

**RSMC**  
**Minutes of the**  
**National Joint Uniform Committee between**  
**Canada Post Corporation (CPC) and the Canadian Union of Postal Workers**  
**(CUPW) for Rural and Suburban Mail Carrier (RSMC)**

**August 27, 2020 @ 11:30am**  
**( Microsoft Teams)**

**Meeting #18**

**In Attendance:**

**CUPW**

Marc Roussel  
Jim Moffatt - Absent  
Barbara McMillan – Absent  
Rona Eckert – Guest

**Canada Post**

Nicole Arbic  
Josée Louiseize  
Natalia Delle Donne

DESCRIPTION	ACTION
<b><u>HIGH VISIBILITY WINTER GARMENTS</u></b> <b><u>CUPW 19.12.68</u></b> The Committee members discussed the progress on the rain jacket. The rain jacket is currently available for ordering and will be shipped towards March/April 2020.  The uniform supplier is still working towards a solution for the HV windbreaker. A prototype that will meet CSA standards may be available in the new year.  HV Parka Phase 2: HV parka is being redesigned to include chest pockets.  Phase 3: will need to factor in any design changes to the HV parka for the new PDT  New Item: CUPW` have requested for the inner jacket, inner vest and quilted jacket to be enhanced with high visibility safety features.	

**Action:**

- Provide volume of orders on the HV parka.
- Follow up with Logistik on the number of washes before it affects the high visibility functionality on the garments.
- Order a R-Large of the rain jacket
- Provide a prototype of the new high visibility rain coat

**CUPW 20.03.68**

CUPW brought to CPC's attention a deficiency with the short HV parka in that the pockets were incorrectly sized. A follow up with the uniform service provider was completed and a revised parka with properly sized pockets was demonstrated at the meeting. There are further concerns that water may seep into the pocket as there are no closures. It was suggested to the provider to place a flap over the opening but due to the high visibility specifications it cannot be done. A velcro to close the pocket will be added.

CUPW requested that the employees who had received a short HV parka with the deficient pockets be allowed to return the jacket for a replacement or fix.

CPC presented the design board of the redesigned HV Parka. The uniform service provider was able to address the concerns identified from the first version while respecting the high visibility specifications for CSA – Class 2 / Level 2 certification. The revisions includes chest pockets with flap, reinstate 4-D rings, removable fur lining on the northern parka, and double stitching for the reflective band. The uniform service provider will look into the feasibility of adding behind straight down front low pocket, sideway pockets to insert hands.

Any high visibility garments that have defective reflective bands in which have become unstitched, cracked and/or faded from normal wear are to return the item to the uniform service provider for a replacement.

All winter jackets will hand warmers and 4 D-ring.

**CUPW 20.08.68**

**HV Garments – Presented revisions to phase 2 of the northern, regular and short parka. The hand warmers will remain at waist level and be removed at the lower pocket level for regular and northern parka. CUPW was in agreement with the revisions, and CPC will inform the uniform service provider to proceed with the manufacturing.**

<p><b>NEW RAIN CAPE</b>  <b><u>CPC 19.12.73</u></b>  The prototype rain cape was presented to the Committee members. The rain cape will be wear tested.</p> <p><b>Action:</b> To send copy of draft survey. The committee questions the relevance of having a key ring outside the rain cape. Follow up with Logistik to remove the exterior key rings from the rain cape.</p> <p>CPC mentioned that if we should ask RSMC's to weartest the Rain Cape in the spring. CUPW mentioned that they would have to remove it on and off and that might be an issue, they also mentioned that all uniforms used by LC may not necessarily be used by the RSMC's.</p> <p><b><u>CPC 20.03.73</u></b>  The wear test for the rain cape has been delayed due to COVID-19. Will confirm date of wear test when known. A sample of the rain cape will be sent to CUPW before the wear test begins.</p> <p><b><u>CPC 20.08.73</u></b>  The rain cape was released in error to 113 wear testers. When Logistik realized they made a mistake, a recall to the wear testers was issued, 41 employees had sent back the rain cape. CPC is working with the supplier to rectify the situation. Since most of wear testers have received the rain cape it was decided to release the rain cape to all wear testers now and start the wear testing September 15th to end next May 2021. It is being suggested to revise the survey to indicate when the wear tester started to wear the rain cape given that the release is cascaded. Draft copy of survey will be sent to CUPW for review before it is being sent to employees.</p>	
<p><b>LC SHIRT SURVEY</b>  <b><u>CPC 19.12.89</u></b>  Subject still on hold</p> <p><b><u>CPC 20.08.89</u></b>  Subject still on hold</p>	
<p><b>KEY CHAIN LANYARD</b>  <b><u>CPC 19.12.93</u></b>  CUPW raised the safety aspect of the lanyard and that it should be revised for safety reasons. Tense is at 50psi considered too high. 3 options provided; cord w/magnet with sufficient tension, tear away</p>	

fabric and clip. It was discussed at NJHSC where it was mentioned to send it to the Uniform Committee. CPC cannot comment on the safety aspect and limited to the design color on this item.

**Action:** Take away request and follow up with H&S.

### **CPC 20.03.93**

Add on belt clip option was reviewed and determined that it would not work. Will be asking the service provider to review the psi tension on the cord to see if it's feasible to reduce the tension.

### **CPC 20.08.93**

**CPC presented revised key chain concept that includes a clip in the middle of the key chain to break away from CMB (E201) module in case of emergency. Different breaking strength was developed as samples. The new key chain will need to be presented to NJHSC and Engineer team to review and approve specifications. CPC will send samples of key chain for further review internally.**

<p><b>RAIN JACKET (GORTEx) (Item #95)</b>  <b>(following High Visibility Winter Garment information)</b></p> <p><b><u>CPC 20.03.95</u></b></p> <ul style="list-style-type: none"> <li>-Pen holder to be through the flap behind the chest pocket.</li> <li>-Ensure that the snaps on the hood are different from the regular rain jacket.</li> <li>-Look into having the pen pockets inside the flap. And version 2 will have chest pockets.</li> <li>-CUPW raised a concern about an employee who saw a FB notation about the removal of the 2 chest pockets and that it was CPCs decision to remove them. CPC will approach LU in regards to this mis-communication.</li> <li>-The rain jacket will have hand warmers and 4 D rings.</li> </ul> <p><b><u>CPC 20.08.95</u></b></p> <p><b>Presented revisions to phase 2 of the long and regular rain jacket. A minor review will be done with the depth of the pen holder inside the chest pocket. It will be deeper for a better fit for the pen. CUPW was in agreement with the revisions, and CPC will inform the uniform service provider to proceed with the manufacturing.</b></p>	<p><b>CPC</b></p>
<p><b>FACE MASKS</b></p> <p><b><u>CPC 20.08.96</u></b></p> <p><b>CUPW indicated that the face masks were made available by CPC, they have one-size only. This is problematic for workers with a smaller head. This was discussed internally at the NJHSC and it was proposed to follow up with this issue at the NJUC. It is being proposed to have a variety of sizes. CPC to follow up with Sourcing. High risks individual are required to have a N-95 masks...would it require different sizes? Will be discussed at National Consultation after appropriate internal stakeholders are identified and consulted.</b></p>	<p><b>CUPW</b></p>

**Next meeting to be scheduled early November 2020**