

URBAN
National Joint Uniform Committee
Canada Post Corporation (CPC)
and the
Canadian Union of Postal Workers (CUPW)

September 9, 2019 @ 10:00am
(N0080d)

Meeting #66

In Attendance:

CUPW

Marc Roussel
Barb McMillan
Jim Moffatt

Canada Post

Nicole Arbic
Josee Louisseize
Carolyn Gladu
Patrick Gagnon

Description	Action
HV REFLECTIVE POLO SHIRT / HVV vest (Item 64) <u>CPC 14.12.64</u> 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.	Luc Lafrance Josée Louisseize
<u>CPC 15.03.64</u> CPC does not have samples to show. CPC is to send CUPW pictures of the new shirt. The new shirt has been approved by Branding and by the department of CPC H&S. CUPW is asking for a copy of the reports which CPC agrees to send the Union.	Luc Lafrance Josee Louisseize

<p>CUPW would like to know if the new polo shirts will be for RSMC's as well. CPC answered that it was a possibility but could not confirm.</p> <p>CPC noted that as previously discussed, RSMC issues should be discussed at the RSMC national consultation or the National Joint Health and Safety Committee.</p> <p>CUPW talked about the accident in Edmonton and the need to have a new uniform with high visibility. CUPW asked if CPC will implement a new vest for LCs or only the operations employees.</p> <p>CPC advised that the HV Safety vests were sent to Edmonton as a AVC from ESDC response. NJOSH will determine locations where vests need to be sent, 15,000 vests might be needed for all LCs, not only for the ones who has walking routes.</p> <p>The regions will identify how many vests are needed. CPC asked Logistik Unicorp to increase their inventory accordingly.</p> <p><u>CPC 15.06.64</u></p> <p>CPC presented pictures of the new reflective polo shirt. CPC indicated that the final choice will most likely be the light blue one. CPC to present the final decision to Branding. The polo will be short and long sleeves.</p> <p>The reflective polo shirt will be offered to both Urban and RSMC employees.</p> <p>CUPW suggested that the new polo shirt should be available from day one to both Urban and RSMC employees. In addition, employees should not have to use the "old stock" as this is a Health & Safety issue.</p> <p>CUPW raised a concern regarding the reflective bands rubbing against the skin could be causing</p>	<p>Luc Lafrance Josée Louisseize</p>
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<p>discomfort. CPC stated that this will be tested during the wear test.</p> <p>The shirts are not unisex. Both models (men/women) will be made available at the same time.</p> <p>CUPW would like to know why the directive was given not to wear the reflective vest if Letter Carriers are on a foot walk. CPC said that an SBN was sent to provide directives and that these points should be brought to NHJSC. The Union raised concerns on wearing the vest on hot summer days for both Urban and RSMC groups.</p> <p><u>CPC 15.09.64</u></p> <p>Further discussions took place in regards to the HV Polo shirt. CPC indicates that the HV polo shirt that was presented to the committee is not in considered anymore because it does not comply with the new CSA standards. CPC is re-evaluating the polo and it won't be available anytime soon. The supplier is creating a few options of polo shirts as per the CSA standards.</p> <p>CPC is looking at a model that is presentable and does not have a construction type look.</p> <p>Employees are to wear the existing polo shirt until further notice.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 15.12.64</u></p> <p>CUPW reported that the employees are asking for a high-visibility vest with an exterior pencil pouch. CPC stated that the vest already has a pencil pouch, in an inside pocket. CUPW also mentioned that at the Vancouver mail processing centre, the management employees wear black high-visibility vests. CPC confirmed that the RSMCs and urban letter carriers have the same high-visibility vests, but that different vests are available for the supervisors. CUPW also pointed out that different vests are used by different</p>	<p>Luc Lafrance Josée Louisseize</p>

<p>employee groups (such as MSC). CPC will look into the practice.</p> <p>CUPW asked whether more than one size is available, because complaints have been received from workers that the vests are too short. CPC confirmed that a longer vest is available, but that if the employee's measurements are not up-to-date in the system, the vest will probably not be the right size. The parties agreed to add a chart showing the available sizes to these minutes (see Appendix 1 at the end of the document).</p> <p>CUPW reminded CPC that the high-visibility vest is a temporary measure and that CPC must ensure that a uniform is designed that meets the high-visibility standards. CPC said that it is currently in the process of changing its supplier and that the matter will be raised with the new supplier when it is selected.</p> <p><u>CPC 16.02.64</u></p> <p>CPC mentions that no further information is available on this topic but it will share with the Committee once more information is available.</p> <p>CUPW is requesting information regarding the class of HV vests required for Letter Carriers according to the voluntary compliance received.</p> <p>CPC to confirm the required class.</p> <p><u>CPC 16.06.64</u></p> <p>The CPC suggested inviting the Health and Safety group to attend the next meeting, to explain the difference between the classes of clothing.</p> <p><u>CPC 16.09.64</u></p> <p>The CUPW asked the Corporation to explain its opinion on the class required for high-visibility clothing for outside work.</p>	<p>Luc Lafrance Josée Louisseize</p> <p>Luc Lafrance Josée Louisseize</p> <p>Luc Lafrance Josée Louisseize</p>
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<p>The CPC said the CSA had published a new standard for high-visibility clothing in December 2015. Many other employers were currently adding reflective elements to employee clothing.</p> <p>The CUPW asked for a copy of the CSA tool for deciding the level of reflectivity required for clothing.</p> <p>The CUPW would get a copy of the grid.</p> <p>The CUPW asked if our choices needed to be confirmed by the CSA.</p> <p>The CPC said no, the CSA did not confirm whether the uniforms are compliant. The CPC was responsible for its decisions based on CSA standards. The CPC had not made a final decision on the type of visibility required for Corporation clothing.</p> <p>The parties suggested this item (visibility class 1, 2 and 3) be discussed at National Joint Health & Safety Committee meetings.</p>	
<p><u>CPC 16.11.64</u></p> <p>The parties will have a discussion on December 6th at the National Joint Health and Safety Committee meeting.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 17.03.64</u></p> <p>CPC advised CUPW that it is still meeting internally to finalize the design. The next meeting is on Thursday March 23rd at which CPC hopes to have more information to share, including pictures of the approximate design.</p> <p>Once more details have been firmed up internally, CPC will have the supplier create 3 samples.</p>	<p>Luc Lafrance Josée Louisseize</p>

<p>CPC confirmed that internally CPC has landed on the polo shirt being certified CSA class 2 – level 2. CUPW requested more information around the specs and the rationale behind the decision of CSA Class 2 – level 2, CPC will forward the question to H&S.</p> <p>CPC is reviewing the possibility of doing a weartest late this summer or in the fall depending on how quickly the design and approval can be done. CPC informed CUPW that the trial polo in this case will probably not be the final design.</p> <p>CUPW indicated they would like to see a prompt completion of the high visibility polo as the HV vest is a less comfortable interim solution and there is always a risk of non-compliance. CPC indicated that if there are instances of non-compliance CUPW is aware of it will address these. At the present time, CPC is meeting the high visibility standard and requirements by providing a high visibility vest to employees.</p> <p><u>CPC 17.07.64</u></p> <p>CPC showed the sample polo to the union. The target date for the wear test will be end of August/September if everything goes well. 200 LC's, 50 MSC's have been chosen to trial the long sleeve and short sleeve shirt. Names were sent to the union on June 29th.</p> <p>Kim Gould from H&S explained that the polo shirt is class 2, level 2 and the shirt was lab tested. The union would like a copy of the lab test.</p> <p>The union asked if the polo is the same material as the previous polo and CPC responded that it is the same material, 100% polyester. CPC mentioned that after the weartest, we will look into trying to find an alternative material to the polyester but due to the high visibility yellow, it might not be something that can be done. Only the polyester fabric will stick properly to the reflective strips.</p>	<p>Luc Lafrance Josee Louiseize</p>
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<p>After the trial, we will advise our supplier that the pocket should be the same as the existing polo shirt if it will fit.</p> <p>CPC informed the union that the buttons are also high visibility.</p> <p>If all goes well, the polo shirt will be introduced next summer.</p> <p><u>CPC 17.11.64</u></p> <p>Wear test for short sleeves ended November 1st, Wear test for long sleeves ended November 7th. Results will be provided once complete. Based on initial feedback it has been determined that the pocket will be changed from vertical to horizontal, and meshed fabric will be added underneath the armpits.</p> <p><u>CPC 18.03.64</u></p> <p>We have changed the pocket and we have added mesh fabric underneath and around the armpits for more breathability. Distribution should start this summer, we will start with 2 short sleeve shirts per employee until the production is up and running.</p> <p>Once CPC has samples for the union, they will be shipped.</p> <p><u>CPC 18.05.64</u></p> <p>The SBN communication went out on Wednesday May 16th and the HV polo were available to order online at 4pm as well.</p> <p>As of this morning, we have 4,455 orders placed.</p> <p>The union expressed concerns and insist that the HV polo shirt should be given at 0 points. CPC advised CUPW that we are not in a position to negotiate and this subject should be brought to NJOSH. CPC</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p>
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<p>specified that the HV polo shirt is not mandatory, it's an optional garment at 25 points</p> <p><u>CPC 18.10.64</u></p> <p>Due to complaints from employees that the HV polo shirt gets dirty at the front bottom part, CPC advised CUPW that a proposed change to the current design by adding blue fabric below the high visibility reflective band of the HV polo shirt. A blue strip will be added at the end of the shirt sleeve. (as per design presented)</p> <p>CPC will look into adding a different mesh around the armpits for more breathability.</p> <p>It was also discussed the possibility of creating a HV T-shirt with pocket for inside workers, CUPW agreed to this suggestion.</p> <p>CUPW requested that the polo shirt be available as a PPE item alternative to the vest, CPC maintains that the HV polo is an alternate option and that the HV Safety vest is the mandatory item.</p> <p>CUPW brought forward a complaint that a female employee mentioned that the undergarment shows under the HV polo shirt. CPC will discuss with our supplier.</p> <p>We've already sent an SBN, CPC mentioned to CUPW that we are working on an alternate option to accommodate employees with allergies, potentially a 100% cotton shirt can be sewn underneath the polyester HV polo shirt.</p> <p>CPC sold 27,000 HV polo shirts, 2000 remains to be shipped.</p> <p>CPC will again allocate for next year, 2 short sleeve shirts per delivery agents. Enhancing long sleeve</p>	<p>Nicole Arbic Josee Louisseize</p>
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<p>polo shirts with HV features are not to be allocated at this time.</p> <p><u>CPC 19.02.64</u></p> <p>The redesigned high visibility polo shirt was presented at the Committee. The redesign includes blue material at the bottom so it won't get dirty as fast and the reflective bands are straight as opposed to curved. The redesigned high visibility polo is certified CSA Standards Class 2 / Level 2. The corporate logo might be red for the next production in 2020.</p> <p>The HV polo shirts will be available starting in May, based on inventory.</p> <p>The production of the HV polo for this year:</p> <ul style="list-style-type: none"> . 50,000 polos to be produced . Maximum order of 2 per employee on a first come, first serve basis will remain to ensure as many employees as possible can order some. <p>Estimated production timeline</p> <ul style="list-style-type: none"> . 20,000 in May . 10,000 in June . 10,000 in July . 10,000 in August <p>CUPW is requesting that a high visibility polo shirt be available in the near future for internal group 1 workers. Wearing the polo shirt indoors will be less risky than the current HV vest.</p>	<p>CPC</p>
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<p><u>CPC 19.09.64</u> In August 2019, the allocation was increased from 2 to 3 polo shirts for this year only. An SBN was issued on August 7th. Since then, the volume of orders have not increased and there are still 20k in stock.</p> <p>The long sleeves HV polo shirts is not part of the plan to enhance.</p> <p>CUPW request to increase the HV polo shirt allocation to more than 3 given the fact that there are 20 000 shirts remaining. It was decided to monitor the inventory throughout the changeover season (Oct 1st) including the transition of RSMCs to the LC's uniform.</p>	ITEM CLOSED
<p>HIGH VISIBILITY WINTER GARMENTS (Item 68) <u>CUPW 15.09.68</u> CUPW expressed concerns about the daylight high visibility with the winter garments. CPC mentioned that the employees have to wear their HV safety vest on top of their winter garments which meets CSA standards. Meanwhile, we advised that due to the RFP process, not much can be changed at the moment for the winter wear but with the new contract, we will look at revamping the whole uniform apparel including winter garments.</p> <p><u>CPC 15.12.68</u> CPC announced that as soon as the new supplier is chosen, it will look into the possibility of potentially redefining/changing the clothing to comply with the high-visibility standard.</p> <p><u>CUPW 16.02.68</u> Additional information on this item will be available once the new supplier is chosen.</p> <p><u>CUPW 16.06.68</u> CPC suggested combining this item with the Kim Gould visit about high-visibility clothing.</p>	<p>Marc Roussel</p> <p>Luc Lafrance Josée Louisseize</p> <p>Luc Lafrance Josée Louisseize</p> <p>Luc Lafrance Josée Louisseize</p>

<p><u>CUPW 17.03.68</u></p> <p>CPC informed CUPW that while this is still on CPC's agenda, it will not revamp the winter garments into CSA garments in year 2017. CPC indicated that with other competing deliverables & priorities at this moment, realistically this will not be completed this year. The union informed CPC that they don't agree with the approach as the requirement to wear an extra item (HV vest) over winter garments can lead to compliance issues which creates risk. CPC indicated that if there are instances of non-compliance CUPW is aware of it will address these. At the present time, CPC is meeting the high visibility standard and requirements by providing a high visibility vest to employees.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CUPW 17.07.68</u></p> <p>CPC doesn't have any further info at this time. While winter high visibility garments are on the radar, these will not likely move forward this year.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CUPW 17.11.68</u></p> <p>The union expressed concerns about the delay for High Visibility outerwear. CPC stated the design process takes time to complete and in the meantime employees are to continue to wear high visibility vests over their winter coats. The Union requested that CPC move forward on the Parka design. CPC advised the union that it is not prepared to go forward at the moment. The design work will have to be done jointly with the Brand department as well as other groups at Canada Post. The Union told CPC that the vests are deteriorating rapidly due to washing. This causes the vest to lose its high visibility status according to the Z96 standards. In some offices, they mention washing the jacket less often in order to make the year with it.</p> <p>The union asked to have someone from Branding attend the next NJUC meeting.</p>	<p>Luc Lafrance Josee Louisseize</p>

<p><u>CPC 18.03.68</u> CPC mentioned that upper management gave the green light to start looking at a High Visibility parka. We are still not sure if we are going to go with class 2, level 2 classification. The parka will be for all delivery agents. More information will be provided at our next meeting.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 18.05.68</u> CPC informed the union that the HV winter garments are on the priority list and asked which item would be considered priority. CUPW mentioned the parkas would be the priority item. CPC informed the union that we will look into it to see if it is necessary to design the parka CSA class 2, level 2.</p>	<p>Nicole Arbic Josee Louisseize</p>
<p><u>CPC 18.10.68</u> CUPW suggested to add two little pockets at top front of the jacket with a logo on one of the pockets.. Other than that, all same features.</p> <p>CPC mentioned that we are going to wear test the regular winter parka this winter.</p> <p>CPC also mentioned that we are keeping the short, long and Northern parkas.</p> <p>CUPW requested pictures to be electronically sent and a sample when available.</p> <p>CPC asked CUPW which other outer wear would they like to be actioned, they mentioned the gortex and windbreaker. They also mentioned that they would like to see a high visibility quilted vest under the jackets (3 in 1) jacket.</p> <p>CPC will look into any possible options.</p>	<p>Nicole Arbic Josee Louisseize</p>
<p><u>CPC 19.02.68</u> A wear test of the “regular” HV Parka with 200 employees mostly in the Northern Regions is intended</p>	<p>Nicole Arbic</p>

for March 2019. The Initial production might have the corporate logo as a red heat transfer instead of grey.

A sample of the HV Parka will be provided to the committee members in the large size once available.

The intent is to have these available for Winter 2019, and in order to meet this timeline, as the wear test is being done, the supplier will start production of the parkas unless there are major issues. If minor issues are raised, any changes to the parka will be done after the initial production.

The committee determined that in order to expedite the receipt of the high visibility parka by the wear testers the parka will be shipped to the employee's home address. The first 50 of the production line will start shipping early March. The committee will review the list of survey questions for the wear testers. This list was kept intentionally short.

The intention is to have a total of 7,000 short, regular and Northern parka for November 2019.

Concerns have been expressed about the removal of the two upper front pockets, but due to the high visibility stripes (CBSA requirements), the parka can't have pockets at chest level.

In order to seek prompt or early feedback from the wear-testers, the list of wear testers will be sent to the Committee Members. The committee intends to meet in April to ensure discussions can occur on the results of this weartest.

Discussed the possibility of not wear testing the high visibility rain jacket nor the windbreaker as it is the same material and fit. The union said as long as the

<p>jackets remains the same, they may be comfortable with this decision, and would like samples to confirm.</p> <p>Concerns was raised with Northern Region cold weather, The possibility of adding a bib to the quilted pant to help with the cold air will be looked into.</p> <p><u>CPC19.09.68</u> A sample of a high visibility parka was given to the committee members. Weartest was completed and the results were positive and were sent to the committee members on September 6th 2019.</p> <p>There will be 7000 parkas available in November 2019 which consist of short, regular and Northern Parka. The sizes will be produced in volumes of 2,333 for each category and will be re-adjusted based on need and ordering demands.</p> <p>CUPW requested to provide a report of the volume being ordered in the past for each category.</p> <p>CPC mentioned that at the next production, pockets will be added to the top.</p> <p>CPC noted that the windbreaker did not pass the CSA class 2 level 2 test and failed on the tear test. As a result, the supplier is researching alternate fabric and are returning back to the drawing board.</p>	CPC
<p>ANTI-SLIP DEVICES <u>C 15.09.69</u> CPC brought forward the issue that we are facing with the existing anti-slip devices. CPC provided the sales from 2013 to 2015 and Two (2) out of three (3) devices showed that they are not big sellers. The Icer's and Grip-X are low volume sellers compared to the Get-a-Grip which is the biggest seller of them all.</p> <p>CPC advised CUPW that we would like to remove the Icer's and Grip-x and replace them with the Devisys</p>	Luc Lafrance Josee Louiseize

<p>Heel Stop device that passed the wear test last winter with positive feedbacks.</p> <p>CUPW will review with its members and get back to CPC with their answer. CPC mentioned that we cannot wait for a response before our next meeting and if they could let us know sooner as winter is approaching quickly.</p> <p><u>CPC 15.12.69</u></p> <p>CPC informed CUPW that the 220 Icer and 221 Grip X antiskid crampons and their replacement parts will be gradually withdrawn.</p> <p>CPC reported that these items were not very popular and that for inventory reasons, they will be withdrawn. CPC said that the 222 Get a Grips will still be available. CPC also said that the tests on the Devysis crampons had been referred to the Joint Health & Safety Committee.</p> <p>CUPW pointed out that the 220 model is less popular in terms of ordering because they are more durable and more resistant than the 222 model, which deteriorates more quickly.</p> <p>CUPW said they are not impressed by the product and that there is a danger for the employee, since the weight is not distributed evenly under the foot.</p> <p>CUPW outlined the union's position on the National Joint Health & Safety Committee: It is prepared to take part in a pilot project for motorized carriers and RSMCs. A questionnaire will be distributed to every participant at the end of the trial period.</p> <p>CPC said that if CUPW proposes other models, it will consider the requests.</p> <p>CUPW suggested a model with metal screws, similar to the 220 Icer but lighter.</p>	<p>Luc Lafrance Josee Louisseize</p>
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<p>CPC will discuss this request with the supplier.</p> <p><u>CPC 16.02.69</u> No further information at the moment until we hear back from Health & Safety in regards to the Devysis weartest.</p> <p><u>SCP 16.06.69</u> Both parties agree to wait for test results</p> <p><u>CPC 16.09.69</u> The CUPW informed the committee that the results were not promising; a false sense of security was felt by the employees who tested the product. The CUPW said that this feedback had been shared with the Joint Health and Safety Committee. The item will not be offered to CUPW-represented employees.</p> <p><u>CPC 16.11.69</u> CPC reports that the Devysis anti-slip devices has been removed from the Regular Catalog since November 14th. They are not available for CUPW employees.</p> <p><u>CPC 17.03.69</u> CPC informed CUPW that we are in the process of weartesting the anti-slip device until the end of April. Item #365 – Hike Item #367 – Icers Run Item #368 – Icers Maxx</p> <p>There are 146 employees trialing the 3 cleats. 136 LC's 10 MSC's</p> <p>They are tested in AB, BC, MB, NB, NL, ON, QC, SK, and YT.</p> <p>A friendly reminder letter to send their survey's in will be sent on April 10th.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p>
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<p><u>CPC 17.07.69</u> A copy of the survey was sent to the union on July 5th, the results seems positive mostly for item #367. CUPW advised that they will need more time to analyse the survey and will get back to CPC with their decision.</p> <p><u>CPC 17.11.69</u> Joint decision to add item #367 (Stabilicers Run) and the item #368 (Stabilicers MAXX). We also have the existing item #222 (Get-A-Grip). They are available on the delivery agent's allocation.</p> <p><u>CPC 18.03.69</u> Reopening the subject due to complaints in regards to the #367 (Stabilicers Run) cleats. The cleats are not performing as expected.</p> <p>CUPW mentioned that, contrary to CPC, the comments received were rather favorable for this model. The only problem was spare screws supply which was not available.</p> <p>We will keep the #222 (Get-a-Grip) and the #368 (MAXX). We are also looking at providing replacement spikes.</p> <p>We asked Logistik Unicorp to start looking at finding another anti-slip device available for winter 2018-2019.</p> <p>Updates will be available at our next meeting.</p> <p><u>CPC 18.05.69</u> CPC asked our supplier to look into finding a new option of cleats, they still have not provided info.</p> <p>CUPW maintains that the (Stabilicers Run) cleats should remain in the catalogue. CPC will look at a new option.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>ITEM CLOSED</p> <p>Luc Lafrance Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p>
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<p>Updates will be available at our next meeting</p> <p><u>CPC 18.10.69</u></p> <p>CPC mentioned to CUPW that the cleat #368 will be discontinued and replaced by a new cleat, to be determined. The cleat #367 will be depleted and deleted. The #222 cleat is still available</p> <p>As soon as a replacement for the #368 is available, CPC will advise CUPW.</p> <p><u>CPC 19.02.69</u></p> <p>Concerns were brought forward where un-approved ice cleats (Devisys heel devices) were ordered by supervisors in some regions. The committee reviewed that the issue stems from an upload of the Devisys item into the regular catalogue, and this error has since been corrected and the cleats are in the restricted catalogue. PO's were stopped and orders were deleted. More information is being collected on how many orders were sent, and in what areas so that they can be addressed with the specific areas. A report is to be provided to the Committee Members. And the Committee will work on sending a general communication to ensure consistency.</p> <p>A note to supervisors will be sent to ensure that these cleats are retrieved and removed from the establishments where the distribution was made.</p>	<p>Nicole Arbic Josee Louisseize</p> <p>CPC</p>
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<p><u>CPC 19.09.69</u> For winter 2019–2020, CPC has introduced cleat replacement parts.</p> <p>Item # 358– Get a Grip parts will consist of 25 replacement spikes which are enough to replace all spikes for 2 pairs. The point allocation for the year is 0 and employees are entitled to 1 kit per year.</p> <p>CPC confirms that supervisors can order bags of 100 spikes for the Get a Grip on SAP</p> <p>Item #394 – Icerc parts will consist of 35 replacement nails and a key which are enough to replace all spikes for 1 pair. The point allocation for the year is 0 points and employees are entitled to 1 kit per year.</p> <p>CPC confirms that supervisors can order bags of 35 replacement nails for the Icerc on SAP.</p> <p>CPC mentioned that the Devisys heels anti slip device are only available for APOC and not CUPW members. They were originally in the catalogue however APOC employees were ordering packs of 20 and distributing to CUPW members. CPC rectified the problem.</p> <p>CUPW noted that employees were disciplined for not wearing anti-slip devices at all times. CUPW stated that if they have to be worn at all times, then the allocation should be increased.</p> <p>CUPW mentioned that it is not easy to change the screws on a cleat and claims that someone has to have strong hands to do so. CUPW stated that Vibram cleats were the best however they were a little bit heavier. The Get-A-Grips are more dangerous when there is a little bit of snow. They have to be worn quite tight or else it will move around. LCAs could assist by changing the screws. CPC mentioned that there is a tool for the screws.</p>	<p>CPC</p>
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<p>CPC wanted to close the subject, however CUPW requested to wait until the cleat parts are available.</p>	
<p>CONCEPT STORE (Item 70) <u>CPC 15.09.70</u> Kathryn & Rick assisted to the meeting and explained the procedure of the Concept Store garments for the Richmond Hill Store. We explained that we want a new uniform, new look. Each employee will receive 6 shirts (combination of long or short sleeves), 2 pants (either pant or skirt), 1 cardigan, 1 quilted and 1 windbreaker jackets, 1 parka, 1 tuque and a bulk of High Visibility Vests. We are still looking into providing boot & glove/anti-slip device allowance.</p> <p>CPC explained that the points will remain untouched and that the Concept Store garments will not be purchased with points. CPC confirms that this change will have no impact on the quantity of clothing items available as per the collective agreement.</p> <p>CUPW mentioned that they should be provided with outerwear pants, CPC suggested that we will re-visit the suggestion at a later date.</p> <p>CPC mentioned that if someone is allergic to poly-cotton, they can revert back to their existing uniform for the purpose of assessing the new uniforms.</p> <p>CPC mentioned that we will survey the winter and summer clothing to re-assess if any issues. CPC also mentioned that if an employee bids out, CPC will retrieve the uniform. The high visibility vests will not be shared.</p> <p>If there are any clothing exchanges or new employee needing a uniform, the supervisor will contact Kathryn who in turn will provide the information to the uniform group to place the order.</p>	<p>Kathryn Lefler Rick Visentin</p>

<p>CPC mentioned that we will eventually need to create a new job # for the Concept store employees and provide point entitlement.</p> <p>CPC also mentioned that should any alterations be needed, Retail will pay for them. This only applies on the new uniform and only for the initial shipment of garments. CUPW does not agree with this point and reiterate their concerns regarding point 15.09.59 as mentioned above in those minutes, especially for similar situations. The employees need to ensure they have the correct measurements loaded into the system. This will ensure they receive a proper fitting uniform. CUPW requests a copy of the document that will be outlining all clothing items available to employees at the new concept store.</p>	
<p><u>CPC 15.12.70</u></p> <p>CPC informed the union that it will take care of the alterations for the first uniform, and that if further alterations are required, CPC will make the required changes to ensure that the uniform fits well, using the current process.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 16.02.70</u></p> <p>CPC advised CUPW that it is in the process of creating new shirts with chevrons for the concept store. Once the new concept shirt is approved by Branding, it will be presented to the Union. The current shirt stocks will be exhausted in the Edmonton Concept Store, while the new shirt will be rolled out in Vancouver in October 2016.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 16.06.70</u></p> <p>CPC is also exploring the possibility of using a new type of material for the concept store uniforms. CPC will share the material specifications with the Union when available.</p> <p>The CPC reported that the specifications for the new material are not available for the moment. The CPC</p>	<p>Luc Lafrance Josee Louisseize</p>

<p>said that the new outfits would be used for all corporate post offices. It said that photos would be sent to the Union when available.</p> <p><u>CPC 16.09.70</u></p> <p>The CPC said the specifications for the new material were not currently available. The CPC said the new outfits would be used for all corporate post offices. It said that photos would be sent to the Union when available.</p> <p>The CPC showed photos of the new uniforms. Product testing would start on October 21.</p> <p>The CUPW had issues with the new design and colour (white) of the shirt.</p> <p>The CPC said it was not mandatory to wear the belt. The tie would also be available in red. It was not mandatory to wear the tie either.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 16.11.70</u></p> <p>CUPW mentions that they received the prototypes of clothing.</p> <p>CPC advised the Union that new job numbers were created for the Concept stores only. The points allocated to employees transferring to the Concept Stores will be the same as with the current process. The new job number is: 89121275. Employees in the Concept Stores who work at the drive-thru will have access to winter clothing at no point's deduction at this time. As for the Concept Stores without drive-thru, the practice identified in the collective agreement is followed. Vancouver will trial the new white shirt for about a month.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 17.03.70</u></p> <p>CPC has sent out a short survey to 7 employees at the Concept Store in Vancouver to know if they liked the white shirt with the chevrons. The results suggest that they did not like the color but they like the style.</p>	<p>Luc Lafrance Josee Louisseize</p>

<p><u>CPC 16.06.72</u></p> <p>The CPC said that the justification will be sent to the Union within the coming weeks.</p> <p>The CUPW will contact its negotiating team on this matter.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 16.09.72</u></p> <p>The CUPW said transitional points should be added if this initiative was adopted.</p> <p>The CPC said October was chosen because in the past it took 90 days to receive an order placed by an employee. Employees received their orders in January. Orders were now delivered in 30 days.</p> <p>The CUPW said a memorandum of agreement was needed for this change, but an amendment to the collective agreement was preferable. The CUPW would discuss the matter with its bargaining group. It suggested proration for the first year (October to January) if the initiative was adopted. If the bargaining group was not in favour, the CUPW suggested the item be discussed during upcoming negotiations.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 16.11.72</u></p> <p>CUPW indicated that a protocol agreement would be necessary as there was no discussion of the subject at the bargaining table.</p> <p>CPC indicated that it would send a Memorandum of Agreement (MOA) to the Union shortly.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 17.03.72</u></p> <p>Labour Relations will draft up a Memorandum of Agreement (MOA) for the union to review. The union mentioned that they will review the MOA with their Board.</p> <p><u>CPC 17.07.72</u></p> <p>CPC indicated it is still reviewing options for CUPW's concern about the 3 month transition of the points deposit from October to January. CPC intends to send</p>	<p>Richard Ensom</p> <p>Richard Ensom</p>

<p>an MOA before the next Uniform Committee meeting and suggested it will set up a telecall to discuss the MOA.</p> <p><u>CPC 17.11.72</u></p> <p>On September 20th, both parties including LR had a teleconference call to discuss the possibility of the point's deposit.</p> <p>CUPW stated that they are not prepared to go forward with the MOA at the time. CUPW indicated their position is that this should be discussed in the Collective Bargaining process. CUPW acknowledged that Note 8 of clause 34.01 indicates the parties can agree to amendments, but it is CUPW's position that while bargaining is occurring these types of changes should be discussed by the negotiators.</p>	Richard Ensom
<p><u>CPC 18.03.72</u></p> <p>Item to close: this point can be reopened if the union has other questions.</p>	ITEM CLOSED
<p><u>CPC18.05.72</u></p> <p>CPC asked to remain this item on the agenda until the negotiations are over.</p> <p>LR to follow-up.</p>	Nicole Arbic Josee Louisseize
<p><u>CUPW 18.10.72</u></p> <p>Still pending. To be revised at our next meeting.</p>	Nicole Arbic Josee Louisseize
<p><u>CUPW 19.02.72</u></p> <p>The committee discussed that an MOA on this subject would not be something that will be possible until the collective agreement arbitration is over. This item is on hold until then.</p>	Richard Ensom

<p><u>CPC 16.11.73</u> CPC showed some pictures to the Union and discussed the feedback obtained from observing a Letter Carrier working on his route. Logistik will consider the feedback obtained and produce a modified rain cape that will be presented to the Union. The observations were shared with the union by email on November 24, 2016. The new cape will be compatible with the single satchel as well.</p>	<p>Luc Lafrance / Josée Louisseize</p>
<p><u>CPC 17.03.73</u> CPC is still in the process of creating a few new designs, which will be shared as soon as CPC has them. CUPW asked that a prototype be brought for demonstrative purposes. Once agreement is reached on the design, these will go to wear test with 200 employees, LC's only. Employees from rainier places like Halifax, Vancouver, Toronto, Ottawa, Montreal, Prince Rupert, etc. will be targeted depending on the months of trial.</p>	<p>Luc Lafrance / Josée Louisseize</p>
<p><u>CPC 17.07.73</u> CPC stated it is still working on the new prototype for which we should see a sample mid-July. CUPW suggested to look into making it class 2, level 2. CPC will discuss with H&S and the supplier.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 17.11.73</u> Rain capes along with the satchels were sent to 200 employees the week of October 15th and the trial will end December 15th.</p> <p>CPC has provided a sample of the rain cape to the union. CUPW received the dual satchel by mail in September.</p> <p>CUPW asked where the rain cape was produced.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u>CPC 18.03.73</u> The few surveys received were positive and we are going forward with the new rain cape.</p>	<p>Luc Lafrance Josée Louisseize</p>

<p>The rain capes are produced in the Logistik Unicorp Vietnam warehouse.</p> <p><u>CPC 18.05.73</u> After the survey, there were a few more changes to the rain cape.</p> <p>Waiting for Logistik Unicorp to send the last spec. Once we have a sample, we will send one to CUPW.</p> <p><u>CPC 18.10.73</u> CPC showed the new rain cape prototype. CUPW mentioned that the hat blocks the side view for employees. CPC will look into it with our supplier to make the sides rounder.</p> <p>The union also mentioned that the hat should be detachable.</p> <p>CUPW will get back to us on the color.</p> <p><u>CPC 19.02.73</u> The committee reviewed images of the design for the high visibility rain cape. The high visibility rain cape will be wear-tested in the fall. Weartesters from raining regions of the country will be targeted.</p> <p><u>CPC 19.09.73</u> Based on committee decision to change the HV fabric to a heavier weight new material, the weartest will be conducted in the spring 2020. Prototype to follow shortly and will select regions that receive more rainfall throughout the year. CPC plan to have 200 rain cape to be deployed for wear test.</p>	<p>Nicole Arbic Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p> <p>CPC</p>
<p>VISIT OF LOGISTIK (Item 74)</p> <p><u>CPC 16.06.74</u> The CPC confirmed to the CUPW that the tour of the Logistik facilities in St-Jean-sur-Richelieu will take place in September 2016.</p>	<p>Luc Lafrance</p>

<p><u>CPC 16.09.74</u> The CPC said Logistik's visit would be in early November. The CUPW suggested the 3rd week of November (14 – 18)</p>	Luc Lafrance
<p><u>CPC 16.11.74</u> CPC recommends February for Logistik's visit. CUPW prefers December 15th for the visit, to be confirmed.</p>	Luc Lafrance
<p><u>CPC 17.03.74</u> CPC and CUPW agreed that April is too busy for a visit at Logistik.</p> <p>The month of May would be more suitable.</p>	Luc Lafrance
<p><u>CPC 17.07.74</u> CUPW & CPC agreed that due to scheduling constraints, the parties would exchange availability for a visit in the early fall.</p>	Luc Lafrance
<p><u>CPC 17.11.74</u> The scheduled date for the visit to Logistik is February 22, 2018.</p>	Luc Lafrance
<p><u>CPC 18.03.74</u> CPC mentioned to CUPW that there is no need for the union to visit the supplier as we are half way through the contract.</p> <p>CUPW are disappointed and insist to have a visit because they want see the facility, understand their logistic, their culture and overall the Company itself. CPC is to ask Sourcing if we can provide a report of where our garments are manufactured.</p> <p>CUPW still insist for a visit, CPC asked CUPW to raise the questions on paper, we'll get back to them</p>	Luc Lafrance

<p>with our decision. CUPW responded that when they see the premises, the questions are more likely to arise and to better understand the process surrounding the uniforms.</p> <p><u>CPC 18.05.74</u> CUPW still insists and wants to pursue the opportunity to visit our supplier Logistik Unicorp. These are the points they brought up :</p> <ul style="list-style-type: none"> • They want to see how it works and the warehouse process • While being there, the questions will be raised • They want to see the place in person and the equipment • They want to understand the warehouse processes • They want to see an order from beginning to end <p>CPC will review and get back to CUPW.</p> <p><u>CPC 18.10.74</u> A visit to the Logistik Unicorp warehouse with CUPW is scheduled for November 21st, to confirm with our supplier.</p> <p>CPC will confirm with all parties.</p> <p><u>CPC 19.02.74</u> The Committee Members will provide dates of availability.</p> <p><u>CPC 19.09.74</u> CPC confirmed that the visit was held at Logistik Unicorp on April 26, 2019.</p>	<p>Nicole Arbic Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p> <p>CPC</p> <p>ITEM CLOSED</p>
<p>DUAL SATCHEL NEW DESIGN (ITEM 82) <u>CPC 16.11.82</u> CPC reports on the development of a new dual satchel following employee complaints and suggestions. The prototype will be presented to the Union and will be trialed in the future. The prototype</p>	<p>Luc Lafrance Josee Louisseize</p>

<p>will replace the 2 models currently available and will be adjustable for all sizes.</p> <p><u>CPC 17.03.82</u></p> <p>Logistik is working on the final prototype which will probably be available in April. Once the prototype is approved, the satchel will be weartested with 200 employees (LC's). The intent is to choose 25 participants of a small height and 25 participants of a taller height, the rest of average height. CPC will provide to the union the measurements of Small height and Tall height.</p> <p>CUPW suggested to trial the satchel with the Parka as well, therefore the trial will probably run from mid-September to end of December 2017.</p> <p><u>CPC 17.07.82</u></p> <p>The satchel trial is "on hold" at the moment.</p> <p><u>CPC 17.11.82</u></p> <p>CUPW asked to add an extra question to employee's trialing the satchel to see if the new shoulder straps are strong enough to withhold the weight.</p> <p>CPC will discuss with the supplier and get back to the union.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>UPDATED INFORMATION: July 7, 2017 CPC and our supplier discussed further and CPC have decided to go ahead with the trial of the satchel.</p> <p>Luc Lafrance Josee Louisseize</p>
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<p><u>CPC 18.03.82</u> Very few surveys were received, although the ones we received came in positive.</p> <p>Further review at the next meeting.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 18.05.82</u> No further info yet.</p>	<p>Nicole Arbic Josee Louisseize</p>
<p><u>CPC 18.10.82</u> Satchel is still being amended, looking at options for the pepper spray. CUPW mentioned that if the pepper spray is attached to the shoulder strap, there's a risk that it could go off and spray the face of the employee. CUPW would like the pepper spray being attached to the belt.</p> <p>CUPW mentioned that the holster should be provided at no cost of points. CPC will review request and provide response at next meeting.</p> <p>CPC provided a sample of the pepper spray holder.</p> <p>More info to come.</p>	<p>Nicole Arbic Josee Louisseize</p>
<p><u>CPC 19.02.82</u> The redesigned dual satchel is put on hold to concentrate on the High Visibility outerwear items.</p> <p>The dog spray holster will be ready in the summer at 6 points per holster at 1 per year.</p>	<p>Nicole Arbic Josee Louisseize</p>

<p><u>CPC 19.09.82</u> Logistik Unicorp has redesigned the dual satchel. A dog spray holster has been available since June 2019 and an SBN was issued. CPC confirmed that a prototype will be available next year.</p> <p>CUPW requested that the dog spray holster should not cost 6 points and should be considered Personal Protective Equipment (PPE). This item will be reviewed.</p> <p>Request on having the pocket made out of some sort of rubber to stop the PDT from slipping. It was noted that a drawback to this feature might be the difficulty of pulling the PDT in and out of the pocket.</p> <p>The satchel assemble is multi-colored, looking into revising the satchel back to all blue while keeping the reflective bands. Revised design will be presented at the next meeting if available.</p> <p>It was mentioned that with the increase in flyer size, the flap is not long enough nor convenient. To review this issue with Logistik.</p> <p>It was also confirmed that an Ergonomic test should be conducted.</p> <p>Request was made for an employee from Logistik Unicorp to shadow a LC on heavy flyer day. Committee members to provide name, date and time.</p>	CPC
<p>LC SHIRT SURVEY <u>CPC 18.10.89</u> CPC advised CUPW that the results of the LC shirt wear test survey was not favorable. CPC proposed and provided picture options of a new hybrid shirt (polo mixed with shirt). CUPW's preference was option #1, we will try to get samples for the next meeting. CUPW mentioned it would be nice to have a wrinkle resistant fabric.</p>	Nicole Arbic Josee Louisseize

<p><u>CPC 19.02.89</u> The supplier is currently focusing on enhancing the outerwear with high visibility features. Item on hold</p> <p><u>CPC 19.09.89</u> Subject still on hold</p>	<p>Nicole Arbic Josee Louisseize</p> <p>CPC</p>
<p>WIDE BRIM HAT</p> <p><u>CPC 18.10.90</u> CPC received a complaint about the brim not being wide enough, doesn't cover enough from the sun. CPC is looking into making the wide brim hat wider.</p> <p><u>CPC 19.02.90</u> The straw hat is wider by 2 inches. A sample of the hat will be provided to the Committee Members once one is available.</p> <p><u>CPC 19.09.90</u> A sample has been given to the committee at the meeting.</p>	<p>Nicole Arbic Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p> <p>ITEM CLOSED</p>
<p>GARMENTS FABRIC WEAR OUT</p> <p><u>CPC 19.02.91</u> The parties discussed complaints from employees in regards to the fabric that is being used is not as good as it used to be but articles of clothing cost the same amount of points. The complaints are that the fabric looks cheaper and wears out fast.</p> <p>The Committee Members also voiced their disappointment with the Gortex fabric, that it's fake Gortex and is water resistant, not waterproof.</p> <p>The matter will be reviewed with the supplier.</p>	<p>CUPW</p>

<p><u>CPC 19.09.91</u></p> <p>Throughout the years, the employees have addressed concerns on the breathability of the garments and having lighter fabric, unfortunately the trade-off being that the garments are less durable.</p> <p>Also, high usage of garments is causing wear & tear and not necessarily cheaper fabrics.</p>	ITEM CLOSED
<p>HIGH VISIBILITY T-SHIRT</p> <p><u>CPC 19.09.92</u></p> <p>Request was made that there`s a demand from the inside workers for a high visibility T-shirt.</p> <p>Samples of HV T-Shirt was demonstrated and we discussed the weight of one model had heavier material and could be found to be hotter to work with and the other model had the material being light makes the garment transparent.</p> <p>It was suggested to maybe use different fabrics for male and female. Logistik are stating that it`s tough to find a suitable replacement that isn`t transparent but is thin enough to be breathable. We also have to take into consideration the environment that EEs are working in. We mentioned that the fabric is 100% polyester and the shirts have to have high visibility as well.</p> <p>CUPW mentioned that the vest is a concern as they are a little loose at the bottom. CPC mentioned that there are different sizes and should fit properly. Vests are a mesh material.</p> <p>It was suggested to put a tank top underneath but CPC mentioned that if we`re going to put a shirt underneath, then we might as well just keep what we currently have and use the vest.</p> <p>CUPW raises against status quo and requested to start a wear test for the HV T-shirt with the heavier</p>	CUPW

material and have the inside workers try and if needed improve from the comments on survey for version 2 and so on.	
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NEXT SUGGESTED DATES:

December 5, 2019