

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

August 27, 2020 @ 10:00am
(Microsoft Teams)

Meeting #69

In Attendance:

CUPW

Marc Roussel
Jim Moffatt - absent
Barbara McMillan - absent
Rona Eckert - guest

Canada Post

Nicole Arbic
Josee Louisseize
Patrick Gagnon

Description	Action
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. <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.	Marc Roussel

<u>CUPW 16.02.68</u> Additional information on this item will be available once the new supplier is chosen. <u>CUPW 16.06.68</u> CPC suggested combining this item with the Kim Gould visit about high-visibility clothing. <u>CUPW 17.03.68</u> 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. <u>CUPW 17.07.68</u> 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. <u>CUPW 17.11.68</u> 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	Luc Lafrance Josée LouiseizeNicole Nicole Arbic Josee Louiseize
--	---

standards. In some offices, they mention washing the jacket less often in order to make the year with it.

The union asked to have someone from Branding attend the next NJUC meeting.

CPC 18.03.68

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.

CPC 18.05.68

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.

CPC 18.10.68

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.

CPC mentioned that we are going to wear test the regular winter parka this winter.

CPC also mentioned that we are keeping the short, long and Northern parkas.

CUPW requested pictures to be electronically sent and a sample when available.

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.

CPC will look into any possible options.

CPC 19.02.68

A wear test of the “regular” HV Parka with 200 employees mostly in the Northern Regions is intended 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 weartesters 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 jackets remains the same, they may be comfortable with this decision, and would like samples to confirm.

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.

CPC19.09.68

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.

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.

CUPW requested to provide a report of the volume being ordered in the past for each category.

CPC mentioned that at the next production, pockets will be added to the top.

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.

CPC 19.12.68

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. CUPW asked to receive a prototype of the new high visibility rain coat.

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.

CPC 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.

CPC 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.	
NEW RAIN CAPE (Item 73) <u>CPC 16.06.73</u> The CPC will introduce a new raincoat, at the request of employees. It reported that the coat may be red with reflective bands. The CPC said that the coat will be available to all outdoor workers. The employees who have access to the raincoat will also have access to this new coat. It also confirmed that the cape could also be changed. The CUPW asked for information about the coat. The CPC will share the information when it is available. <u>CPC 16.09.73</u> The CPC said the Gortex jacket could be used as a raincoat. It suggested the coat be available to group 3 employees who needed one, on demand (application of note 6 of the agreement). The CPC said it would ask Logistik to observe a letter carrier on his or her route to analyze and understand the use of the waterproof cape in October. The CUPW agreed with this proposal but wanted the employee observed to be a Union Representative. The Union would provide the Corporation with a name. The CPC agreed with the Union's proposal. <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. <u>CPC 17.03.73</u>	Luc Lafrance / Josée Louiseize

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 weartest 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. <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. <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. CPC has provided a sample of the rain cape to the union. CUPW received the dual satchel by mail in September. CUPW asked where the rain cape was produced. <u>CPC 18.03.73</u> The few surveys received were positive and we are going forward with the new rain cape. The rain capes are produced in the Logistik Unicorp Vietnam warehouse. <u>CPC 18.05.73</u> After the survey, there were a few more changes to the rain cape. Waiting for Logistik Unicorp to send the last spec. Once we have a sample, we will send one to CUPW. <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. The union also mentioned that the hat should be detachable. CUPW will get back to us on the color.	Nicole Arbic Josee Louisseize
--	--

CPC 19.02.73

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.

CPC 19.09.73

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.

CPC 19.12.73

The prototype rain cape was presented to the Committee members. The rain cape will be wear tested.

Action: 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.

CPC 20.03.73

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.

CPC 20.08.73

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.	
DUAL SACHEL 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 will replace the 2 models currently available and will be adjustable for all sizes. <u>CPC 17.03.82</u> 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. 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. <u>CPC 17.07.82</u> The satchel trial is "on hold" at the moment. <u>CPC 17.11.82</u> 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. CPC will discuss with the supplier and get back to the union. <u>CPC 18.03.82</u> Very few surveys were received, although the ones we received came in positive. Further review at the next meeting.	Luc Lafrance Josee Louisseize UPDATED INFORMATION: July 7, 2017 CPC and our supplier discussed further and CPC have decided to go ahead with the trial of the satchel. Nicole Arbic Josee Louisseize

CPC 18.05.82

No further info yet.

CPC 18.10.82

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.

CUPW mentioned that the holster should be provided at no cost of points. CPC will review request and provide response at next meeting.

CPC provided a sample of the pepper spray holder.

More info to come.

CPC 19.02.82

The redesigned dual satchel is put on hold to concentrate on the High Visibility outerwear items.

The dog spray holster will be ready in the summer at 6 points per holster at 1 per year.

CPC 19.09.82

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.

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.

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. 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. It was mentioned that with the increase in flyer size, the flap is not long enough nor convenient. To review this issue with Logistik. It was also confirmed that an Ergonomic test should be conducted. 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. <u>CPC 19.12.82</u> As a result of the previous survey, proposed changes are forthcoming. <u>CPC 20.03.82</u> From our discussion on the revised dual satchel, it was decided that we postpone the revisions to the satchel until the new PDT type is confirmed to avoid having multiple versions of the dual satchel. In the meantime, the uniform service provider will work on improving the straps to make it easier to adjust and looking into the possibility of having a “right” and “left” hand satchel. Sample of prototype will be shared with CUPW for review and approval. Copy of previous survey to be sent to Marc. <u>CPC 20.08.82</u> Changes to the dual satchel is on hold pending outcome of new PDT equipment. In the meantime, Logistik to provide sample of revised straps that will make it easier to adjust the satchel for the employees.	

LC SHIRT SURVEY (Item 89) <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. <u>CPC 19.02.89</u> The supplier is currently focusing on enhancing the outerwear with high visibility features. Item on hold <u>CPC 19.09.89</u> Subject still on hold <u>CPC 19.12.89</u> Subject still on hold <u>CPC 20.03.89</u> Subject still on hold <u>CPC 20.08.89</u> Subject still on hold	Nicole Arbic Josee Louisseize
HIGH VISIBILITY T-SHIRT (Item 92) <u>CPC 19.09.92</u> Request was made that there's a demand from the inside workers for a high visibility T-shirt. 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. 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	CUPW

environment that EEs are working in. We mentioned that the fabric is 100% polyester and the shirts have to have high visibility as well. 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. 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. CUPW raises against status quo and requested to start a wear test for the HV T-shirt with the heavier material and have the inside workers try and if needed improve from the comments on survey for version 2 and so on. <u>CPC 19.12.92</u> Request under review. <u>CPC 20.03.92</u> CPC presented a sample of the high visibility T-Shirt to the committee to be allocated to CUPW Group 1 employees only. Further information is forthcoming on the roll out of the T-Shirt. <u>CPC 20.08.92</u> No further updates available.	
KEY CHAIN LANYARD (Item 93) <u>CPC 12.12.93</u> 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 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.	CUPW

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.

RAIN JACKET (GORTEx) (Item #95) (following High Visibility Winter Garment information) <u>CPC 20.03.95</u> -Pen holder to be through the flap behind the chest pocket. -Ensure that the snaps on the hood are different from the regular rain jacket. -Look into having the pen pockets inside the flap. And version 2 will have chest pockets. -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. -The rain jacket will have hand warmers and 4 D rings. <u>CPC 20.08.95</u> 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.	<u>CPC</u>
FACE MASKS <u>CPC 20.08.96</u> 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.	<u>CUPW</u>

Next meeting to be scheduled early November 2020