

# Member-to-Member CONNECTION



Number 12 • Winter 2005

## Dear Sisters and Brothers,

In October 2005, I was elected National President of the Union of Postal Communications Employees (UPCE) component of the Public Service Alliance of Canada (PSAC).

I have been very supportive of our union's work with CUPW on the Child Care Fund. In 2000 after we negotiated a child care fund with Canada Post, I was the UPCE representative for child care. I had at the time, two young children in child care programs in Quebec.

I think the *Special Needs* and *Moving On* projects are extremely important in recognizing the additional difficulties that members face working and having a child with a disability. This project helps our union reach out to members in a very special way. It keeps us connected with many of the issues that you face. Currently there are 25 UPCE-PSAC members taking part in this project.

Along with CUPW, we are excited to launch our new poster, *Breaking through Barriers*. It is colourful and should be easily recognizable as we try to have it on all union bulletin boards in our workplaces. Our goal is to increase the visibility of disability issues at work. It will also help get the message out that children with special needs have a range of disabilities. Some are readily visible while others are invisible. But it is important to support everyone. So please let's take this opportunity to talk it up at work and let everyone know about these projects.

In Solidarity,

**Richard L. Des Lauriers**  
National President  
UPCE



**Having triplets** at 31 weeks (9 weeks premature) was very scary for my wife and I with the risk of so many premature infections and disabilities. We did not know what to expect. Now 3 years later we have special needs children. Our daughter is non-verbal (3 word vocabulary) and is very hyperactive. Our son Cameron is on the Autism spectrum and we are on a waiting list to officially diagnose our son Carter who is 4-6 months developmentally delayed. Chloe and Cameron on the other hand are closer to 12-14 months developmentally delayed. They all have asthma. Even with all the special needs we are truly grateful for our little miracles.

Windsor, ON



**Hi, I'm a letter carrier** with a 16-year old intellectually-challenged boy. He doesn't speak at all, except for a few words in French sign-language. I also have a 12-year old daughter. She wrote this poem for her big brother just after her 12th birthday. I wanted to share it with you. (P.S. My son's name is Mathieu St-Laurent.)

### Why

Why aren't you like the others?

Why can't you be another?

Why you,

Who can't do

All the things I can do?

If only one day

You were able to

Speak again

And even keep you voice forever.

Why did it happen to you,

and not me?

That way

I would have saved you...

Why you?

But I know

No matter how much I dream

It will never happen,

No, not ever.

Why couldn't it be

Anyone else but you?

That way, we could have bickered

And talked,

like

every-

one

else!

I know –

There's nothing you can do about it.

Even if you could change things,

But I guess you'll be like this for life, I'm sorry...

Why did it happen to you,

Why not me?

That way,

I would have saved you...

Why you?

I would really like you to be like me

So you could understand me for once,

Without us having to speak

In sign language.

Will my life change

One day?

I don't think so...

Why did it happen to you, And not me?

That way,

I would have saved you...

Why you?

12 years old

Letter carrier

Baie Comeau, QC



**We have a 13-year old** autistic daughter. This year, she entered high school. Naturally, she couldn't attend the regular classes because her comprehension and language skills aren't well developed, but we're happy to see that she's doing better in a special class for children with learning difficulties, which is geared to her needs. The only problem is that there's no daycare at school. Child care usually isn't provided for children her age. But she isn't very independent, and since she starts school at 9 a.m. and finishes at 2:30 p.m., we face an enormous problem. Her school schedule isn't very compatible with a normal work schedule. It isn't easy to find someone who wants to care for a 13-year old girl, especially at staggered hours. Thanks to the financial assistance we get from the Special Needs program, we've been able to find help. A lady comes in every morning to watch over Laurianne from 7:30 to 8:15 a.m., returns at 3 p.m. and stays with her until 4 p.m. There's no doubt that without the program's support, we'd be facing budget problems.

We are happy with this arrangement for the time being, but a school-based child care program is what we really are hoping for.

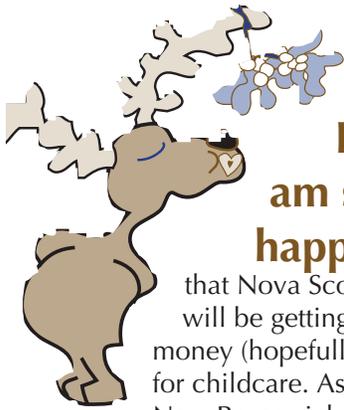
Letter Carrier  
Longueuil, QC



### When you have a child

with special needs, very few people can ever dream of the responsibility that is inherent with it, unless they themselves have been subject to catering to a child with these needs. With this in mind I extend a heartfelt "Thank You" to our CUPW/UPCE – PSAC *Special Needs Project*. It is not only for the financial support offered but also for the emotional support, comradeship, understanding and empathy that we receive from our contact and advisor. I just want to acknowledge all the effort the co-ordinators have put into this project and in particular the encouragement they give for us to share our experience, information and knowledge acquired, so others may benefit. It is amazing. Hats off to you and once again, "Thank You".

Administrative Assistant  
Mississauga, ON



## I am so happy

that Nova Scotia will be getting the money (hopefully) for childcare. As for New Brunswick, well as usual we are being forgotten by our own Premier (Lord). I am starting a new job with Canada Post (P05 Midnights) so that I can be home to look after my sons during the day and evening. I'm having trouble finding someone to look after Chris because of his disability. I had my mother but she passed away in April (cancer) so again I have to put my faith in myself. We do thank you for all your help, understanding and caring.

*Mail Dispatcher  
Moncton, NB*

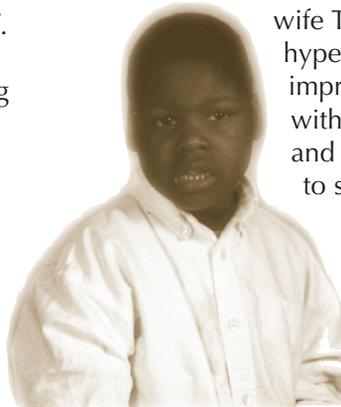
*Note: NB signed a federal/provincial agreement in November.*

**Just a note** about the Extended Health Plan; Its taken us a while to get the money we were entitled to under the extended Health Plan for Claire's Psych-ed assessment. What they don't tell you is that they will pay for a single appointment even if the assessment costs a great deal more than a single appointment would. This can be overcome if the assessor indicates the time they spent working on the report as 'services rendered'. Since Claire was assessed, we've been able to make real changes to her individual education plan at school. She is responding really well to these changes and is making great progress. She has had two perfect spelling tests and her confidence is really starting to soar.

*Postal Clerk  
Kelowna, BC*



**We are pleased** to present our son Julian. Julian was born on December 10, 1998, in Medallion City, Columbia. At the age of 3 1/2 years he was diagnosed with autism by Dr. John E. Holland in Lethbridge, AB. As parents, my wife Tany and I are suffering with Julian because of his hyperactivity and developmental delay. Although Julian is improving in some areas of his life, he still has lots of problems with speech, fine and gross motor skills, behavioural problems and gastro intestinal problems. Next time we will have a chance to show what we are doing to help our blessed son.



*Letter Carrier  
Lethbridge, AB*

**We all know** how much we value CUPW's Special Needs program. But we should be waging our battle more with our dear government, and insist that all specialists work together to conduct appropriate research on vaccines and antibiotics that are harmful to young children. The pharmaceutical industry has a hold on our governments. This has to be stopped. Research needs to be done on the heavy metals our children are breathing in. We should also educate people on our infamous *Food Guide to Healthy Eating*, which is poisoning us all by promoting the consumption of beef that's full of casein the human body cannot digest, antibiotics, etc., not to mention the excessive amount of gluten found in all the food made with wheat. We need to become more critical and do the research. We'll then see how these products affect the left hemisphere of our brain. The answer lies with curative therapy. Once again, thank you, CUPW.

*Montréal, QC*



## Here are some

**websites** we've recently explored. We hope these sites may provide you with useful information and resources.

### 1. Work Family Tips

Interested in learning how other parents balance work and family? Check out the Work Family Tips website at [www.wft-ifb.ca/](http://www.wft-ifb.ca/).

The Canadian Child Care Federation (CCCCF) developed this site where parents can easily find and leave helpful tips on what works for them in balancing work and family. The bilingual site offers information in many categories including family activities, child care, chores, seniors, special needs, teen parents and workplace support.

Did you know that between 1991 and 1998 the number of employees with dependents reporting excess tension from work/family conflicts rose from 38% to 44% (Canadian Council on Social Development-CCSD)? The CCCF believes that information sharing between families may help relieve some of these pressures. Families have lots to share with each other! The Work Family Tips site is designed with busy parents in mind: the site is colourful, inviting and very easy to navigate. Check it out!

### 2. Caring for Kids

Caring for Kids is a website designed to provide parents with information about their child's health and well-being: [www.caringforkids.cps.ca/](http://www.caringforkids.cps.ca/)

This bilingual site is developed by the Canadian Paediatric Society (CPS), the voice of Canada's 2,000+ paediatricians. Topics on the site include: keeping kids safe, healthy eating, behaviour and development, teen health, immunization and resources and links. Most documents on Caring for Kids are based on CPS position statements which are approved and reviewed each year by the Board Directors. Still, the information on Caring for Kids should not be used as a substitute for medical care and advice. If you have specific concerns about your child's health, please see your



child's paediatrician or family physician. If you need help finding a doctor in your community, the website includes a list of cross-Canada resources.

### 3. Access 2

#### Entertainment

Does your family member need support for a night out at the movies? Persons with a permanent disability who require a support person when attending a movie theatre are eligible for the Access 2 Entertainment™ card. The Motion Picture Theatre Associations of Canada and the National Advisory Council of Disability Organizations have developed this program that provides discounted admission to the support person accompanying a person with a disability to member movie theatres.

If you would like more information about this program, check out the Access 2 website for information about the Access 2 Entertainment™ card and application forms in both languages: [www.access2.ca](http://www.access2.ca)

### 4. Literacy for Independent Living (LIL)

Are you looking for learning resources for your adult son or daughter? The Canadian Association of Independent Living Centres (CAILC) has an online project: Literacy for Independent Living (LIL), Learning Resources for Adults with Disabilities.

LIL's goal is to enable more adult learners with disabilities to access literacy programs in their communities. Check out this bilingual one-stop shopping resource on literacy and disability: [www.cailc.ca/lil/](http://www.cailc.ca/lil/)

### 5. And a reminder: Persons With Disabilities Online Consultation

There is still time to participate in Social Development Canada's online consultation about disabilities! This is your opportunity to share experiences and thoughts on disability issues. You can help shape future policies and priorities with your comments.

You can participate in the online consultation until December 30, 2005. Go to Social Development Canada's website at [www.sdc.gc.ca](http://www.sdc.gc.ca) and follow the link to "Participate in our Consultations with Canadians".



## Transitions are often challenging,

but even more so for families who have children with disabilities making major changes at school or becoming adults. The following stories are about the

transitions experienced by three families in the Special Needs/Moving On projects.

### Now that you're all grown up...

Susan Miller had no plans to become an employer with responsibility for training, hiring and paying workers. But when the Victoria postal worker's son turned 19 this past summer, that's what the government of British Columbia required her to do in order to access funding for his care.

Miller's son, Neil, has Duchenne muscular dystrophy and scoliosis, and is on a ventilator. When he was a child, the province provided about \$20,000 monthly for the high level of care he needed; now, at 19, the monthly funding available for his care has dropped by almost 73%—to \$5,497.96.

"It's pretty tough," said Miller, who also has a daughter, 16. "The government makes it really hard to go through this transitional process. There's so much paperwork and steps to get this funding. They make you incorporate. It's been a lot of work and I'm still adjusting. I have to do payroll, pay into EI and Revenue Canada and had to open up accounts for all of that."

People who have Duchenne muscular dystrophy have generalized weakness and muscle wasting, which eventually affects all voluntary muscles, and the heart and breathing muscles. Neil's severe scoliosis is related to the muscular dystrophy. He also had to have a tracheotomy and be placed on a ventilator to ease his breathing difficulties. CUPW's Moving On Project helps to pay for the vitamins and supplements he needs that aren't covered by plans.

Before Neil became an adult, Miller could pay for 360 hours of care provided by registered nurses and licensed practical nurses. New nurses coming into her home would be given a three-day course and then work for five days alongside another nurse to learn the basics of Neil's routine and chest physiotherapy. After that, Miller would spend three or four shifts with each of them.

### No licensed care

Today, there is not enough money to pay for licensed care. The government says the monthly funding is enough to cover 53 hours of care per week at an hourly wage of \$25. But Miller needs more hours each week and so is only able to pay about \$14 an hour. Training a new worker consists of a basic one-day course on what it means to be ventilated—but no training on the ventilator. Miller and her other staff must do the bulk of the training.

"I don't have help on the weekends, only Monday to Friday," says Miller, who works part-time in the afternoons. Staff come into her home at 10 a.m. each day and the last shift ends at 2 a.m. Neil needs to be rolled and manoeuvred a minimum of once or twice per night. If he is getting a cold, more care is needed, such as suctioning, more positioning and dressing changes.

There is, however, a small silver lining. Miller says it was difficult to have continuity of care when Neil was a child because the nursing agency hired everyone as a casual and there were availability problems. Now that Miller employs her own staff, there is more stability.

### A complex case

Miller said the transition to incorporation and lower funding was made even more difficult because no one in government realized what would be involved in Neil's case.

"The process took almost four months but we weren't allowed to start until two months before his birthday," said Miller. "By the time the government got back to me [after the application process started] they went into panic mode because there was still so much to do. They didn't realize some transitions are complex and assumed it wouldn't be a big deal."

But it was a big deal, and Miller had to take two months off work without pay to make sure she could make things go as smoothly as possible for her new staff. It was tough to make ends meet. When she returned to work, she faced another financial hit—the pension payments she owed for

her leave period were all deducted off her first cheque, reducing her pay to \$33.

Her best advice to parents facing a similar transition is to start early and make sure all those who will be involved in the transition understand right away what the child's needs will be.

## Going into adult medical services

For Mona Poulin's daughter, Lisa, the biggest stress from transition into adulthood was moving from children's medical services to adult services. Lisa has cystic fibrosis, diabetes, asthma, arthritis and osteoporosis. She has to eat 5,000 calories a day to keep her body weight up.

Once Lisa turned 18, it meant moving from the children's cystic fibrosis hospital clinic in Calgary to the adult clinic at Foothills. During the three-month gap between her last check-up at the children's clinic and her first one as an adult, Lisa had a medical emergency and had to be taken to hospital.

"She was treated as just another adult," said Poulin who works in a mail processing plant, off-shifting with her supervisor husband. "They were ignoring her signs of sugar going down, down, down, and not acknowledging that she has cystic fibrosis."

When the hospital finally called the doctor who specialized in cystic fibrosis, "he was fuming that he had not been contacted by the hospital. He said to me, 'don't ever go to the hospital without contacting me.'"

### Other issues also made for a difficult transition.

"Before, we saw the doctor together, but now Mum and Dad don't exist. They want to see the children alone. As well, in the first 18 years, we only saw one person who was really sick, but when you go to Foothills you see everything while you are in the waiting room," said Poulin, explaining that cystic fibrosis progresses with age.

Helen Healy, a specialist in transition issues, says that the "big problem is that the main supports all fall away at age 18. The whole group that lives around and protects that child all fall away,



Lisa Poulin

shake hands and say 'bye, bye' and the child goes into an adult environment without the skills to negotiate that environment."

Healy, who is director of community outreach, recreation and education at the Bloorview MacMillan Children's Centre in Toronto recalls accompanying an 18-year-old young woman with spina bifida to her last appointment with her neurosurgeon, who shook hands and wished her luck.

Afterwards, the young woman burst into tears, telling Healy it was because the neurosurgeon had made every important decision in her life, deciding when her back needed to be fixed.

"He just shook my hand and said goodbye," said the young woman. "I can't believe he just did that."

## Graduating into high school

"There's always a transition," says Kamloops postal clerk, Elaine Bonderud. "My fight has always been getting the resources at school. They will always take the easy way out and that has been my most frustrating thing with Alana."

Throughout the years, Bonderud has fought to get Alana the extra resources she needs. Alana, 15, has developmental delays, but her mother says she is borderline so is always at the bottom of the list because her needs are not as great as other children's. The Special Needs Project has helped Bonderud pay for the extra resources when they have not been available in the school system.

Alana faced bullying in her primary school years. In Grade 7, Alana's teacher told Bonderud that her daughter should "learn to how to cook, clean and manage her money". The teacher wanted to put Alana, then 12, into a high school work experience class. Bonderud fought to make sure that didn't happen.

Then when Alana did graduate into high school, "they were adamant to have her go in the resource room," says Bonderud. Fortunately, she had just taken a course for parents of children with special needs and knew there was a modified adapted regular program available.

"I took this course and I was never more angry and frustrated at the whole system and the individuals I

worked with in the past and I went forth with this new knowledge of what was available," she said.

Bonderud challenged the high school, demanding to know why her daughter couldn't do things like band and be integrated with the rest of her peers instead of being in the resource room and not having the experience of a regular high school.

With the support of a principal who had helped Alana when she was younger, Bonderud convinced the high school to put her daughter in modified math and English courses, but in regular food, textiles, band and physical education courses.

"By being integrated into the regular school program she also made a whole slew of friends and her self-esteem skyrocketed," says Bonderud, whose daughter is in Grade 9 now. "She feels secure and positive about herself."

Bonderud advises parents to always take an advocate with them when meeting with school officials. "You need somebody to back you up and be your support, someone they'll look at who's not the parent who, in their eyes, doesn't have realistic views."



### My son Calvin

is now 11 years old and in Grade 6. He is diagnosed with cri-du-chat syndrome. Every year I can see such an improvement in his school criteria. Last year he brought tears to my eyes, and half of his teachers, as he was awarded the "most improved life skills student". He ran up to the front of the gym when he heard his name! 'Thank-you, Thank-you' and took a big bow. He has come a long way in a lot of things. I still make a big deal of any little thing he might accomplish! He loves to read and be on the computer. We still have 'some' issues with behaviour when his routine is messed up – more so at school than at home. He has 2 aides at school that he really likes and trusts. I have a respite worker who also does very well with Calvin. She comes over on Saturday

nights while we go to the show, supper etc. Calvin always asks, "When are you guys going on your 'date'?" I would like to take this opportunity to thank the Special Needs Project for all they do. I am proud to be working for Canada Post. I love my job!!

Letter Carrier  
Fort St. John, BC



**Marina** is a happy 8 year-old who finds schoolwork difficult. When she was younger she would play alone at the playground – not seeking the company of other children. Marina has autism. Now she enjoys playing with other children and values friendships. Here is a story she wrote on the computer at her school in Jasper.

### The Little Leopard

By Marina Krawec

*Once upon a time there was a baby leopard and he was good at climbing trees. He loved climbing trees! He got stuck up in a tree so he called for help. His mother rescued him then he went home safe and sound. The next day the leopard found a friend. He hadn't had a friend before. He decided to play with the friend. They played a lot. They were good friends. Then the leopard found more friends. He was lucky to have more friends. Now the leopard has friends. Now they all play together. They had so much fun.*

Postal Clerk  
Jasper, AB



## The Kick Sled.

We are eagerly awaiting the snow for the first time in a long time. The reason for this is the arrival of a fantastic gift from a family in Waterloo, Kelly and John Schiedel (seen in photo with Jordan and his great aunt).

A few years ago when we filled out a *Member-to-Member Connection* story form, we asked if anyone had a gently used kick sled we could have or purchase for a small amount. They retail for about \$400. We continued to request this and other things on the newsletter for a few years with no reply, as the kick sled is not a common item. We really didn't expect to hear from anyone about this. A few years went by and then just recently I got an e-mail from a family who told me that they typed "kick sled wanted" into the search engine and our union webpage, with a copy of the Special Needs Project newsletter, came up with MY request for anyone with a kick sled to contact me. Guess what? They contacted the Special Needs Project who forwarded the e-mail to me.

I went through shock and then total excitement as I communicated with this lovely couple in Waterloo Ontario about their kick sled. They wanted to donate it to our family after reading my letter in the newsletter. They had a very strong feeling about their decision to contact us and so did we. I made arrangements to get out there and pick it up. The drive was just over 3 hours there and 3 hours back. My aunt, eldest daughter



Amanda and of course Jordan came along for the ride. We met and chatted for a while. What a wonderful and giant-hearted couple the Scheidels are! Now living in a condo in the city, they wanted to sell or donate their sled. We are very happy the way this turned out. When the ice and snow are here, we will strap Jordan onto the seat and if needed add support to the seat so he doesn't fall off. When Pigeon Lake freezes over, Jordan and I will be out there getting fresh air and exercise. If the sled will move on the roadside we will be sliding through the neighborhood too.

All I had to do was to pick this kick sled up and so we did. Now the story just begins as we will be learning how to use and enjoy this wonderful gift. Keep watching as we update the Special Needs Project on our adventures.

Letter Carrier  
*Bobcaygeon, ON*



**Gabriel** had a very busy and hard summer. He was in and out of hospitals. Vomiting after meals was constant, and he had to do some tests. So, this was very hard for all of us. Aside from being ill, we found time to go to the beaches and community center where we swam like fish. This was a lot of fun. He needed extra care this summer. Now the therapies thru the coming months are approaching. He's starting to use AFO's (ankle foot orthoses). It's a special brace that comes up to his knees, so that he'll walk normal.

Letter Carrier  
*Toronto, ON*



## We have

had great success with an eye exercise specialist. She taught us very simple exercises to do with our daughter to try to get both eyes working together. Immediately we noticed an improvement in her fine motor/gross motor function. The science behind this is to exercise the eyes to their full potential, then test the eyes again and see if glasses, surgery or patching etc., is needed.

Letter Carrier  
Toronto, ON

## Is there any

other family with a family member with the diagnosis Spinal Muscular Atrophy Type 2?

Letter Carrier  
Victoria, BC

## I just wanted to thank you

all for your support of my child. When I tell people about this service they can't believe it. So thank you so much.

Thorndale, ON



## Advisor Profile

*Advisors are key to both the Special Needs and Moving On projects. Through telephone contact, advisors provide members with support and resources as well as collect information about issues that affect work and family life. Advisors do this part-time work in addition to other employment, raising families, attending school and volunteering. In this issue, our featured advisor is Marie-Josée L., a Special Needs Project advisor in Québec.*

Marie-Josée became the first francophone advisor for the *Special Needs Project* ten years ago. Today, there are six francophone advisors with the *Special Needs/Moving On* projects. Marie-Josée knows two of the other advisors. They often consult with each other when they need to think through an issue raised by a parent or provide a referral. For Marie-Josée, this team work is essential.

Marie-Josée has been interested in special needs issues for a long time—ever since her close friendship at a young age to someone with a physical disability. By the time she came to the *Special Needs Project*, she had worked as an inclusion advisor for 10 years at two different agencies.

Marie-Josée has a caseload of 20 families—the maximum she feels she can handle—and some have been with her from the beginning. Her relationship with the families is both professional and personal, going beyond filling out the required project forms every funding period. She feels her primary role is to support the families and understand their needs. When they talk on the phone, they tell her what's going on in their lives, including problems they might be having with the school system. With her level of experience and knowledge about available programs, she can sometimes help out with a referral to community resources or suggest how families might approach a specific issue.

Marie-Josée was initially surprised to learn that CUPW was sponsoring a project for members whose children have disabilities and feels this reflects well on the union. She also says governments should play a role in helping families whose children have disabilities.

On a more personal level, she has a husband and 14-year-old daughter who are very supportive of her work. The family tries to get away twice a year on vacation. They go south in the winter to get away from the cold and snow in the Outaouais. She loves fashion and shopping for clothes in Québec City, and still models once in awhile.

She gets a great sense of satisfaction from her work, helping to bring some optimism and relief to the families' lives. She finds it hard when families in greater need are not able to get more financial support. She'd also love to be able to meet her families face-to-face one day.



## A statistical snapshot of our families

Our mid-session interview conducted earlier this year gave us a snapshot profile of families who use the CUPW-UPCE Special Needs Project. We completed 479 interviews and will be further analyzing the results to give us a more complete picture of the families in the project. In the meantime, here's a flavour of what we found:

- 76% of families using the project are two-parent families.
- 83% of parents work for Canada Post full-time.
- 21% of parents off-shift to accommodate their child with special needs; 53% say this has resulted in lost opportunities for job advancement.
- 94% of children using the project are school age—6 years or older.
- 42% of families in the project regularly use child care services.
- The most common child care arrangement is care provided in the child's home by a non-relative (35%).
- 67% of families using child care chose it primarily to provide care for their children while parents work or attend school.
- A number of children in child care receive specialized individual programming and additional staff for support.



## Once again thank you

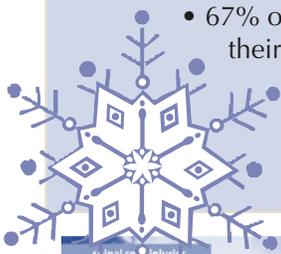
so much for enabling me to provide my 8 year old daughter Ashley with some summer tutoring/ social skills activities. This year she is entering grade 4 and has many changes and challenges. The summer funding allowed her to not lose what she has been working on in grade 3. It is certainly helping to try to keep her on track. I would not be able to do this without your help. Please know how much it's appreciated for Mom as well as Ashley.

MSC  
Ottawa, ON

**Michelina** is 11 years old and in grade six at Oxford school here in Halifax. Michelina is doing very well in school and up until the beginning of (the last) school year, she always had a teacher's helper. Just before Christmas the teachers at Oxford school who are looking after Michelina's development and learning decided that she is doing so well that she no longer needs a teacher's helper. She is now learning on her own.

Postal Clerk  
Halifax, NS

*The Child Care Fund is administered by the Canadian Union of Postal Workers and financed by the Canada Post Corporation.*



Watch for the unions new poster on your bulletin board.



**I am so proud** of my daughter Stephanie. On Oct 7/05 the Honours Society for academic achievement will award Stephanie at her school for obtaining an 80 overall average. She pulled from 60's to 80's in her marks last year.

*Letter Carrier  
London, ON*

**My son** was reading at a grade two level but after several months (8) he is reading at a grade 4 level with a little help. Without this funding I could not afford to pay for tutoring as I am a single mom with 4 children. Thank you for all your help.

*Letter Carrier  
Brampton, ON*

**I am confident** that this special needs program of CUPW is very useful and all workers can benefit from this program. The Special Needs Project is helping me financially, psychologically and emotionally. I now understand that I am not alone. I appreciate this project very much.

*Postal Clerk  
Surrey, BC*

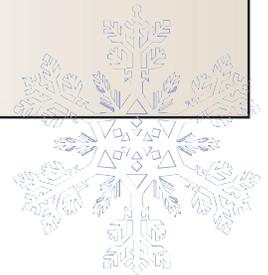


**Being a single mom** of a learning disabled child, I would like to say thank you very much to the CUPW *Special Needs Project*. Along with the much appreciated financial help, the information that I have received from Norma my advisor has opened many doors to needed support to help my son in his education process. Thank you.

*RSMC  
Wasaga Beach, ON*

**Jennifer** is now 9 years old and turning into a beautiful young lady. She suffers Trisomy 12P, a rare chromosome disorder marking her as one in forty children in the world. She is developing a lot of frustration now, as she wants so desperately to communicate. We still go through a lot of Doctor's appointments and illness with her. It's almost never ending, and can be extremely frustrating at times. The extra bit of financial support that we get from CUPW makes a difference and somehow seems to take a tiny amount of the stress off. Many thanks for your excellent program.

*Letter Carrier  
Orangeville, ON  
LC Brampton North*



## Your New Drug Plan— What's Working



Your response to the End of School Year interview, May 2005, gave us an idea of how the new drug plan is working for you. Members receiving coverage at 50% identified that they needed more information on how to apply for increased coverage. This information is available in the Extended Health Care Plan booklet published in the last six months. Booklets on all aspects of your health plan are available on the CUPW website at [www.cupw.ca](http://www.cupw.ca), or you can contact your union local or union rep for copies.

- Of the 471 members interviewed, 90% were enrolled in the Extended Health Care Plan: 63% said all of their drugs were covered at 80%. Less than 3 % said they did not receive any coverage at 80%.

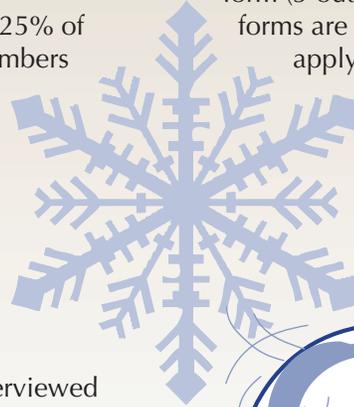
- Nineteen per cent said that some, if not all, of their drugs were reimbursed at 50%:

- 39 people investigated the possibility of taking another drug that is reimbursed at a higher level. Only 11 were successful.

- Less than 25% of Québec members (18 out of 75) received reimbursement at 71.5%.

- Less than 1% of those interviewed identified that they used only alternative drugs not covered under the health plan.

- Only 11% of those who needed a "Drug Plan Medical Certificate form" were charged by their doctor for completing the form (3 out of 28). These forms are required to apply for 80% coverage on a drug previously covered at 50%.





# Season's Greetings

from your friends at the Special Needs  
and Moving On Projects



Lisa B.  
Donna M.  
Michele T.  
Beth B.  
Sheila S.  
Melissa B.  
Dee-Ann S.  
Sue M.  
Dianna S.  
Dionne M.  
Shirley M.  
Anne G.  
Agnieszka G.  
Nancy B.

Suzanne C.  
Lesley Ann C.  
Debbie D.  
Sylvie G.  
Pam M.  
Robert M.  
Ellen M.  
Sheila O.  
Arlie R.  
Janet M.  
Norma C.  
Enna M.  
Betsy S.  
Sharel S.

Christine D.  
Marie-Josée L.  
Julie S.  
Mario R.  
Catherine D.  
Brenda G.  
Francine S.  
Valerie D.  
Kelly H.  
Bernadette M.  
Pat M.  
Debra Jo P.  
Nancy S.  
Maureen B.

Catherine O.  
Lori A.  
Lori S.  
Kathleen J.  
Susan B.  
Jeanne R.  
Don G.

FAMILY PLACE:  
JoAnna Latulippe-Rochon  
Gail Holdner  
Dorothy Keigan  
Cary MacDonald  
JoAnne Connors

CUPW:  
Denis Lemelin  
Jamie Kass  
Jocelyne Tougas

UPCE-PSAC:  
Richard Des Lauriers  
Marilyn Adlam  
Luc Guèvremont

*May there be peace in your hearts and homes  
now and in the new year*

*All photos are from members, unless otherwise indicated.*