



DECEMBER 31, 2025

WELCOME 2026 WITH HOPE AND STRUGGLE!

Members of Scarborough Local,

Your patience and active participation in the struggles during the past 12 months, has made a major contribution to the national struggle to obtain new collective agreements for both Urban and RSMCs.

The executive of the local takes this opportunity, in these last few hours of 2025, to congratulate you on your achievements and participation. By their actions of forcing us back to work on December 17, 2024, the government and management hoped to break the Local and CUPW. They did not succeed! You are the champions of them not succeeding!

As workers, we persevered in the struggle and going into the New Year 2026, we can say that we at least have been able to beat back the consistent attacks on us having decent working contract offers. The crazy, but targeted, proposals which the government and management made and remade throughout 2025, to crush the dignity and wellbeing of postal workers, have been temporarily beaten back and matters are at a standstill.

Keep in mind that throughout this process in 2025, it has been clearly revealed by management and the government, that what ever they did not achieve in their efforts to wreck the post office as a nation building institution, serving the people's interests – they will be continuing their efforts to achieve.

As such our resilience, as Postal Workers, will continue to be tested throughout these tentative new contracts. What management did not achieve or was forced to call a truce on – actively remain on their daily agendas. Unless Postal Workers – step up their struggle and consciousness to safeguard our interests – the chipping away at our rights, wages and benefits will continue. This is a lesson which we must keep at the forefront of our struggle on a daily basis on the work floor.

In 2026 - Management will continue acting in such a manner to use their managerial rights to achieve their aims of diluting our rights as workers. Even in the course of their apparent recent retreat, while bargaining, there has been no truce on the work floor.

They have been implementing arbitrary measures – to undermine the rights which you have achieved through the defensive struggle which you have waged in the last 12 months of sacrifice and disruption in particular. It was absolutely necessary for us to wage this struggle as we did, without accepting the anti-worker measures proposed at various times by management to drive us into poverty and to undermine our integrity and our rights to engage in legal struggle, and strike action, in particular, to preserve our livelihood and dignity as workers.

The executive commends all the members who played a small or large part in maintaining our strike struggles - in all its phases throughout 2025. We boldly rejected management's insulting offer on August 1, 2025, and maintained our unique forms of strike struggles. Even though we became tired and somewhat frustrated – by the length of the struggle – this is the price which we pay when fighting against a significant onslaught from a boss determined to reduce Postal Workers to nothing in its efforts of break and privatise the service which you provide to the people and the nation on a daily basis.

We not only survived – but we must now decide in 2026, if what we have been offered is good enough to carry us through to the next round of battles to sustain our livelihood as Postal Workers, who make an important contribution to maintaining a nation building service which continues to unite Canada.

HAPPY NEW YEAR TO ALL MEMBERS AND YOUR FAMILIES!

Local Executive Committee

Scarborough Local CUPW (602)