

Le 15 janvier 2015

January 15, 2015

Dest. : Présidentes et présidents de section
locale

To All Local Presidents

Objet: Procès-verbal de la réunion du
Comité national mixte des uniformes
tenue le 11 décembre 2014

Dear Sisters and Brothers,

Consœurs, confrères,

RE: National Joint Uniform Committee
Minutes of December 11, 2014

Vous trouverez ci-joint la version patronale
du procès-verbal de la réunion du Comité
national mixte des uniformes tenue le
11 décembre 2014.

Attached you will find the employer's
version of the National Joint Uniform
Committee meeting minutes which took
place on December 11, 2014.

Comme toujours, si vous avez des questions
ou des préoccupations, n'hésitez pas à
communiquer avec moi au moment qui vous
conviendra le mieux.

As always, should you have any questions or
concerns, feel free to contact me at your
convenience.

Solidarité, / In solidarity,



Serge Champoux

Permanente syndicale nationale / National Union Representative
Santé et sécurité / Health and Safety

p.j. / encl. (1)

c. c. Comité exécutif national / National Executive Committee
Comités exécutifs régionaux / Regional Executive Committees
Comité national de santé et de sécurité / National Health and Safety Committee
Permanentes et permanents syndicaux nationaux / National Union Representatives
Permanentes et permanents syndicaux régionaux / Regional Union Representatives

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**National Joint Uniform Committee
Canada Post Corporation (CPC)
and the
Canadian Union of Postal Workers (CUPW)
December 11 décembre, 2014 @ 10:00am
(N0060i)**

Meeting #50

In Attendance:

CUPW

Serge Champoux
Rick Murray (Guest)
Carl Girouard (Absent)
Chris Pleasants (Absent)

Canada Post

Luc Lafrance (Absent)
Carolyn Gladu
Josée Louisseize

Item (Y-M-#)	Description	Action
CPC – 13.07.59	<p>CORPORATE WARDROBE RFP (Request for Proposal): Bill Tibben from Sourcing Management came to our meeting to advise the union that July 1st was approx. the one-year anniversary of the expiry of the agreement with the current uniforms supplier and that Sourcing Management and their client group were beginning to do market research for tentative RFP release in September/October timeframe.</p> <p>CUPW asked where the companies were located that the market research had found so far and how many were out there. Sourcing advised that preliminary research was bringing back many North American firms, but he emphasized that the research was in its preliminary stage and that North American firms were found mainly due to referrals from other North American companies and identified that internet search criteria provides the most local and popular resources. Sourcing also noted that there appeared to be many companies in the industry.</p> <p>CUPW noted that they would like copy of the RFP before issuance. Sourcing advised that he will discuss with team and consider. He also advised that the RFP is always available for download by anyone from the MERX website.</p>	Bill Tibben

CPC 13.10.59	<p>CUPW requested that Sourcing return at the next meeting on September 26th, 2013 to discuss the RFP. He will discuss with team and consider.</p> <p>CUPW requested that some items which were removed, such as the straw hat, be added back to the program. Sourcing passed to CPC who commented that it was her groups decision and had nothing to do with the supplier.</p> <p>CUPW asked if the RFP will be available in both translations, We advised that we did not have that information at this time.</p> <p>Sourcing advised CUPW that the RFP should be released at the end of October or in November and that it will stay on MERX for a period of 40 days. Sourcing also informed the union that the entire process may take over a year, including transition time that may be required. The length of the new contract has not been finalized. The previous contract was for 5 years.</p>	Michel Fournier
CPC 13.12.59	<p>CPC advised CUPW that the RFP should be released in December and would stay on MERX for a period of 40 days. CPC believed that the new contract will be for a 7 year term (4 year agreement with 3 one year options). CUPW requested that once a supplier has been confirmed as a result of the RFP, CUPW is asking to visit the supplier's facility. CPC would review and provide a response.</p>	Luc Lafrance
CPC 14.03.59	<p>CPC advised CUPW that the RFP was extended on MERX until Tuesday March 25, 2014. The reason why it was extended is because there were many questions in regards to RFP and CPC wants to give a chance to all suppliers to apply. The union expressed their preference for CPC to choose a Canadian supplier to give jobs to Canadians and that their employees are unionized. The union expressed concerns that if a new supplier, will employees be penalized and live without garments until new supplier is on board, CPC reassured CUPW that everything will run smoothly and no one will be penalized.</p> <p>CPC advised that we are at the second stage of the RFP process, with a short list of approximately five (5) companies. CPC confirmed that the list included Canadian companies.</p>	Luc Lafrance

CPC 14.06.59	CUPW re-stated that CPC should select a Canadian Company with unionized employees. CUPW also hoped that if a Canadian and an American company were equally ranked that CPC would select the Canadian company. CUPW also requested the breakdown of the selection criteria (evaluation grid) especially the percentage allocated to pricing. CPC to follow-up with Sourcing.	Luc Lafrance
CPC 14.09.59	CPC stated that we are still in the RFP stage with 5 potential suppliers. We are still several months away from nominating a successful supplier. A follow-up will be provided at the next meeting.	Luc Lafrance
CPC 14.12.59	CPC advised CUPW that there is no further information to provide at this time. CPC anticipates having a winner in June 2015.	Josée Louiseize
CUPW 11.07.32	DOUBLE SATCHEL ISSUES CUPW advised CPC that employees are complaining about the new dual satchel in regards to sizes. They state that the satchel does not fit petite employees, an XS satchel should be created to accommodate petite employees. CPC to follow-up with Logistik Unicorp.	CUPW
CUPW 11.09.32	CPC provided CUPW with a hard and soft copy of updated instructions on how to adjust the satchel for shorter people with the help of the instruction booklet. The instructions were sent to the 3 employees that complained about the satchel. Feedback will be provided at our next meeting.	L. d'Entremont
CUPW 11.12.32	CPC advised CUPW that the feedback was that there were still problems for shorter individuals. As a result, CPC is considering creating an XS satchel for petite employees. CPC with the help of Logistik Unicorp will create an XS satchel with Health & Safety's recommendations. Once a sample of the XS satchel will be created, we will send a copy with a letter to the employees that complained to try out the new satchel. A copy of the letter will be sent to CUPW. Item pending until further notice.	PENDING
CUPW 12.04.32	After much discussion and research with our supplier, H&S and feedback from the field, CPC have decided to disregard the idea of creating an XS satchel. Instead we are in the process of creating an official document in parallel with the	Josée Louiseize

	<p>existing booklet on how to adjust the satchel adequately for tiny employees. The document is almost completed; once we receive the draft, a copy will be sent to CUPW.</p> <p>CUPW raised concerns about the adjustment of the satchel, and suggested that the Letter Carrier School should give a brief training on how to adjust and wear the satchel. CUPW also suggested that CPC add to the 2013 Newsletter, an entry about the importance of the satchel adjustment and that if employees have a problem, they are to contact Logistik Unicorp for guidance.</p>	
CUPW 12.07.32	<p>The drafted version of the satchel document for shorter individuals has been given to H&S for their feedback and a copy will be given to CUPW once H&S has given CPC their input. CUPW questioned whether a segment on the satchel could be added to the LC training school. CPC noted that we were looking into getting a video created on how to use the satchel. CPC will look into having a quote on making a video on how to use and adjust a satchel. CPC will also mention the satchel in the 2013 Newsletter.</p>	Josée Louisseize
CUPW 12.09.32	<p>CPC along with the Supplier has created a booklet for petite employees. The booklet is with Health & Safety for their safety approval. CUPW questioned whether a copy would be provided for the Union's review and feedback. CPC confirmed that once finalized a copy will be sent to CUPW.</p> <p>CPC advised CUPW that a Corporate decision was made not to go ahead with making a video on how to adjust the satchel.</p>	L. d'Entremont
CUPW 12.12.32	<p>CPC advised CUPW that this issue is still outstanding and that we are still looking into it. CUPW would like to see if the video is still an option. CPC said that we will look into making a video and get back to them at our next meeting.</p> <p>CPC advised CUPW that a video is no longer being considered by CPC.</p>	Josee Louisseize
CUPW 13.04.32	<p>Chris Eady from Health & Safety and the Logistik Unicorp senior designer are applying the ideas/comments from employees to create a double satchel for persons of small size (XS) . Once a prototype is created, CPC will review the prototype with Health and Safety. If the satchel meets the criteria, the employees who had raised complaints and had</p>	Josee Louisseize

	<p>wanted an XS satchel, will be sent one of the XS satchels for a trial test. A list of employees that will be chosen for the wear test will be provided to CUPW.</p> <p>CPC also showed a sample of an XS and XL hip belt which are to be introduced for use.</p>	
CUPW 13.07.32	<p>A cover letter for the trial, questionnaire along with the wear tester names were sent to the union on June 10th for approval. CPC advised the union that the questionnaires along with the satchels were sent to 12 employees for a 2 month wear test.</p> <p>A copy of the results will be shared with the union. If the results are available, we will provide the results at our next meeting in September.</p>	Josee Lousseize
CUPW 13.10.32	<p>CPC advised CUPW that we have only received 2 surveys out of 12 employees. CPC advised that the 10 non-responding employees would be contacted to advise them of the requirement to provide the survey.</p>	Josee Lousseize
CUPW 13.12.32	<p>In October, CPC contacted the Team leaders of the participants who had not responded, and had them speak with the employees so that the employees would send their surveys to Logistik Unicorp. CPC confirmed that we have received 8 out of 12 surveys. Of the 4 individuals who have not responded, 2 of them have decided not to trial the satchel after 2 days of delivering with the satchel. The supplier is in the process of compiling the survey information. CPC would provide the Union with the survey results as soon as they are available.</p>	Josee Lousseize
CUPW 14.03.32	<p>A copy of the survey results was sent on January 6th, 2014 to the union.</p> <p>The trial results were not conclusive, leading us to not recommend a new size being produced, half responded that the satchel needed more improvements.</p> <p>However, we are looking at slightly modifying the current satchel #430 by:</p> <ul style="list-style-type: none"> . lowering the cinch strap by 1" . add fabric loop to secure the webbing <p>We are also looking at creating a special size for specific individuals after they try the current satchel as long as they measure 59 inches or less and have one of the following</p>	Josee Lousseize

	<p>characteristics:</p> <ul style="list-style-type: none"> . chest measurement smaller than 32 inches . extremely narrow shoulders <p>The union expressed concerns about the 59 inches and employees slightly above should have the advantage also to receive the special size satchel. CPC advised CUPW that we will look at those on a case by case basis.</p> <p>The union wants to know how many employees are below the 59 inches. CPC had the information on hand and missed to provide the info to the union, although the information is in the survey. According to the December 2013 Canada Post population analysis, there are 58 individuals requiring a satchel that measure 59 inches or less.</p> <p>As soon as the overall quotes and possible changes are in, we will advise the union our decision.</p> <p>An electronic copy of the satchel spec #430 will be sent to the union.</p>	
CPC 14.06.32	<p>CPC confirmed that the supplier will start distributing the satchel effective June 2014. CPC noted that because the satchel would be a special order, delivery could take up to twelve (12) weeks.</p> <p>CUPW requested that CPC communicate this product availability directly to the approximately fifty-eight (58) employees who met the sizing criteria through a letter to each employee. CPC would review.</p> <p>CPC would develop a SBN for the regions describing the change. CPC would send the draft SBN to CUPW for their feedback.</p>	Luc Lafrance
CPC 14.09.32	<p>Following further discussions with Logistik and because of the high demand for the XS satchel, we have decided that beginning in 2015 we will offer the extra small satchel as part of the list of available satchels. Therefore an employee will have the choice of a XS, S, M, L satchel.</p>	Luc Lafrance
CPC 14.12.32	<p>The item will be kept open until January 2015 and at that time if we have no issues, it will be closed.</p>	Josée Louisseize

C 13.10.49	<p>STRAW HAT</p> <p>CPC advised CUPW that the straw hat would be reintroduced. The previous hat is no longer available. CPC confirmed that the replacement hat would be the same as the previous, except for the straw manufacturing technique. CPC provided example of a straw hat to show the straw. The replacement hat would not be available for a few months.</p>	Josee Louiseize
CPC 13.12.49	<p>Regarding the straw hat, CPC explained the decision to put this item on hold for now and re-visit with the supplier in the new year. The supplier had come back with a 37% increase in cost for each unit and when CPC asked the supplier to try to find a similar product of equal or lesser cost, unfortunately they were unsuccessful.</p> <p>CUPW was disappointed with CPC's decision. The straw hat was a very popular LC uniform item. The straw hat allowed heat/sweat to evaporate in the hot weather. The Union expressed their concern that employees would purchase their own straw hats which did not meet our standards. CPC re-assured CUPW that we will re-visit the issue in the new year.</p>	Josee Louiseize
CPC 14.03.49	<p>Finally, our supplier has found a straw hat similar to the grey hat although this hat is blue in color. CPC showed the union the new straw hat and advised that the straw comes in blue color only. CPC showed the union the hat and advised that we couldn't give them the hat but we will once we have one available for them. We told the union that for the first batch, the leather cord will be brown and all other hats after that will have a black leather cord. The union is pleased that the hat is once again available. CPC advised the union that the UV rating matches or exceeds the specification of our previous straw hat. An electronic copy of both hats lab test will be sent to the union.</p> <p>The hat will be available this summer. CPC will look with the supplier if it would be possible to add the straw hat to the order forms with a note that the hat will not be available before a specific date.</p>	Josee Louiseize
CPC 14.06.49	<p>A note that the hat will be available in July was added on the Logistik website. A hard copy in English & French was provided to the union, an electronic copy will be sent.</p> <p>CPC advised that we have received over 1200 orders for the</p>	Luc Lafrance

<p>CPC 14.09.49</p> <p>CPC 14.12.49</p>	<p>straw hat and distribution to occur in June/July. CUPW asked for a sample straw hat to keep. CPC confirmed that one would be provided once the supplier provided a sample for CUPW and one for CPC.</p> <p>CPC presented a new sample of the straw hat re-enforced by Logistik by applying a silicone product. CPC will continue to monitor over the next few weeks. CPC will provide the Union with a sample straw hat.</p> <p>A hat was provided to CUPW on December 11th at the meeting.</p> <p>As no further issues have been reported. The item will be closed.</p>	<p>Luc Lafrance</p> <p>ITEM CLOSED</p>
<p>CPC 13.04.52</p>	<p>ELECTRICAL SAFETY PROGRAM</p> <p>CPC advised the Union that it had conducted the search for alternate suspenders which met the electrical safety initiative standards, and presented the Union with a sample of the only suitable the alternate found by the supplier. There were approximately 15-20 employees who have ordered suspenders in the past. The Union noted that the alternate suspender needed to be attached to a belt and that employees either ordered a belt or suspenders, not both. CPC would review the alternate suspenders. CPC presented samples of the pants and work shirt currently being used by employees. CPC provided CUPW with hard copy of supplier testing results of current and upgraded work shirt and coverall materials and explained the charted results. CPC would provide further clarification. CPC would provide a soft copy version of the supplier testing results to the Union.</p> <p>The Union advised that it had received a report from Pacific region, in which the employee said that the MAM10's in that area used coveralls and not the work pants. They were aware that CPC was going to issue a starter kit which included 2 work pants and 1 pair of coveralls. They were asking if it would be possible to exchange work pants for an extra coverall so that they would have 2 pairs of coveralls. CPC would review and respond.</p> <p>The Union asked if the upgraded garment material was meant to protect workers for the voltage of the different machines that would be working upon. CPC explained that the upgraded clothing was to protect against the risk of arc</p>	<p>Doug Cully</p>

	<p>flash from electrical areas related to the machines upon which they were working.</p> <p>Regarding the permissibility of rolling up the upgraded long sleeve work shirt, CPC advised that the response from Health and Safety was that because of the risk that employees would forget to unroll their sleeves before working on the equipment, the sleeves should not be rolled up. It was a safety issue. The Union disagreed; employees did not work on electrical panels all day and it can get warm in the workplace. CPC would go back and confirm the rule with Health and Safety.</p> <p>CPC advised that because of delays from the supplier, the schedule for roll out of the starter kit of upgraded uniform garments had been delayed until the end of April. There could be a delay into the end of May because of work shirt delivery issues. CPC was reviewing the issues with the supplier. CPC advised that it was still processing employee garment orders; the February 1, 2013 cut had been extended. The new cut off was the week of April 22, 2013.</p> <p>CPC advised that it was preparing draft employee Communications. The draft would be provided to CUPW for their review and feedback, before anything was issued to employees.</p> <p>CPC follow up items:</p> <ul style="list-style-type: none"> • Review of alternate suspenders • Provide draft communication to CUPW • Response on request to exchange coverall for work pant <p>Letter was sent to CUPW on June 11th for their approval. Logistik Unicorp has started to ship the uniforms on Tuesday July 9th.</p>	
CPC 13.07.52	<p>CUPW expressed their frustration about CPC's decision to refuse the employees to have the choice of rolling up their shirt sleeves. CPC advised that this was a Health & Safety decision and that the Uniform Program cannot overrule the decision that they have made. CUPW advised that they will bring the issue at the next NJOSH meeting.</p>	Josee Louiseize
CPC 13.10.52	<p>The Union confirmed that it had raised its issues to the National Joint Health and Safety Committee. Also the Union</p>	Doug Cully

CPC 13.12.52	<p>noted that it had received many employee complaints (Winnipeg, Moncton, Ottawa and Montreal). Employees were upset that the clothing had been forced on them and that local management is not addressing their concerns. Employees questioned whether the High Visibility Vest and safety shoes (steel toed) negated the effect of the new uniform and if they were electrically safe to use. Employees had found that the long sleeve shirt was hot to use in warm weather and could be a possible hazard (catching on machinery). Employees had no replacement coverall since they were only issued with one coverall in the new uniform package. CPC responded that it would raise the issues with the stakeholder.</p> <p>CPC reviewed the issues raised at the October 2013 meeting.</p> <p>CPC reiterated that the Maintenance Technicians were required to wear the new uniform for safety reasons to protect the technician against the risk of an arc flash accident. CUPW responded that they are not against the equipment, not against the process, but the employees should wear the uniform only in designated areas and only when they work with electricity. For example, an employee who worked his or her full shift in the battery room should not have to wear the arc flash uniform garments. CUPW asked how many incidents of ARC Flash had occurred. CPC responded that we were not aware of any but that it was CPC's responsibility to protect employees.</p> <p>CUPW reiterated that they did not agree with the instruction to wear at all times long sleeve shirts CPC advised that that Health & Safety had been contacted and they re-affirmed that the sleeves should be rolled down and buttoned up at all times.</p> <p>For Technicians that never do electrical work in their job, CPC will investigate the risk and possibility of having this group wear non-arc flash compliant uniforms and provide a response.</p> <p>Regarding steel toed shoes, CPC confirmed that they did not impact the effectiveness of the uniform. The High Visibility Vest should be removed when an employee performs electrical related work. CPC mentioned that the suspenders are online. Employees can order either the suspenders, the belt or both. CPC advised CUPW that employees have the</p>	Doug Cully
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CPC 14.03.52	<p>option of ordering a second pair of coveralls if the points are available in their account.</p> <p>CPC advised CUPW that Doug Cully himself had a conference call with the Maintenance Managers to discuss.</p> <p>The response was there are no individuals that can be distinguished as never doing electrical:</p> <ul style="list-style-type: none"> • Technicians are expected to rotate through different responsibilities and assignments on the job and they need to be wearing the arc flash equipment for safety purposes on electrical work. • Even where a person largely does mechanical work, there will be situations where the technician demonstrates a mechanical issue to a technician that will do electrical troubleshooting which may place them in the vicinity of live electrical work. • Technicians need to be able to participate as safety watchers when a permitted activity is performed and this may bring them into the vicinity of live electrical work. <p>There is not a group of maintenance technicians that can be outfitted with non-arcflash compliant clothing as being in the vicinity of live electrical work is part of the job.</p> <p>CUPW indicated that the requirement to keep sleeves rolled down was causing problems for the technicians.</p> <p>CPC advised the union that in cases where Live Electrical work is being performed, it is mandatory for the technician to have their sleeves rolled down and buttoned and all necessary personal protective equipment on to perform the work safely.</p> <p>Action to be taken: Review with the Maintenance Managers if it would be a consideration to allow rolled up sleeves for non-electrical maintenance activities.</p> <p>If the Maintenance Managers advise this approach can be managed without exposure, and the mandatory requirement for rolled down and buttoned sleeves for performing live electrical work can be safely met, then the requirement for keeping sleeves rolled down in all cases will be reopened</p>	Doug Cully
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CPC 14.06.52	<p>with Health and Safety to see if a process change can be safely accommodated.</p> <p>The final decision on this lies with Health and Safety.</p> <p>CPC advised that we are actively working on replacing the current ARC Flash Garments. There could be an upgrade in the Arc flash protection as well.</p> <p>Regarding the issue of rolling up of shirt sleeves, CPC advised that the issue is with Health & Safety for their approval or disapproval.</p> <p>CUPW re-iterated that this has been on the agenda for over a year and CUPW would raise it at the NJHSC meeting next week. CPC advised that we could follow up with Health and Safety.</p>	Luc Lafrance
CPC 14.09.52	<p>CPC is actively working with Logistik on finding replacement clothing as the HRCO designation is expiring effective January 2015. We have asked Logistik to provide their input and recommendation.</p> <p>Health and Safety has confirmed the requirement for employees to wear the shirt sleeves rolled down and buttoned as a safety requirement. CUPW reiterated its disagreement with this requirement in cases where the employee is not performing live electrical work.</p>	Luc Lafrance
CPC 14.12.52	<p>CPC advised CUPW that we found a suitable uniform supplier for the maintenance and electrician employees through the Carhartt company. CPC advised that a small trial of the garments was done with some maintenance and electrical employees and the results came back positive.</p> <p>CUPW requested that Doug Cully attend at our next meeting in March 2015. CPC would invite Mr. Cully to attend.</p>	Josée Louisseize

CUPW 14.09.61	<p>RAIN CAPE</p> <p>CUPW reported some issues and concerns with the Rain Cape raised at the August 8th, 2014 Local Joint Committee Meeting in Lachute (QC). Below are the concerns shared with CPC:</p> <ul style="list-style-type: none"> - The cape is too long, difficult to climb stairs, when there are strong wind, the cape get "tangled in the railings" and the buttons open up quite easily <p>CPC to follow with Logistik.</p>	Luc Lafrance
CUPW 14.12.61	<p>CPC did some research with the information provided by CUPW and the employee's supervisor, after verifying each employee's names given to us, here are the results: (2925486) – The employee ordered a rain cape on July 22, 2013, she ordered a regular rain cape which she should have ordered a short rain cape for the height she is.</p> <p>(246808) and (1850253), they never ordered the rain cape, if they are delivering with a rain cape, it is not Logistik Unicorp's rain cape.</p> <p>No further information was required from CUPW, therefore item closed.</p>	ITEM CLOSED
CPC 14.12.62	<p>POLO</p> <p>CPC advised CUPW that we are in the process of creating a women's and men's polo shirt for the retail CUPW employees. The unisex shirt will be depleted and replaced by the male/female shirt.</p> <p>The union is pleased to know that CPC has taken the complaints seriously.</p> <p>CPC has sent a picture of the Polo shirts to CUPW.</p>	ITEM CLOSED

CPC 14.12.63	<p>HIGH VISIBILITY TEAR AWAY VEST CPC advised CUPW that we are in the process of creating a HV Tear Away vest for the maintenance/electricians in the same color as the existing vest. The vest will be on the employee's order form at 0 points at 1 a year. The vest will have the logo and the pockets as well.</p> <p>A sample will be provided at our next meeting.</p>	Josée Louiseize
CPC 14.12.64	<p>HV REFLECTIVE POLO SHIRT CPC informed CUPW that Health & Safety along with Branding requested that CPC along with our supplier develop a HV Reflective polo shirt in different colors (grey, white, blue) for Letter Carriers. CPC also informed the Union of the launch of the new CPC Branding with white, red and blue colors as the main CPC colors. Once a sample will be available, we will share with CUPW.</p>	Josée Louiseize

NEXT SUGGESTED DATES:

March 19, 2015 @ 10am – room N0060i

May 28, 2015 @ 10am – room N0060i