistant program) Care help and prevention.

In closing, I want to thank my fellow Manitoba branch board, and you, the members, for allowing me to assist you with issues you have had in your offices. I am thankful for all the blessings throughout the year. May you all have a Merry Christmas and a Happy healthy New Year, enjoy this beautiful season with family and friends.

Raymond Bonk,
Vice President



SECRETARY TREASURER'S CHRISTMAS MESSAGE



Christmas is an occasion to look back on the past year and recognize its achievements. At the same time, Christmas is an opportunity to set new goals for the coming year.

During the pandemic many offices lost terms who went on to find other employment. Our members were not, in many cases, using their vacation entitlements so therefore terms had no income. Once they left, they were no longer available to the Postmaster. Review your term list from time to time and be assured that you have coverage should the need arise. Vacation and Personal Leave are often scheduled so terms can plan their schedules but what about those sudden leave-of-absence. Do you have someone to call? It takes a long time (up to 2 months) for all training and security clearance to be completed so plan ahead. AND, once you have a trained term be sure to use them occasionally so that they can confidently cover your shift for you. One cannot expect a term to come in once every 3-6 months and expect them to be on top of all the changes. RPOS has been rolled out to all the offices so each member can comfortably assist in any office if the occasion arises. Sharing terms has been common practice over the past several months.

Once again, thanks to the members who have informed us of address changes. We have come a long way in our database updates. If however, there are still some members with incomplete or missing addresses please contact myself or another board member. Watch your newsletter mailing to see if your address fits the mailing label – if it does not, please go to SAP, ESS, and update your info on the Canada Post site and advise us as well. THANK YOU.

I am really looking forward to the Manitoba Branch 100th Annual Convention held in Winnipeg on May 5, 6, & 7th, 2023. Watch for our Convention Call in early 2023.

THIS CHRISTMAS....

Give a smile to a stranger who seems to be having a tough day.

Give patience to someone who is dancing on your last nerve.

Give forgiveness to someone who may never have the courage to ask.

Give time to someone who asks for nothing more.

Give kindness to someone who seems to deserve it least.

And remember to share these same gifts with yourself.

I wish you all a Merry Christmas.

God Bless You,

Hope Toporowski, Sec Treas



DIRECTOR'S CHRISTMAS MESSAGE

Does anyone else feel like they closed their eyes and all of a sudden 2022 is almost at its end? I truly hope that this finds you well that you all had an amazing summer and that you are rested and ready to take on the peak season!

Thanks to all of you who came out to our Convention in May- It was fantastic to actually see so many smiling faces both regulars and 1st timers- I really hope that you will join us at our new location in the city next May. I also really appreciate you responding to the survey that we sent out to get your feedback to take forward. We are in planning mode already, if you have more ideas, feel free to send them to any one of us.

With peak season coming it is important to make sure you and your office are ready- with our offices it means asking now for the stuff we realized last year that we needed. Shelving, casual staff (whether you do a competition or coordinate with close offices to utilize their casuals), take your breaks and request extra hours when needed. Just to name a few. I know this may seem like the same thing I say regularly but these are concerns we hear often.

We also need to make sure we, ourselves are ready- if you joined us at Convention, this will be a tool you already have. If not, <https://mb.211.ca> is a great resource for self care for everything from lodging to mental health and beyond, and is a free confidential service.

From my husband Mark, our furry family Hank & Barkley and myself- we wish you nothing but the best this holiday season and an incredibly bright 2023

“From home to home, and heart to heart, from one place to another. The warmth and joy of Christmas, brings us closer to each other.” – Emily Matthews

Respectfully yours

Kim Houston, Director



DIRECTOR'S CHRISTMAS MESSAGE



Greetings! It is hard to believe that summer and fall are gone already, where did the time go? I hope everyone enjoyed the great summer/fall season we had. With COVID rules relaxed we were able to get back to what used to be our normal lives. I was lucky enough to get to travel this summer to Europe for 3 weeks to visit with my family that I have not seen in a long time. Besides Austria I got to visit parts of Slovenia, Croatia, Germany, and Italy. It was amazing to me and my daughter to take in all the sights and learn about different cultures.

Christmas is right around the corner and with that peak season has started. Please make sure to make health and safety your priority no matter how big the workloads are. It will always get done somehow and the less stress you put on yourself the less likely you are to develop physical and/or mental health issues. Ask for extra help to get the jobs done and do not skip your coffee and lunch breaks. Everybody needs breaks to let the body and mind relax and regenerate. If you haven't asked for more shelving yet and you continually run out of space to store packages, put in a request to get another shelving unit. Storing packages all over your office floor is a big safety hazard and can be prevented easily by having the proper equipment.

Going forward, I am very excited about our upcoming convention in 2023. It will be a big one, 100th anniversary and also it will be election year. I'm hoping to see lots of you coming to this event and taking in all the information and fun we are planning for you. It's going to be a great time.

In ending I would like to tell you some of the things I'm thankful for, and my hopes and wishes for this Christmas season: I'm thankful for mine and my family's health, I'm thankful for my family, friends and work colleagues. I'm thankful for having a roof over my head and for having a good job. I hope for all to have a great enjoyable Christmas season, spent with loved ones. I wish for everyone to stay positive and healthy. I hope for the world to head into a healthier, cleaner and more peaceful direction. I wish for everyone that is in a less fortunate position to find a safe, warm, clean shelter this winter. Of course, I also have some more selfish hopes and wishes too: I hope for a short, mild winter. I wish for RPOS to get more user friendly and that all the bugs will be fixed faster.

Thank you to Janet, Raymond, Hope and Kim for making up our great team and for all your support over the last few years. It's a pleasure to work together with you and have you as friends. Thank you to my term Leah for being such a great and dependable replacement when I am away from the office. Thank you to all of you members for being a part of this great organization.

Have a Merry Christmas and a Happy New Year

Respectfully

Christine Ott

Director





CPAA MANITOBA HISTORY PROJECT



I am looking for help to create a book dedicated to our Rural Post Offices in Manitoba. What I am asking for are pictures, stories, memories related to your Post Offices. This will take some time to compile and if we do not receive a favorable response from you the members, I won't be able to create the book. If you want to help us, please send your information and pictures past and present to:

**Janet Johnson Box 307, Anola, MB R0E 0A0
jjohnsoncpaa@gmail.com**

Digital copies would be ideal, however, if you send me pictures and want the originals back please indicate this with your letter. I am so excited to get this new project underway and I am hoping for a very positive response from everyone!!





COOKBOOKS

We have done a second run of our cookbooks as we can't keep them in stock!
Get yours today before they are gone! They make great Christmas presents and trust me the recipes enclosed are to die for!

Each book is \$10.00.
Shipping = 1 book \$5.00
2 to 4 books = \$10.00
5 to 12 books = \$15.00

Send cheques payable to **CPAA MANITOBA**, please include your name and address and the number of books you would like.

You can send your requests to:

Janet Johnson Box 307 Anola, MB R0E 0A0.

2023 Associate Membership Dues

Just a friendly reminder to our associate members that your
dues are payable in January 2023.

Please make your cheque or money order in the amount of
\$10.00, payable to:

CPAA Manitoba Branch
and mail it to:

Hope Toporowski, Secretary Treasurer
P.O. Box 66 • Fork River, MB • R0L 0V0

YOUR USUAL CO-OPERATION IS GREATLY APPRECIATED.





CONTEST TIME

Who is who?

Can you guess what your board members looked like as kids? Just put the letters A B C D E beside the name you think it is. If you get all of them right you will be entered in a draw for \$100 Visa gift card. Everybody else that sends in an entry has a chance to win 1 of 2 \$50 Visa gift cards. Good luck!

A



B



C



D



E



Janet Johnson _____

Raymond Bonk _____

Hope Toporowski _____

Kim Houston _____

Christine Ott _____

Mail your entry to:

Christine Ott

Box 235 Binscarth, Manitoba R0J 0G0

by **January 6, 2023.**

Do not mail in Canada Post Envelopes

Name: _____

Mailing Address: _____

Home Office: _____

Phone Number: _____

Email: _____





Cinnamon Roll Cookies



Ingredients:

Cookies

- 1 cup unsalted butter, softened
- 1 cup granulated sugar
- 2 large eggs
- 1 Tablespoon vanilla extract
- 3 cups all-purpose flour
- 3 teaspoons baking powder
- 2 teaspoons ground cinnamon
- ½ teaspoon sea salt

Frosting

- 4 ounces cream cheese, softened
- 8 Tablespoons unsalted butter, softened
- 2 ½ cups powdered sugar
- 1 teaspoon vanilla extract
- 1-2 teaspoons milk or cream, as needed
- Ground cinnamon, for sprinkling



Instructions:

Cookies

In a large bowl or the bowl of a stand mixer, beat together the butter and sugar until light and fluffy. Add the eggs one at a time, followed by the vanilla, and mix well.

Add the flour, baking powder, cinnamon, and salt and mix until a firm dough forms. Chill 30 minutes.

Preheat the oven to 375°F. Roll the dough into one-inch balls and place on baking sheets lined with parchment paper. Flatten each ball slightly with your hand or with a drinking glass to be about 1/3- to 1/2-inch thick. Bake 7 to 9 minutes, or until the bottom edges are just slightly golden brown. Remove to a cooling rack and let cool before frosting.

Frosting

In a large bowl, beat together the cream cheese and butter with an electric mixer until light and fluffy. Beat in the powdered sugar until smooth. Add the vanilla and milk as needed to reach desired consistency. Beat until light and fluffy.

Pipe onto cooled cookies (you can use a 1M tip or snip off the top of a zip-top bag) in a spiral shape. Sprinkle the tops with cinnamon or cinnamon sugar.





IMPORTANT INFORMATION

WE ARE PLEASED TO ANNOUNCE A NEW VENUE FOR OUR 2023 CPAA CONVENTION! CANAD INNS TRANSCONA!

Located at 826 Regent Avenue West,
we think you are really going to enjoy the change. Tons of parking, Splashers
waterpark, Club Regent Casino and the Kildonan Place mall are close by.



IMPORTANT

Whenever you email one of us board members DO NOT SEND THE EMAIL FROM YOUR POST OFFICE EMAIL ADDRESS! It will not go through and it won't even give you a notification that it couldn't be delivered. You might think that the board member did not answer you back but in reality, he/she did not even receive your message. Make sure to keep in mind that you have to email us from your own private email address.

USEFUL CONTACT INFORMATION

CPAA National Office
1-613-745-2095
www.cpaa-acmpa.com

Canada Post Pension
1-877-480-9220
www.cpcpension.com

EFAP (Employee and Family
Assistance Program)
1-866-565-4903
www.homeweb.ca

Canada Life (Former Great West Life)
1-800-957-9777
www.canadalife.com

Access HR
1-877-807-9090
accessshr@canadapost.ca

ESS (Employee Self Serve)
www.canadapost.ca
Click on "I'm an employee" and sign in





Manitoba Branch Board Members



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President
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*Wishing you
the Best!*

