

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)

May 13, 2021 @ 11:30am
(Microsoft Teams)

Meeting #21

In Attendance:

CUPW

Marc Roussel
Jim Moffatt
Joanne Gomerich

Canada Post

Nicole Arbic
Josée Louisseize
Natalia Delle Donne

DESCRIPTION	ACTION
<p>HIGH VISIBILITY WINTER GARMENTS (ITEM #68)</p> <p><u>CUPW 19.12.68</u></p> <p>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.</p> <p>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.</p> <p>HV Parka Phase 2: HV parka is being redesigned to include chest pockets.</p> <p>Phase 3: will need to factor in any design changes to the HV parka for the new PDT</p> <p>New Item: CUPW` have requested for the inner jacket, inner vest and quilted jacket to be enhanced with high visibility safety features.</p>	

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.

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.

<p><u>CPC 20.11.68</u> Transitioning towards phase 2 for the Parka, depleting current inventory. CUPW would like to receive the number of orders by employees and how many has been shipped since October.</p> <p>Phase 3 – the committee is requesting for the quilted (inner gortex) jacket to be enhanced with high visibility safety features.</p> <p><u>CPC 21.02.68</u> Phase 2 of the HV Parkas are available for ordering. The Phase 2 of the northern parka is delayed to winter 2021/22. The Phase 1 of the high visibility northern parka (579) is available for ordering. Since October 2020, ~4.2K of the parkas have been shipped, while an additional 2K are being prepared to be shipped.</p> <p><u>CPC 21.05.68</u> It was brought to CPC's attention that the tag inside the HV Parka may have contradictory information regarding how to take care of the parka. CPC will review with uniform supplier.</p> <p>Concerns were also raised in terms of the availability of the HV Parka. CPC informed the committee that there were delays in shipment of the parka due to the COVID situation.</p> <p>Joanne requested for samples of the HV parka and rain jacket then this item will be closed.</p>	
<p><u>NEW RAIN CAPE (ITEM # 73)</u> <u>CPC 19.12.73</u> The prototype rain cape was presented to the Committee members. The rain cape will be wear tested.</p> <p>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.</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><u>CPC 20.03.73</u></p>	

<p>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><u>CPC 20.08.73</u></p> <p>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><u>CPC 20.11.73</u></p> <p>The rain cape is currently being wear tested until May 28th, 2021. The survey was revised to ask the participants to identify when they started wear testing. The committee already received some responses from the survey that are positive.</p> <p><u>CPC 21.02.73</u></p> <p>No further updates. Wear testing of the high visibility rain cape is in progress.</p> <p><u>CPC 21.05.73</u></p> <p>The wear tester survey on the HV rain cape ends May 30th. Response rate is low, 113 individuals that did not respond to the survey. Follow up with the wear testers are being done via email.</p>	
<p><u>KEY CHAIN LANYARD</u></p> <p><u>CPC 19.12.93</u></p> <p>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.</p> <p>Action: Take away request and follow up with H&S.</p> <p><u>CPC 20.03.93</u></p>	

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.

CPC 20.11.93

The lanyard design is still being looked to ensure that the employee can breakaway easily in case of emergency. Engineering team will test the current lanyard and determine if the current tensile strength threshold needs to be lowered. Formal risk assessment is being requested. The committee was ready to proceed with risk assessment, but H&S from CPC requested this topic to be review at NJHSC before the assessment.

CPC 21.02.93

Further to the review of the existing lanyard from the Engineering Team and H&S it was requested that the tensile strength be reduced. The supplier has modified the lanyard and will be shipping out samples to the Engineering team for further testing.

CPC 21.05.93

No further updates on the lanyard, still under review between H&S, Engineering Team and uniform supplier.

<p>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.</p> <p>-Ensure that the snaps on the hood are different from the regular rain jacket.</p> <p>-Look into having the pen pockets inside the flap. And version 2 will have chest pockets.</p> <p>-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.</p> <p>-The rain jacket will have hand warmers and 4 D rings.</p> <p><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 agreed with the revisions, and CPC will inform the uniform service provider to proceed with the manufacturing.</p> <p><u>CPC 20.11.95</u> Depleting current inventory of the rain jacket then will transition towards the Phase 2 on or about March / April 2021. CPC will provide the new version to CUPW committee members.</p> <p><u>CPC 21.02.95</u> The Phase 2 of the HV Rain Jacket is available for ordering and is on track for transition during the Spring 2021.</p> <p><u>CPC 21.05.95</u> Joanne requested for a sample of the HV rain jacket then this item will be closed.</p>	<p>CPC</p>
<p>FACE COVERING (ITEM #96) <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</p>	<p>CUPW</p>

<p>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.</p> <p><u>CPC 20.11.96</u> This item was discussed at the national consultation. CUPW raised concerns that one size fit all face coverings were distribute at large to employees. CUPW demanded that different sizes be ordered and made available for an appropriate fit to workers. CPC responded that employees can speak with their team leader and request accommodations in extraordinary circumstances. Current universal size that is available has a bead that can be adjusted. CUPW is requesting 3 layers to the face coverings to which CPC responded that they will continue to follow Public Health recommendations. CPC mentioned, new three-layer face covering could available in February 2021.</p> <p><u>CPC 21.02.96</u> CUPW stated that 3-layered face coverings must be supplied by the employer as per Employment and Social Development Canada (ESDC). CUPW stated that five (5) face coverings were to be provided to employees per month as they cannot be worn for more than 4 hours at a time (possibly 3 per day if overtime is required). CUPW stated that new discussions with H&S have been held and it was agreed that ten (10) face coverings per month would be provided. CUPW reiterated their position from November's NJUC that CPC should provide different sizes of face masks for employees instead of one-size-fits-all. CPC reiterated their response from November's NJUC that a one-size-fits-all approach is a national strategy and, in the event, that there are extraordinary circumstances, employees can speak with their team leader and request accommodations. CPC and CUPW both agreed to remove this item from the NJUC agenda and have further discussions held at National Consultation. CPC to add the topic of Face Coverings to the next National Consultation agenda.</p> <p><u>CPC 21.05.96</u> Item to be closed. Discussions on the face masks remains with NJHSC.</p>	
<p>CUPW POINTS DEPOSIT (ITEM #98) <u>CPC 20.11.98</u> To clarify points deposits for CUPW employees, they recommend that the points be available on October 1st but due to technical processing issues the points can be made available on the first Sunday of the</p>	

<p>month. The parties discussed the possibility of having a MOA signed and requested that it go to National Consultation for further review.</p> <p><u>CPC 21.02.98</u> CPC stated that discussions were held between both parties prior to National Consultation and it was decided that a MOA would not be created to specify when point deposits will be allocated in October. Both parties instead agreed to bring the item to Negotiations as a bargaining item and have Collective Agreement language amended to provide a specific date/week where the points will be deposited. Both parties also agreed that, in the interim, notification will be provided to impacted employees in September on when the exact date of the points deposit in October will occur.</p> <p><u>CPC 21.05.98</u> No further updates.</p>	
<p>HV POLO LONG SLEEVES <u>CPC 21.05.103</u> CUPW requested for long sleeve HV polo. Employees have indicated that it would be preferable for working around parcels, out in the sun and off-season temperatures.</p>	
<p>INNER JACKET FOR THE RAIN JACKET <u>CPC 21.05.104</u> CUPW requested that the inner jacket (for attachment with Rain Jacket) be considered as the next item to enhance with high visibility safety features.</p>	
<p>ARMBANDS <u>CPC 21.05.105</u> A concern was raised from the Ottawa plant in regard to the armband's first aid design. The Uniform Program team will be reviewing the need for the armband and/or look at an alternative design for the First Aid sign. CUPW suggested a standardized white on green background instead of red.</p>	

Next meeting to be scheduled end of September 2021