

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

January 19, 2022 @ 1:00pm
(Microsoft Teams)

Meeting #74

In Attendance:

CUPW

Marc Roussel
Jim Moffatt
Joanne Gomercich

Canada Post

Nicole Arbic
Josée Louiseize
Patrick Gagnon (LR-Urban)
Anne Bernard-Young (LR-Urban)

Introductory remarks: CUPW is requesting that the Uniform Committee meetings for both Urban and RSMCs be combined into one (1) meeting, as the agenda and minutes are the same topics. CPC - LR introduced new LR representatives on the uniform portfolio, Anne Bernard Young, Officer LR Urban.

Description	Action
<p>NEW RAIN CAPE <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.</p> <p>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.</p> <p>The CUPW asked for information about the coat.</p> <p>The CPC will share the information when it is available.</p> <p><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).</p> <p>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.</p>	<p>Luc Lafrance / Josée Louiseize</p>

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.

CPC 16.11.73

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.

CPC 17.03.73

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.

CPC 17.07.73

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.

CPC 17.11.73

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.

CPC 18.03.73

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.

CPC 18.05.73

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.

CPC 18.10.73

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.

CPC 19.02.73

Nicole Arbic
Josee Louisseize

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 capes 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.

CPC 20.11.73

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.

CPC 21.02.73

No further updates. Wear testing of the high visibility rain cape is in progress.

CPC 21.05.73

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.

CPC 21.09.73

A copy of the results for the wear test of the rain cape was shared with CUPW. The results were very favorable and will proceed with minor revisions as per employee's recommendations which includes a redesigned hood, additional pockets, additional snaps, and additional short size offering. CPC anticipates that the rain cape will be available to employees in the Spring 2022.

CPC 22.01.73

Available for ordering in Fall 2022. Samples will be sent to uniform committee members once available. Item to be closed.

DUAL SACHEL NEW DESIGN**CPC 16.11.82**

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.

CPC 17.03.82

Logistik is working on the final prototype which will probably be available in April. Once the prototype is approved, the satchel will be wear tested 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 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.

CPC 17.07.82

The satchel trial is "on hold" at the moment.

CPC 17.11.82

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.

CPC 18.03.82

Very few surveys were received, although the ones we received came in positive.

Further review at the next meeting.

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.

Luc Lafrance
Josee Louiseize

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 Louiseize

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 from 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.

CPC 19.12.82

As a result of the previous survey, proposed changes are forthcoming.

CPC 20.03.82

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.

CPC 20.08.82

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.

CPC 20.11.82

Still pending on outcome of new PDT equipment. LR to follow up on status of new PDT.

CPC 21.02.82

The Uniform Program team is waiting on a sample of the new PDT to provide Logistik for the dual satchel to be updated with new pocket(s) if necessary. Once a drawing of the redesigned dual satchel has been obtained, it

will be reviewed at the NJUC before proceeding with the development of samples. Other design changes are also being considered based on the last employee survey, such as the resizing of the flap and closure options. It is being requested that an ergo assessment be completed for the new prototype.

CPC 21.05.82

The uniform supplier received a sample of the new PDT and will evaluate the requirement for an additional pocket on the dual satchel to secure the new PDT. Supplier have reviewed if there is an adjustment required and based on results no revisions is required. Obtain copy of test from Michele

CPC 21.09.82

As per a test performed by the uniform supplier, the pocket of the dual satchel does not need to be adjusted for the new PDT, the Committee will meet in the new year to revisit the design of the satchel. CPC to review CUPW request to provide notes of the completed tests by the uniform supplier. CUPW stated that letter carriers should not be disciplined in the event the PDT is damaged due to incorrect pocket size.

CPC 22.01.82

To schedule a separate meeting.

Uniform supplier is proposing to include ergonomics specialists from their team. CUPW has requested information regarding their credentials.

CUPW to provide proposed dates for meeting.

KEY CHAIN LANYARD (MINUTES #93)

CPC 19.12.93

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.

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.

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

CUPW

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.

CPC 21.09.93

No further updates on the lanyard. CUPW voiced their discontentment that it was taking too long to revisit the design of the lanyard and is expecting some progress on testing a new lanyard next month that will provide the delivery agent an ease of detachment from the CMB module should they be faced with an urgent situation such as oncoming vehicle, dog, angry customer etc.

CPC 22.01.93

The Uniform Program team indicated that they have looked at various key chain design including reducing the tensile strength, but the test results were not satisfactory. When the key chain was initially introduced it was tested and deemed safe.

CUPW have raised concerns from employees that they are stuck to the CMB, cannot escape in case of emergency, and it's starting to be slippery due to weather climate. The CMB key secured to the CMB module is as per policy to ensure module doors are not all open at the same time.

The lanyard is not part of the uniform program and/or collective agreement, any further concerns should be raised at the NJHSC.

Formal test results to be shared with CUPW uniform committee.

TEAR AWAY HV VEST FOR GROUP 1 (MINUTES #99)

CPC 20.11.99

Since it was determined from a joint risk assessment that 5 points tear away vest will be provide to internal group 1 worker to replace actual zipped HV vest. CPC informed CUPW that they were not happy with the latest RFP. CUPW demand that HV T-shirt become available to replace HV vest. Actual HV vest must be replace either by HV T-Shirt or 5 points tear away HV vest.

CPC 21.02.99

Samples of a high visibility 5-point tear away vest Class 2 / Level 2 was provided to CUPW. It was decided to proceed with the vest for Group 1 employees. Details on the safety vest follows;

This Hi Vis Safety Vest is ANSI Class 2 Compliant with a 5pt Breakaway design. Made with lightweight, comfortable and durable 3.1oz Polyester Mesh, the safety vest has a clear hook & loop closure credentials pocket, two large inside pockets, one large outside pocket, cell phone & pen/pencil pockets, a mic tab and a breakaway zipper front closure. Our VEA® brand (Visibility Enhanced Apparel) High Visibility Safety Vest features 3M™ Scotchlite™ with an X-Back configuration compliant.

The 5-point breakaway feature allows the garment to meet additional safety specs of road workers and heavy machinery operators. The non-locking zipper literally unzips itself with pressure - the hook and loop closures along the shoulders and side seams complete the breakaway.

CPC 21.05.99

Both uniform suppliers are currently acquiring inventory. Expected to roll out the 5-pt tear away safety vest in the Fall 2021.

CPC 21.09.99

The new tear away safety vest for Group 1 employees will be made available for ordering in the upcoming weeks.

CPC 22.01.99

Tear away safety vest for Group 1 will be made available for ordering this week. CPC to provide copy of CMS procedures on maintenance folks to remove safety vest when in flammable areas.

UNIFORM REVAMP FOR MAINTENANCE GROUP 3 AND 4 (MINUTES #100)

CPC 21.02.100

The Uniform Program team will be reviewing the garments allocated to the Maintenance group 3 and 4, for potentially a refresh of style and/or material. Further updates to follow.

CPC 21.05.100

CPC presented results of the Maintenance/Electricians survey. CUPW provided the following feedback;

- Coverall – reach out to the female Maintenance employees to seek input.
- Belt loops to be modified and look into how the radio could be best latched onto the pants. Deeper pockets to insert small tools, cell phones etc.
- Concern with velcro belts and how it sticks – look into a belt buckle.
- Tucked vs untucked shirt

CUPW also commented on the safety risks in wearing a polyester hv safety vest over the 100% cotton requirements. CPC is to follow up with the H&S team and provide policy on wearing the orange maintenance hv safety vest over the uniform.

CPC 21.09.100

Revamp of the maintenance uniform is underway, projecting to start the wear testing towards end of Year 2022 or early 2023. Will be sending out a letter to maintenance employees to seek their interest in participating on the wear test.

CPC 22.01.100

Still on track for wear test end of year 2022 or early 2023. Working on finalizing communication piece to employees. Will be sharing design board and results of survey.

HV QUILTED JACKET – (MINUTES #101)

CPC 21.05.101

CPC presented design of the HV Quilted Jacket. Samples will be made available once they are available.

CPC 21.09.101

The HV Quilted jacket will be made available for ordering towards Spring 2022.

CPC 22.01.101

Available for ordering in the Fall 2022. Samples will be sent to uniform committee members once available. Item to be closed.

CUPW RETAIL REVAMP (MINUTES #102)**CPC 21.05.102**

CPC informed the Uniform Committee that it will initiate the review of the CUPW Retail uniform. A copy of the draft employee survey will be shared for review and input.

CPC 21.09.102

Survey was sent out to employees with a very low response rate, consolidating results, will be shared as soon as available.

CPC 22.01.102

To follow up on retail survey results and send copy to uniform committee members.

HV POLO LONG SLEEVES (ITEM #103)**CPC 21.05.103**

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.

CPC 21.09.103

HV long sleeve polo for Group 2 - No updates.

CPC 22.01.103

Uniform Program team to follow up with Supplier.

INNER JACKET FOR THE RAIN JACKET – 209 (ITEM #104)**CPC 21.05.104**

CUPW requested that the inner jacket (for attachment with Rain Jacket) be considered as the next item to enhance with high visibility safety features.

CPC 21.09.104

No updates.

CPC 22.01.104

To be reviewed in 2022.

MILKWEED NORTHERN PARKA (ITEM #105)**CPC 22.01.105**

Late 2021, Canada Post provided information on wear testing an insulated northern parka with biosourced material. Copy of presentation is below.

The milkweed parka VEGETO was developed with biosourced components as follows:

Milkweed fibres– 25%

Kapok fibres – 25%

PLA (polylactic acid made from fermented cornstarch or sugarcane– 50%

Last week the uniform supplier shipped to 100 delivery agents across different regions the northern parka with bio sourced insulation. CUPW requesting to confirm type of milkweed material being used for insulation. Samples being sent to CUPW uniform committee members.



Logistik_CPC_MilkweedInsulation.pdf

Next Meeting to be Scheduled: April 13th