



member to member connection

Breaking through barriers for workers who have children with special needs

N° 44 Summer 2022

We have heard many stories about the challenges members face in dealing with anxiety and depression. The challenges could be in supporting anxiety related to their own needs or those close to them, or, the anxiety their child faces related to their diagnosis.

This newsletter is focused on mental health and mental illness. Everyone struggles with their mental health at some point in time. I know I have. The resources listed here only touch the surface of the supports available. I hope there is something here that is helpful for you.

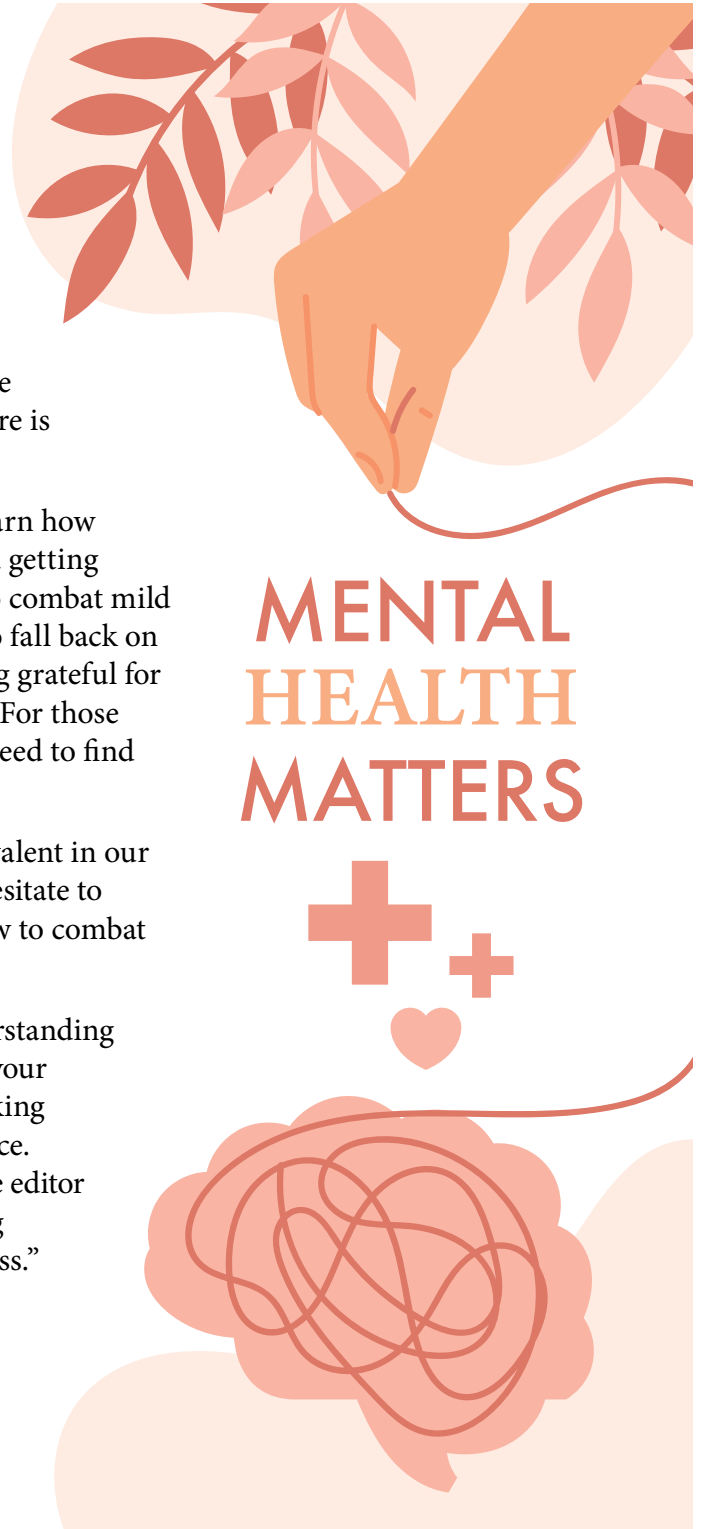
In researching for this newsletter, it was encouraging to learn how taking good care of ourselves, being active, eating well and getting enough sleep, are also some of the best things we can do to combat mild anxiety and depression. Having a good support network to fall back on is important. Being kind to ourselves and others, and being grateful for what we have, can shift our mood and our outlook on life. For those who face greater mental health concerns there is also the need to find the right treatment and support.

The stigma around having mental health issues is still prevalent in our society. This can make those who are already struggling hesitate to ask for help. The Mayo Clinic has some suggestions for how to combat stigma. I'll leave you with this to think about.

"Others' judgments almost always stem from a lack of understanding rather than information based on facts. Learning to accept your condition and recognize what you need to do to treat it, seeking support, and helping educate others can make a big difference. Consider expressing your opinions at events, in letters to the editor or on the internet. It can help instill courage in others facing similar challenges and educate the public about mental illness."

Wishing you all the best on your journey.

Gail Holdner
Special Needs and
Moving On Projects Coordinator





Child and Youth Mental Health

By the Canadian Paediatric Society

One out of every 5 children and youth in Canada has a diagnosable mental illness. Of these, anxiety disorders and depression are the most common. Mental illness can make it difficult for children and youth to do well in school, to make friends or to become independent from their parents. Children and youth with mental illness may have trouble reaching their developmental milestones. Their physical health can also be affected.

If you think your child or teen is struggling with a mental health problem, the most important thing is to get help early. This can prevent problems from becoming more serious, and can lessen the effect on your child's or teen's development.

<https://cps.ca/en/strategic-priorities/child-and-youth-mental-health>

Look for "Information for parents and caregivers"

Includes handouts:

- Your child's mental health
- How to foster your child's self-esteem
- Attachment: A connection for life
- Helping children and teens cope with stressful public events
- Using SSRIs to treat depression and anxiety in children and youth
- Depression in pregnant women and mothers: How it affects you and your child

There is also a mental health video series – Caring for Kids

Thank-you for the suggestion Catherine (advisor)!



Advisors and members can share a special bond – especially if they've been together a long time. Thanks to Valerie (ON) and her advisor Karen for sharing this email exchange. It sums up the important role that advisors play.

Hi Karen,

Thank you so much for the call tonight!!! It was exactly what I needed.

It's always so comforting knowing that we are not alone in parenting children/adults with special needs!

I always finish our calls with the power of knowledge that you share with me, and that feels amazing!!

Valerie

Valerie, you are most welcome!!! :)

Honestly it is a pleasure and a blessing to be able to share my knowledge with families... and making sure you feel supported!

You've got this!!!

K



Jack.org 101

1 in 7 youth in Canada report having suicidal thoughts. This year, 150,000 of these young people will act on these thoughts by attempting suicide. For hundreds of them, the attempt will prove fatal. This is the leading health-related cause of death for young people in Canada.

Enter Jack.org, Canada's only charity training and empowering young people to revolutionize mental health.

Through *Jack Talks*, *Jack Chapters*, and *Jack Summits* young leaders identify and dismantle barriers to positive mental health in their communities. Jack.org is working towards a Canada where all young people understand how to take care of their own mental health and look out for each other. A Canada without shame, and where all those who need support, get the help they deserve. With thousands of young leaders across every province and territory in Canada, we're only just getting started.



Jack.org Programs

- **Jack Talks** - Professionally trained and certified youth speakers using the power of personal stories to inspire, engage, educate, and equip young people to take care of themselves and their peers and take action in their local communities.
- **Jack Chapters** - Trained youth-led groups working year round to identify and dismantle barriers to positive mental health in their communities.
- **Jack Summits** - Youth-led conferences around Canada designed to connect young mental health advocates and build their leadership and advocacy skills so they can implement real strategies for change.
- **Regional Summits** - Jack Summits at a local level, led by community leaders who serve the youth population, and guided by Jack.org staff.
- **Network Reps** - 12 young leaders chosen to represent every province in Canada. Throughout the year, our Network Reps lend their voices to program design and speak on behalf of the network in national media and events around the world.

One of our members in the *Special Needs Project* shared a great idea during the last Advisor-Member interview. She has a son who is diagnosed with autism. He has some challenges making friends. So Mom arranged for her son to have a 'pen pal,' someone he could get to know by writing letters!

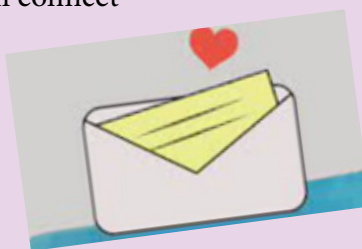
Mom says that having a pen pal "opened up my son to a way of communication with others without being in the same room as the other person. As my son doesn't always have conversations one-on-one, he was able to elaborate and explain things in words to his pen pal... especially about things that they really loved to 'talk' about. My son had a connection with his pen pal over Pokémon!"

Mom adds, "Maybe this idea of pen pals will be helpful to parents of other children who need support making friends. Parents can also help their child get started by having the child tell their parent what he wants to say, and the parent can write it down. It all helps with practicing communication!"

If you are interested in finding a 'pen pal' for your child contact the *Special Needs Project* office! They will connect you with other interested members.

*Thanks, to our member,
for sharing your story!*

*Thanks to the advisor Donna
for contributing this article.*





"Help is available if you need to talk."

The Canada Suicide Prevention Service

Need help? Connect with our responders now

Call
1.833.456.4566
Available 24/7/365

Send a text to 45645
Available 4pm - Midnight ET
Standard text messaging rates
apply

Crisis help links

Help is available if you need to talk and you:

- are not feeling yourself
- are experiencing a crisis
- have emotional pain
- have thoughts of suicide
- know someone who needs help

Canada Suicide Prevention Service

If you or someone you know is thinking about suicide, call the Canada Suicide Prevention Service at 1-833-456-4566 (24/7). (crisisservicecanada.ca)

For residents of Québec, call 1 866 APPELLE (1.866.277.3553).

Visit Crisis Services Canada for the distress centres and crisis organizations nearest you.

Kids Help Phone

Call 1-800-668-6868 (toll-free) or text CONNECT to 686868.

Available 24 hours a day to Canadians aged 5 to 29 who want confidential and anonymous care from trained responders.

To access support through Facebook Messenger see the Kids Help Phone website. (kidshelpphone.ca)

Hope for Wellness Help Line

Call 1-855-242-3310 (toll-free) or connect to the online Hope for Wellness chat. – (hopeforwellness.ca)

Available to all Indigenous peoples across Canada who need immediate crisis intervention. Experienced and culturally sensitive help line counsellors can help if you want to talk or are distressed.

Telephone and online counselling are available in English and French. On request, telephone counselling is also available in Cree, Ojibway and Inuktitut.



Helping Someone Thinking About Suicide

One of the greatest fears in acting to help someone that might be thinking of suicide is knowing what to say or worrying that raising the issue might put ideas in their head. Research shows that talking about suicide doesn't increase the risk and, in fact, connecting to someone that cares can make all the difference.

Here are 3 easy steps to support someone that might be thinking of suicide:

Ask

Ask directly, "Are you thinking about suicide?"

Asking shows you care and asking directly shows you are willing to talk about it.

Listen

If they say "yes", then listen and give them the time to talk through their feelings. Don't feel the need to jump in and give advice or present an immediate solution. Show you care by giving them the time to express their feelings. Stay with them and/or contact others that can be relied on to stay with them.

Get Help

A crisis line is a good place to start. The Canada Suicide Prevention Service is available 24/7 at 1-833-456-4566.

Other options for getting help include doctors, (school) counsellors, social workers, community health centres, family, friends, teachers or religious leaders. If the situation is an emergency and a life is at risk, call emergency services at 911.

In some situations, the person may refuse help. You can still make others aware of the situation. Again, calling a crisis line is a good start to talk through the options.

Recognizing the signs that someone is thinking of suicide

High risk signs for suicide can include talk or threats to harm oneself, looking for a way to kill oneself, such as searching online for materials or means, or talking or writing about death, dying or suicide.

Some of the less obvious signs that could mean someone is at risk are:

- Increased **substance use** (alcohol or drug)
- Feelings of helplessness or hopelessness; **no sense of purpose** in life
- **Anxiety**, agitation or uncontrolled anger
- Unable to **sleep** or sleeping all of the time
- Feelings of being **trapped**– like there's no way out
- **Withdrawal** from friends, family and society
- Acting **reckless** or engaging in risky activities, seemingly without thinking
- Dramatic **mood changes**

Self Care

If you are supporting someone that is thinking about suicide, it is important to also be taking care of yourself. Getting help for the person at risk is a big step and recruiting friends and family to help support the person will help with any pressure you may be feeling. Remember that crisis lines are a good resource, not just for people thinking of suicide, but for those providing support and anyone with a concern about suicide.

Want to Lean More?

Contact your local crisis centre about suicide prevention training programs. Crisis centres offer gatekeeper programs that educate and strengthen communities. Commonly offered suicide prevention programs include:

ASIST is a two-day, skills-building workshop that prepares caregivers of all kinds to provide suicide first aid interventions.

SafeTALK is a three- to four-hour training program that prepares helpers to identify persons with thoughts of suicide and connect them to suicide first-aid resources.

For information on local crisis centres and community workshop programs check crisiservicescanada.ca

If you or someone you care about needs assistance or help related to suicide, call us 24/7 at 1-833-456-4566, or text 45645 between 4pm-12am ET daily.



Kindness is more than behavior.

The art of kindness means harboring a spirit of helpfulness, as well as being generous and considerate, and doing so without expecting anything in return. Kindness is a quality of being. The act of giving kindness often is simple, free, positive and healthy.

Good for the body

Kindness has been shown to increase self-esteem, empathy and compassion, and improve mood. It can decrease blood pressure and cortisol, a stress hormone, which directly impacts stress levels. People who give of themselves in a balanced way also tend to be healthier and live longer. Kindness can increase your sense of connectivity with others, which can directly impact loneliness, improve low mood and enhance relationships in general. It also can be contagious. Looking for ways to show kindness can give you a focus activity, especially if you tend to be anxious or stressed in some social situations.

Good for the mind

Physiologically, kindness can positively change your brain. Being kind boosts serotonin and dopamine, which are neurotransmitters in the brain that give you feelings of satisfaction and well-being, and cause the pleasure/reward centers in your brain to light up. Endorphins, which are your body's natural pain killer, also can be released. Discover ways you can create happiness.

Be kind to yourself

It is not just how you treat other people — it is how you extend those same behaviors and intentions to yourself as well. I believe you can be kinder in your own self-talk and practice gratitude. People are good at verbally beating themselves up, and rarely does that work as a pep talk. Rather, negativity often causes you to unravel and may even create a vicious cycle of regularly getting down on yourself. You wouldn't talk to your neighbor the way you sometimes talk to yourself. This is what I call the "good neighbor policy," which can be helpful. If you would not say it to your good neighbor, do not say it about yourself.

Take action

Simply asking "How am I going to practice kindness today?" can be helpful. For a homework assignment, I have invited some clients to pay attention and periodically document during the day their evidence of kindness to others and especially to themselves. This positive focus is like planting positive seeds in your mind garden. Where focus goes, energy flows.

Finally, I'd like to leave you with this quote:
"Be kind whenever possible. It is always possible."
—Dalai Lama

Steve Siegle, L.P.C.

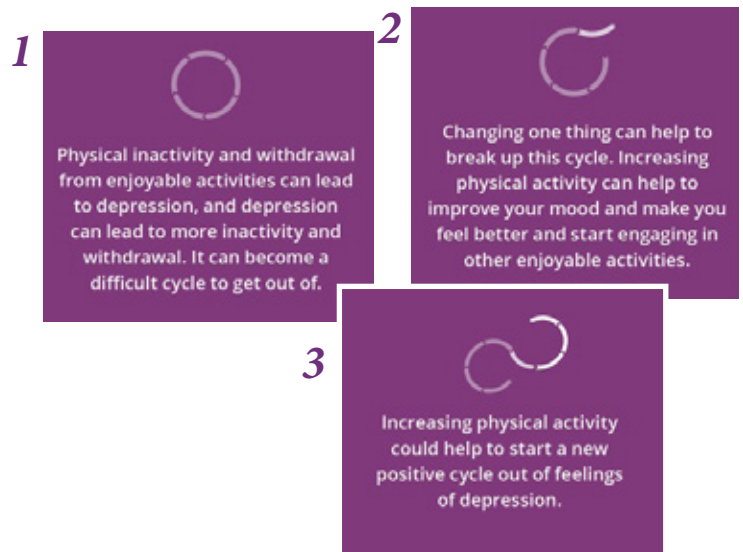
Steve Siegle is a licensed professional counselor in Behavioral Health at Mayo Clinic Health Systems, Menomonie, Wisconsin.

The Benefits of Exercise

The *Canadian Network for Mood and Anxiety Treatment* (CANMAT) is an organization of clinical and research leaders. CANMAT revised treatment guidelines in 2016, and now recommend exercise as a primary stand-alone treatment for mild-moderate depression, or in conjunction with other treatments for adults (aged 18-65) with mild-moderate depression in Canada.

What is the evidence-based dose of exercise?

Thirty minutes at moderate intensity (walking as if late for a meeting) two - three times a week for a minimum of 9 weeks.





CUPW Social Stewards get the word out about the CUPW Special Needs and Moving On Projects!

Far too many CUPW members, who have a child with a disability, or special need, do not know about the CUPW *Special Needs and Moving On Projects*.

According to Statistics Canada, more than 5.3 million Canadians—almost 16% of the population in this country—are living with some form of disability that affects their level of freedom, independence, or quality of life. Of that number, over 200,000 are children and youth. We are confident that more postal worker families could benefit from these projects – if they knew about them. We are working with CUPW social stewards to change that.

We know that the best way for members to learn about the Child Care Fund and its projects is by direct contact and word of mouth. Early in 2022 we started working with Social Stewards to get them informed and comfortable about talking to members in the workplace about these important projects.

To support Social Stewards to take on this important role we have produced a one-hour webinar where they can learn about the projects, how they work, and about how they can promote them in the workplace. We also developed materials, such as the "*Social Stewards Guide to the Special Needs and Moving On Projects*" a short video and speaking notes. Our hope is to be able to engage the over 300 CUPW Social Stewards in workplaces across the country to help get the word out about the CUPW Child Care Fund and the *Special Needs and Moving On Projects*.

Please encourage your Social Steward to contact us, or, if you would like to help promote the projects, please contact us at info@specialneedsproject.ca

Good news... our disability supports project is coming together!

You told us about your challenges finding disability support information for your child(ren) with special needs.

We have been working to develop a website portal of disability support information with the 211s across Canada and to engage a Support Navigator to provide support and information/referral assistance to those of you who may need some help finding disability support information.

Both the disability supports portal and the Support Navigator will be available to members in the *Special Needs and Moving On Projects* this fall!

We plan to have the first version of the portal available at the end of July with the official launch planned for December 2022. As the portal is developed, we will be looking for members to help with testing and providing feedback about the how the portal is working. This is your chance to have input and help make sure that parents can easily find the supports and services they are looking for!

Interested in helping with the testing and feedback? Contact the *Special Needs Project* office and let us know!

To view a digital version of the newsletter, or to view previous newsletters, use this link.

www.membertomemberconnections.com



Our family was given news in 2011 that has changed our lives. Some for the good and some for the not so good. We were made aware of the *Special Needs* Project through our incredible social worker at Sick Kids hospital. We have had wonderful support during our child's younger years. Now that our child is older and is no longer in need of the *Special Needs* Project, the care has shifted to needing therapy to deal with everything that accompanied the diagnosis. As parents we did the best we could making sure we had the right therapist. After several attempts with a few psychiatrists and social workers, we found the perfect therapist, a psychotherapist. We were made aware that we would have to pay for her services as she was not covered under our province's health coverage. We thought it was not a problem as we have benefits with Canada Post. We went ahead and had our child meet with the Psychotherapist and submitted the bill. This was rejected as our benefits only cover psychologists and social workers. We asked for letters from our

family physician and the past psychiatrist to fight for the coverage as this was what our child needed to deal with years of depression and anxiety for the specific diagnosis. Again this was rejected. More and more psychotherapists are being acknowledged as therapy from an insurance perspective and with today's world of uncertainty and mental health crisis we are needing to expand everyone's coverage to help anyone that reaches out looking for mental health care. Where do we begin to change this? How can we get Canada Post to fight for their employees and their family members to get the help needed without causing financial stress. We are not only asking for us but for all who have come up empty handed when looking for help when it comes to mental health. We have so much coverage to heal every area of our body but the brain. Something needs to change. What can we do to change this?

Letter Carrier
London local, ON

NOTE: *This concern was brought to the attention of Canada Post. They replied in part: "We only cover psychologists and registered social workers (now expanded for those with a BA as well). While coverage for psychotherapy has been an increasing ask, we don't make exceptions for psychotherapy coverage in accordance to our plan. That being said, we are going to take away this request for Psychotherapy Coverage to be included."*

Charlotte was diagnosed with type 1 diabetes on August 13, 2021 at 18 months of age. I can't begin to explain how destroyed and overwhelmed we were by this diagnosis. We were completely surprised by it. We thought our greatest challenge was raising a baby in the midst of the COVID-19 pandemic – but this was far worse than anything we could have imagined. We were also ill prepared for how this disease would change our lives forever. It is a relentless disease that has us on alert every minute of every day. What gives us strength is our thriving, resilient toddler. She is 2 now and we couldn't be more proud of how she puts up with diabetic tasks, and her worried mother! She amazes us more and more each day and inspires us to be the best we can be!

Letter carrier
London, ON





Caregiver stress: Tips for taking care of yourself

A caregiver is anyone who provides help to another person in need, such as an ill spouse or partner, a disabled child, or an aging relative.

Strategies for dealing with caregiver stress

The emotional and physical demands involved with caregiving can strain even the most resilient person. That's why it's so important to take advantage of the many resources and tools available to help you provide care for your loved one. Remember, if you don't take care of yourself, you won't be able to care for anyone else.

To help manage caregiver stress:

- **Accept help.** Be prepared with a list of ways that others can help you, and let the helper choose what he or she would like to do. For instance, a friend may offer to take the person you care for on a walk a couple of times a week. Or a friend or family member may be able to run an errand, pick up your groceries or cook for you.
- **Focus on what you are able to provide.** It's normal to feel guilty sometimes, but understand that no one is a "perfect" caregiver. Believe that you are doing the best you can and making the best decisions you can at any given time.
- **Set realistic goals.** Break large tasks into smaller steps that you can do one at a time. Prioritize, make lists and establish a daily routine. Begin to say no to requests that are draining, such as hosting holiday meals.
- **Get connected.** Find out about caregiving resources in your community. Many communities have classes specifically about the disease your loved one is facing. Caregiving services such as transportation, meal delivery or housekeeping may be available.
- **Join a support group.** A support group can provide validation and encouragement, as well as problem-solving strategies for difficult situations. People in support groups understand what you may be going through. A support group can also be a good place to create meaningful friendships.
- **Seek social support.** Make an effort to stay well-connected with family and friends who can offer nonjudgmental emotional support. Set aside time each week for connecting, even if it's just a walk with a friend.
- **Set personal health goals.** For example, set goals to establish a good sleep routine, find time to be physically active on most days of the week, eat a healthy diet and drink plenty of water.
- **Many caregivers have issues with sleeping.** Not getting quality sleep over a long period of time can cause health issues. If you have trouble getting a good night's sleep, talk to your doctor.
- **See your doctor.** Get recommended vaccinations and screenings. Make sure to tell your doctor that you're a caregiver. Don't hesitate to mention any concerns or symptoms you have.



By Mayo Clinic Staff



Laugh – it's good for you.

Laughter really is the best medicine. A giggle here or there can be a contagious act of happiness, shifting your mode into a higher gear of amusement. But it isn't just for fun or to be silly, laughter has been shown to improve, not only a person's emotional wellbeing, but their mental and physical health as well.

We physiologically change each time we laugh. Our facial muscles stretch along with the rest of the body, giving way to belly laughs and a full body experience. Aside from burning some extra calories (50 calories per hour), laughter delivers a wealth of health benefits. Over the years, scientists have explored the natural process of laughter along with its potential therapeutic power.

According to the Yale Scientific, when we smile, the brain releases a neurotransmitter known as dopamine, which has the power to produce feelings of happiness and endorphins, which are the body's natural painkillers. Smiling is a natural form of laughter, so once laughter unfolds, the brain responds by releasing nitric oxide, which triggers an anti-inflammatory effect that boosts the immune system - a combination that's essential to fighting cancerous tumor growth.

Body Positive Conversations with Children

*By Holland Bloorview Kid's
Rehabilitation Hospital*

This is a parent guide for positive conversations about weight. It is aimed at children and adolescents. <https://hollandbloorview.ca/sites/default/files/2021-07/Parent%20Guide.pdf>

Topics covered include:

- How and when to talk about weight and health with your child
- What do I say? What words do I use?
- Weight-related teasing
- How to talk about body diversity with your child

*Thank-you for the suggestion Lesley-Anne
(advisor)!*

The Cancer Treatment Centers of America reveals similar findings that support the laughter therapy's impact on the body, as it helps to alleviate physical pain and emotional stress. By simply indulging in some laughter, studies have shown it can enhance oxygen- rich air intake, boost the circulatory system, stimulate heart and lungs, balance blood pressure, ease digestion, improve memory and alertness, improve sleep, reduce anxiety, and strengthen social bonds.

Mindfulness Exercises – Anxiety Canada

Being mindful means paying attention to the present moment, exactly as it is. **It is really hard to be anxious if you are completely focused on the present moment** – what you are sensing and doing RIGHT NOW ... and NOW ... and NOW.

Come Back

When you catch yourself being caught up in worries about the future or guilt and regret about the past, just notice that it is happening and simply and kindly say to yourself, "Come back." Then take a calming breath and focus on what you are doing right now.

Three Senses

Another helpful mindfulness trick is simply to notice what you are experiencing right now through three senses – sound, sight, touch. Take a few slow breaths and ask yourself:

- What are three things I can hear? (clock on the wall, car going by, music in the next room, my breath)
- What are three things I can see? (this table, that sign, that person walking by)
- What are three things I can feel? (the chair under me, the floor under my feet, my phone in my pocket)

Think of these answers to yourself slowly, one sense at a time. **It's impossible to do this exercise and not be present and mindful!**



In the Spring 2022 interview Moving On members were asked if they had used the EAP and what they thought of it. Only 31% of members had used the EAP services. Most of those thought it was relatively simple to access and that they had a quick response to their request. Almost 2/3 of those who used it felt it fit their needs. Only half of them felt the service lasted long enough.

The EAP is work related benefit available to postal workers. It is your choice to access it or not. There were a number of Moving On members who had no idea it existed. This article is to help those who are not aware of the support it offers.

Canada Post Employee Assistance Program: <https://infopost.ca/keep-wellness-in-mind/>

The Employee and Family Assistance Program is available to all employees and their families (spouse and eligible dependent children under age 21, and age 21-25 if a full-time student). It's also available to retirees for up to three months after they retire, and to family members for up to three months after the death of an employee.

RESOURCES INCLUDE:

Counselling services

You and your family have 24/7 access to confidential counselling (in person, by telephone or online) for issues such as:

- Family
- Stress
- Marital
- Financial
- Work-related issues
- Life transitions/change
- Relationships
- Grief/bereavement
- Addictions
- Traumatic events
- Depression
- Anxiety
- Other personal issues

Online behavioural therapy (for depression and/or anxiety)

A bilingual, web-based tool to treat people struggling with mild depression and/or anxiety. The program guides individuals through exercises that will help them identify, challenge and overcome anxious and/or depressive thoughts, behaviours and emotions.

Life Smart coaching

You can receive coaching support over the phone for a variety of life-balance and health matters, or get expert help to manage your career.

Life Smart services are available by phone for issues such as:

- Childcare and parenting
- New parent support
- Elder and family care
- Relationship solutions
- Financial coaching
- Legal advice
- Grief and loss
- Nutritional coaching
- Jumpstart your wellness
- Smoking cessation.
- Career coaching
- Pre-retirement planning
- Shift worker support

Online resources (Homeweb.ca)

Homewood Health offers extensive online information on a variety of topics. Some resources are available to all users while others may be tailored to team leaders/managers. Materials include e-learning courses and articles on a variety of personal or home topics as well as work related needs.



What meditation can do for your mind, mood and health.

Although the practice of meditation is thousands of years old, research on its health benefits is relatively new, but promising. A research review published in *JAMA Internal Medicine* in January 2014 found meditation helpful for relieving anxiety, pain, and depression. For depression, meditation was about as effective as an antidepressant.

Meditation is thought to work via its effects on the sympathetic nervous system, which increases heart rate, breathing, and blood pressure during times of stress. Yet meditating has a spiritual purpose, too. "True, it will help you lower your blood pressure, but so much more: it can help your creativity, your intuition, your connection with your inner self," says Burke Lennihan, a registered nurse who teaches meditation at the Harvard University Center for Wellness.



Types of meditation

Meditation comes in many forms, including the following:

- **Concentration meditation** teaches you how to focus your mind. It's the foundation for other forms of meditation.
- **Heart-centered meditation** involves quieting the mind and bringing the awareness to the heart, an energy center in the middle of the chest.
- **Mindfulness meditation** encourages you to focus objectively on negative thoughts as they move through your mind, so you can achieve a state of calm.
- **Tai chi and qigong** are moving forms of meditation that combine physical exercise with breathing and focus.
- **Transcendental Meditation** is a well-known technique in which you repeat a mantra—a word, phrase, or sound—to quiet your thoughts and achieve greater awareness.
- **Walking meditation** turns your focus to both body and mind as you breathe in time with your footsteps.

Lennihan suggests trying different types of meditation classes to see which technique best suits you. "Meditating with a group of people is a much more powerful experience, and having a teacher talk you through the technique will make it much easier at first," she says.

From Harvard Medical School website series: Staying Healthy

Member-to-Member Connection

is the newsletter of the *Special Needs and Moving On Projects*. It is produced by the Canadian Union of Postal Workers and the Union of Postal Communications Employees-Public Service Alliance of Canada.

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