

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

July 6, 2017 @ 10:00am
(N0060i)

Meeting #60

In Attendance:

CUPW

Marc Roussel
Carl Girouard (Absent)
Chris Pleasants

Canada Post

Luc Lafrance
Josée Lousseize
Richard Ensom

Description	Action
CORPORATE WARDROBE RFP (Request for Proposal) (Item #59) <u>CPC: 13.07.59</u> Bill Tibben from Sourcing Management came to our meeting to advise the union that July 1st was approx. the one-year anniversary of the expiry of the agreement with the current uniforms supplier and that Sourcing Management and their client group were beginning to do market research for tentative RFP release in September/October timeframe. CUPW asked where the companies were located that the market research had found so far and how many were out there. Sourcing advised that preliminary research was bringing back many North American firms, but he emphasized that the research was in its preliminary stage and that North American firms were found mainly due to referrals from other North American companies and identified that internet search criteria provides the most local and popular	Bill Tibben

resources. Sourcing also noted that there appeared to be many companies in the industry. CUPW noted that they would like copy of the RFP before issuance. Sourcing advised that he will discuss with team and consider. He also advised that the RFP is always available for download by anyone from the MERX website. CUPW requested that Sourcing return at the next meeting on September 26th, 2013 to discuss the RFP. He will discuss with team and consider. CUPW requested that some items which were removed, such as the straw hat, be added back to the program. Sourcing passed to CPC who commented that it was her groups decision and had nothing to do with the supplier. CUPW asked if the RFP will be available in both translations, We advised that we did not have that information at this time.	
<u>CPC 13.10.59</u> Sourcing advised CUPW that the RFP should be released at the end of October or in November and that it will stay on MERX for a period of 40 days. Sourcing also informed the union that the entire process may take over a year, including transition time that may be required. The length of the new contract has not been finalized. The previous contract was for 5 years.	Michel Fournier
<u>CPC 13.12.59</u> CPC advised CUPW that the RFP should be released in December and would stay on MERX for a period of 40 days. CPC believed that the new contract will be for a 7 year term (4 year agreement with 3 one year options). CUPW requested that once a supplier has been confirmed as a result of the RFP, CUPW is asking to visit the supplier's facility. CPC would review and provide a response.	Luc Lafrance

<u>CPC 14.03.59</u> CPC advised CUPW that the RFP was extended on MERX until Tuesday March 25, 2014. The reason why it was extended is because there were many questions in regards to RFP and CPC wants to give a chance to all suppliers to apply. The union expressed their preference for CPC to choose a Canadian supplier to give jobs to Canadians and that their employees are unionized. The union expressed concerns that if a new supplier, will employees be penalized and live without garments until new supplier is on board, CPC reassured CUPW that everything will run smoothly and no one will be penalized.	Luc Lafrance
<u>SCP 14.06.59</u> CPC advised that we are at the second stage of the RFP process, with a short list of approximately five (5) companies. CPC confirmed that the list included Canadian companies. CUPW re-stated that CPC should select a Canadian Company with unionized employees. CUPW also hoped that if a Canadian and an American company were equally ranked that CPC would select the Canadian company. CUPW also requested the breakdown of the selection criteria (evaluation grid) especially the percentage allocated to pricing. CPC to follow-up with Sourcing.	Luc Lafrance
<u>CPC 14.09.59</u> CPC stated that we are still in the RFP stage with 5 potential suppliers. We are still several months away from nominating a successful supplier. A follow-up will be provided at the next meeting.	Luc Lafrance
<u>CPC 14.12.59</u> CPC advised CUPW that there is no further information to provide at this time. CPC anticipates having a winner in June 2015.	Josée Louisseize

CPC advised CUPW that we are at the Oral Presentation stage which will be in April. We are down to 3 potentially suppliers. Suppliers will come to CPC 2nd week of April. Pricing will be discussed end of April. CUPW reiterates its request to visit the supplier once it has been chosen.	
<u>CPC 15.06.59</u> CPC confirmed that the first visits to warehouses will be done during June/July, we still have not determined the exact date. Once a supplier has been chosen, CUPW would like to visit the new supplier. The supplier will be in charge to supply clothing for both Urban and RSMC employees.	Luc Lafrance
<u>CPC 15.09.59</u> CPC confirmed that most likely by the end of December, we should know who will be the incumbent. CUPW expressed concerns on the measurement system. The Union believes it is not working properly and the measurements of ordered clothing items are not accurate. CPC confirmed that once we know who will be the selected supplier, we will review the measurement application. CPC advised CUPW that a visit was done in Guelph, Toronto and Montreal.	Luc Lafrance
<u>CPC 15.12.59</u> CPC informed CUPW that the supplier had not yet been chosen. CPC expects that the new supplier will be announced around December 20, 2015. Once the supplier is announced, CPC will inform CUPW.	Luc Lafrance
<u>CPC 16.02.59</u> CPC advised CUPW that the name of the new supplier has not been released yet. Once confirmed by eProcurement the news will be shared at the committee.	Luc Lafrance

<u>CPC 16.06.59</u> The CPC confirmed that the winner of the call for offers is Logistik, located in St-Jean-sur-Richelieu, Quebec, and that the contract, which begins July 1, 2016, is valid for four years. The Union will be able to tour the site in September 2016.	Luc Lafrance
<u>CPC 16.09.59</u> The CPC explained that the contract was the same but with subtle differences such as the SAP order time, which had gone from 90 to 30 days. The CUPW asked if the contract has a provision on clothing made in Canada. The CPC said it would be difficult to only have clothing made in Canada, but the contract includes a paragraph on social responsibility. In addition, it was possible for the CPC to amend parts of the contract if it had doubts as to where the clothing came from. The Corporate Wardrobe team is not responsible for physically looking into where clothing comes from. Although Logistik uses different suppliers, the notion of social responsibility still applied to them. CUPW suggest to consult on social responsibility and the quality of garments.	Item to close
<u>CPC 16.11.59</u> CPC explained that the contact person could not be present and suggested that this discussion be postponed to the next meeting.	Luc Lafrance/ Josee Louisseize
<u>CPC 17.03.59</u> CPC advised CUPW that it would be best if they can compile questions for Mitch Fournier, Officer Procurement in regards to Social Responsibility. CPC will forward the answers to CUPW and if any further questions, Mr. Fournier can be invited to the next meeting.	Luc Lafrance/ Josee Louisseize

<u>CPC 17.07.59</u> CUPW advised CPC that they were still reviewing and will provide questions prior to the next Uniform Committee meeting.	Luc Lafrance Josee Louisseize
ELECTRICAL SAFETY PROGRAM (Item 52) <u>CPC 13.01.52</u> CPC advised the Union that it had conducted the search for alternate suspenders which met the electrical safety initiative standards, and presented the Union with a sample of the only suitable the alternate found by the supplier. There were approximately 15–20 employees who have ordered suspenders in the past. The Union noted that the alternate suspender needed to be attached to a belt and that employees either ordered a belt or suspenders, not both. CPC would review the alternate suspenders. CPC presented samples of the pants and work shirt currently being used by employees. CPC provided CUPW with hard copy of supplier testing results of current and upgraded work shirt and coverall materials and explained the charted results. CPC would provide further clarification. CPC would provide a soft copy version of the supplier testing results to the Union. The Union advised that it had received a report from Pacific region, in which the employee said that the MAM10's in that area used coveralls and not the work pants. They were aware that CPC was going to issue a starter kit which included 2 work pants and 1 pair of coveralls. They were asking if it would be possible to exchange work pants for an extra coverall so that they would have 2 pairs of coveralls. CPC would review and respond. The Union asked if the upgraded garment material was meant to protect workers for the voltage of the different machines that would be working upon. CPC explained that the upgraded clothing was to protect against the risk of arc flash from electrical areas related to the machines upon which they were	Doug Cully

working. Regarding the permissibility of rolling up the upgraded long sleeve work shirt, CPC advised that the response from Health and Safety was that because of the risk that employees would forget to unroll their sleeves before working on the equipment, the sleeves should not be rolled up. It was a safety issue. The Union disagreed; employees did not work on electrical panels all day and it can get warm in the workplace. CPC would go back and confirm the rule with Health and Safety. CPC advised that because of delays from the supplier, the schedule for roll out of the starter kit of upgraded uniform garments had been delayed until the end of April. There could be a delay into the end of May because of work shirt delivery issues. CPC was reviewing the issues with the supplier. CPC advised that it was still processing employee garment orders; the February 1, 2013 cut had been extended. The new cut off was the week of April 22, 2013. CPC advised that it was preparing draft employee Communications. The draft would be provided to CUPW for their review and feedback, before anything was issued to employees. CPC follow up items: - Review of alternate suspenders - Provide draft communication to CUPW - Response on request to exchange coverall for work pant <u>CPC 13.07.52</u> Letter was sent to CUPW on June 11th for their approval. Logistik Unicorp has started to ship the uniforms on Tuesday July 9th. CUPW expressed their frustration about CPC's decision to refuse the employees to have the choice	Josee Louisseize
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of rolling up their shirt sleeves. CPC advised that this was a Health & Safety decision and that the Uniform Program cannot overrule the decision that they have made. CUPW advised that they will bring the issue at the next NJOSH meeting.

CPC 13.10.52

The Union confirmed that it had raised its issues to the National Joint Health and Safety Committee. Also the Union noted that it had received many employee complaints (Winnipeg, Moncton, Ottawa and Montreal). Employees were upset that the clothing had been forced on them and that local management is not addressing their concerns. Employees questioned whether the High Visibility Vest and safety shoes (steel toed) negated the effect of the new uniform and if they were electrically safe to use. Employees had found that the long sleeve shirt was hot to use in warm weather and could be a possible hazard (catching on machinery). Employees had no replacement coverall since they were only issued with one coverall in the new uniform package. CPC responded that it would raise the issues with the stakeholder.

Doug Cully

CPC 13.12.52

CPC reviewed the issues raised at the October 2013 meeting.

Doug Cully

CPC reiterated that the Maintenance Technicians were required to wear the new uniform for safety reasons to protect the technician against the risk of an arc flash accident. CUPW responded that they are not against the equipment, not against the process, but the employees should wear the uniform only in designated areas and only when they work with electricity. For example, an employee who worked his or her full shift in the battery room should not have to wear the arc flash uniform garments. CUPW asked how many incidents of ARC Flash had occurred. CPC responded that we were not aware of

any but that it was CPC's responsibility to protect employees. CUPW reiterated that they did not agree with the instruction to wear at all times long sleeve shirts CPC advised that that Health & Safety had been contacted and they re-affirmed that the sleeves should be rolled down and buttoned up at all times. For Technicians that never do electrical work in their job, CPC will investigate the risk and possibility of having this group wear non-arc flash compliant uniforms and provide a response. Regarding steel toed shoes, CPC confirmed that they did not impact the effectiveness of the uniform. The High Visibility Vest should be removed when an employee performs electrical related work. CPC mentioned that the suspenders are online. Employees can order either the suspenders, the belt or both. CPC advised CUPW that employees have the option of ordering a second pair of coveralls if the points are available in their account. <u>CPC 14.03.52</u> CPC advised CUPW that Doug Cully himself had a conference call with the Maintenance Managers to discuss. The response was there are no individuals that can be distinguished as never doing electrical: Technicians are expected to rotate through different responsibilities and assignments on the job and they need to be wearing the arc flash equipment for safety purposes on electrical work. Even where a person largely does mechanical work, there will be situations where the technician demonstrates a mechanical issue to a technician that will do electrical troubleshooting which may place them in the vicinity of live electrical work.	Doug Cully
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Technicians need to be able to participate as safety watchers when a permitted activity is performed and this may bring them into the vicinity of live electrical work.

There is not a group of maintenance technicians that can be outfitted with non-arcflash compliant clothing as being in the vicinity of live electrical work is part of the job.

CUPW indicated that the requirement to keep sleeves rolled down was causing problems for the technicians. CPC advised the union that in cases where Live Electrical work is being performed, it is mandatory for the technician to have their sleeves rolled down and buttoned and all necessary personal protective equipment on to perform the work safely.

Action to be taken:

Review with the Maintenance Managers if it would be a consideration to allow rolled up sleeves for non-electrical maintenance activities.

If the Maintenance Managers advise this approach can be managed without exposure, and the mandatory requirement for rolled down and buttoned sleeves for performing live electrical work can be safely met, then the requirement for keeping sleeves rolled down in all cases will be reopened with Health and Safety to see if a process change can be safely accommodated.

The final decision on this lies with Health and Safety.

CPC 14.06.52

CPC advised that we are actively working on replacing the current ARC Flash Garments. There could be an upgrade in the Arc flash protection as well.

Doug Cully

Regarding the issue of rolling up of shirt sleeves, CPC advised that the issue is with Health & Safety for their approval or disapproval. CUPW re-iterated that this has been on the agenda for over a year and CUPW would raise it at the NJHSC meeting next week. CPC advised that we could follow up with Health and Safety.	
<u>CPC 14.09.52</u> CPC is actively working with Logistik on finding replacement clothing as the HRCO designation is expiring effective January 2015. We have asked Logistik to provide their input and recommendation. Health and Safety has confirmed the requirement for employees to wear the shirt sleeves rolled down and buttoned as a safety requirement. CUPW reiterated its disagreement with this requirement in cases where the employee is not performing live electrical work.	Doug Cully
<u>CPC 14.12.52</u> CPC advised CUPW that we found a suitable uniform supplier for the maintenance and electrician employees through Carhartt company. CPC advised that a small trial of the garments was done with some maintenance and electrical employees and the results came back positive. CUPW requested that Doug Cully attend at our next meeting in March 2015. CPC would invite Mr. Cully to attend.	Doug Cully
<u>CPC 15.03.52</u> CPC advised that a new supplier is being considered for the new uniform. CPC talked about the issues it had with the ARC flash uniform and looked back the clothing requirements. The new company, Carhart can offer new clothing with new possibilities and their product meets the requirements. This company is known for its good quality and their excellent	Luc Lafrance

reputation. CPC tested new clothes from Carhart in London. The tests were positive. These clothes are available for both men and women.

CUPW stated that CPC did not follow the process for testing clothes, they were not involved and did not see the survey. They did not get any feedback from the technicians. CUPW would like a list of technicians who would test these clothes in the future. The union says it has received negative feedback from the technicians and CPC must stick to the process between the parties and that the trial participants registered on the national list as members of the technical services should be chosen. In addition, CUPW asked that they receive a copy of the survey for review before it is sent to the participants.

CPC will review the list of technicians, and will make sure CUPW is involved in the testing process. CPC presented the new clothes prototypes to CUPW.

CUPW expressed their concerns to wear these clothes in summer if you are not doing any electrical work. CPC mentioned that employees might not know when employees might be required to perform electrical maintenance. CUPW would like technicians wear their protection shirt only when they are called to do electrical work. CUPW would also like CPC to test rolled up sleeve shirts in the field. The Corporation Health and Safety's recommendation was to wear long sleeves at all times. CPC is to ask Carhart to see if they have lighter shirts and to confirm with the H&S GM with regards to rolled up sleeve shirts. CPC is to look at the percentage of electrical work performed during a day. CUPW proposed to invite H&S at our next meeting and have a technician attend as well.

CPC invited CUPW to propose questions for the survey given to technician and vice versa.

CPC is to do a mass order for the order of new uniforms initially. After, they will be made available for employee to order using same value of points. The CA says 4 shirts every 18 months. The shirt will be unisex and testing will be done to make sure it fits. The coveralls will stay, different line, 100% cotton. <u>CPC 15.06.52</u> CUPW would like to know if the clothing showed at last meeting will be the same. CPC confirm that it will be the same clothing and type of material of the (shirt and pants) only. Testing will be done by CUPW employees across the country as per the Union's request. CPC to confirm the dates of the testing this summer. The Union requested that the testing be done during the hot summer months to see if the new clothes are too hot. CPC will confirm the wear test period. The union will receive the survey shortly. CPC to get back to the Union regarding the % of the electrical work performed by MAM 11. CPC advised CUPW that this project is now under M. Kelly Leclair's responsibilities.	Luc Lafrance
<u>CPC 15.09.52</u> Richard Hallam & Kelly Leclair advised the Union that the CSA standards has changed. As per the new standards, the HRC0 doesn't exist anymore and we have to re-address the issue and hire a 3rd party (engineering firm) to evaluate our garments and recommend what's best for the safety of the employees. In the next week or two, CPC will approach engineering firms as per the ARC flash ratings and fully understand the new CSA standards. CPC advised that we will continue with existing garments until further notice. Any previous research/request of	Josée Louisseize

ARC Flash garments for groups 3 & 4 is on hold for now. CPC wants to increase the number of employees on the testing list, from 6 to around 20 in order to get a more diverse pool and include more women. In addition, CPC agrees to maintain the previous agreements regarding this item. CUPW agrees with this proposition. <u>CPC 15.12.52</u> CPC informed CUPW that this item is still pending because no engineering firm has been chosen for the moment. CUPW suggested that one of their members who is doing the work and who has the required knowledge be involved in the evaluation and selection of the new uniform. Once the engineering firm is known, CUPW would like to have a schedule with the places and dates where the evaluations will be carried out. <u>CPC 16.02.52</u> CPC advised CUPW that the current material does not comply with the new CSA standards and that it is going to introduce 100% cotton garments to Group 3 & 4; MAM 10 & 11 and EL5's. For the trial, CPC will provide 3 shirts, 1 cargo pant with knee pads and 1 regular pant with no knee pads. The Corporation will also provide the 100% cotton coverall, the same as fleet employees. Once the survey is complete, it will be share with the Union. Once the list of wear testers is complete, it will also be sent to the Union. CPC will do an 8 weeks wear test, hopefully to be done before summer. Once the garments are created, CPC will send 1 of each to the Union. CPC will forward the lab results of the shirt to the Union. CUPW noticed that some sites lack testers. CPC notified all sites and specifies that list is not complete. The Union request that the list be	Doug Cully Luc Lafrance / Josee Louisseize
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completed with missing sites. Around 31 wear testers will be contacted. The wear test will have no impact on points and employees will get to keep the garments. CPC confirms that it will send the wear test survey to the Union get obtain feedback and comments. <u>CPC 16.06.52</u> The CPC confirmed that it has received, accepted and finalized the price of the clothing items for field testing. As concerns the 100% cotton item, the pre-shrunk product is not available. Flat drying is required for this item. The CPC stated that it is prepared to place a note inside the item. The CUPW suggested adding questions about shrinkage to the survey. The CPC confirmed that it is in agreement with this proposal.	Luc Lafrance / Josee Louisseize
<u>CPC 16.09.52</u> The CPC indicated that the question on shrinkage was added to the survey. The test is from August 23 to September 30. 32 employees were testing the product. Feedback was positive. On September 19, employees would be reminded to send in the questionnaire. The results would be available in October.	Luc Lafrance / Josee Louisseize
<u>CPC 16.11.52</u> CPC explains that since the results are positive, we will go ahead with the new clothes. Pants with knee pads will be available as an optional garment for 30 points. Employees will have the choice of 2 types of pants (regular and Cargo pants). The uniform program does not include knee pads. The cargo pants with knee pads are not part of the collective agreement, but will be available. CPC asks the union to discuss it with its members and share their decision within a few weeks.	Luc Lafrance / Josee Louisseize

CUPW indicated that they would like the knee pads to be available without a point for the employees who wants them. CUPW explains that they believe that the knee pads that are offered without points will disappear with the arrival of these new pants. CUPW explained that it would receive a response on December 1. <u>CPC 17.03.52</u> Further to the email sent January 27, 2017, CPC indicated the knee pads will be offered at 0 points since they are not an item that's included in the tables of the collective agreement. The cargo pants will be added at 60 points, same as the other cargo pants, and regular pants are 40 points. All maintenance garments were approved. As such, the existing garment stock will be depleted and the new garments will be introduced as the old stock are depleted. Target for the garments to be available would be June 2017. <u>CPC 17.07.52</u> CPC sent a copy of the knee pad instructions and the care instructions on June 29th, 2017. At the end of May CPC bought back the old stock of pants and have introduced the regular #291 100% cotton pants. SHIRTS #611/#711 are available the week of July 10th, CPC bought back the remaining stock of the old shirts. Knee Pads #389 are in stock.	Luc Lafrance / Josee Lousseize ITEM CLOSED
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.	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. 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. CPC noted that as previously discussed, RSMC issues should be discussed at the RSMC national consultation or the National Joint Health and Safety Committee. 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. 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. The regions will identify how many vests are needed. CPC asked Logistik Unicorp to increase their inventory accordingly.	Luc Lafrance
<u>CPC 15.06.64</u> CPC presented pictures of the new reflective polo	Luc Lafrance/Josée

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. The reflective polo shirt will be offered to both Urban and RSMC employees. 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. CUPW raised a concern regarding the reflective bands rubbing against the skin could be causing discomfort. CPC stated that this will be tested during the wear test. The shirts are not unisex. Both models (men/women) will be made available at the same time. 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.	Louisseize
<u>CPC 15.09.64</u> 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. CPC is looking at a model that is presentable and does not have a construction type look.	Luc Lafrance/Josée Louisseize

Employees are to wear the existing polo shirt until further notice.

CPC 15.12.64

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 employee groups (such as MSC). CPC will look into the practice.

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).

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.

CPC 16.02.64

CPC mentions that no further information is available on this topic but it will share with the Committee once more information is available.

CUPW is requesting information regarding the class of HV vests required for Letter Carriers according to

**Luc Lafrance/Josée
Louisseize**

**Luc Lafrance/Josée
Louisseize**

the voluntary compliance received. CPC to confirm the required class. <u>CPC 16.06.64</u> The CPC suggested inviting the Health and Safety group to attend the next meeting, to explain the difference between the classes of clothing. <u>CPC 16.09.64</u> The CUPW asked the Corporation to explain its opinion on the class required for high-visibility clothing for outside work. 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. The CUPW asked for a copy of the CSA tool for deciding the level of reflectivity required for clothing. The CUPW would get a copy of the grid. The CUPW asked if our choices needed to be confirmed by the CSA. 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. The parties suggested this item (visibility class 1, 2 and 3) be discussed at National Joint Health & Safety Committee meetings. <u>CPC 16.11.64</u> The parties will have a discussion on December 6th at	Luc Lafrance/Josée Lousseize Luc Lafrance/Josée Lousseize Luc Lafrance/Josée
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the National Joint Health and Safety Committee meeting. <u>CPC 17.03.64</u> 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. Once more details have been firmed up internally, CPC will have the supplier create 3 samples. 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. 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. 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. <u>CPC 17.07.64</u> CPC showed the sample polo to the union. The target	Louisseize Luc Lafrance/Josée Louisseize Luc Lafrance
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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. 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. 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. After the trial, we will advise our supplier that the pocket should be the same as the existing polo shirt if it will fit. CPC informed the union that the buttons are also high visibility. If all goes well, the polo shirt will be introduced next summer.	Josee Louisseize
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	Marc Roussel / Luc Lafrance/Josée Louisseize Luc Lafrance/Josée

chosen, it will look into the possibility of potentially redefining/changing the clothing to comply with the high-visibility standard. <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.	Louisseize Luc Lafrance/Josée Louisseize CPC / CUPW Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize
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.	Luc Lafrance / Josee Louisseize

CPC advised CUPW that we would like to remove the Icer's and Grip-x and replace them with the Devsys Heel Stop device that passed the wear test last winter with positive feedbacks. 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. <u>CPC 15.12.69</u> CPC informed CUPW that the 220 Icer and 221 Grip X antiskid crampons and their replacement parts will be gradually withdrawn. 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 Devsys crampons had been referred to the Joint Health & Safety Committee. 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. 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. 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. CPC said that if CUPW proposes other models, it will consider the requests.	Luc Lafrance / Josee Lousseize
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CUPW suggested a model with metal screws, similar to the 220 Icer but lighter. CPC will discuss this request with the supplier. <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. <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. <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. <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 There are 146 employees trialing the 3 cleats. 136 LC's 10 MSC's They are tested in AB, BC, MB, NB, NL, ON, QC, SK, and YT. A friendly reminder letter to send their survey's in	Luc Lafrance / Josee Lousseize Luc Lafrance / Josee Lousseize Luc Lafrance / Josee Lousseize Luc Lafrance / Josee Lousseize Luc Lafrance / Josee Lousseize
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will be sent on April 10th. <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.	Luc Lafrance Josee Louisseize
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. 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. CUPW mentioned that they should be provided with outerwear pants, CPC suggested that we will re-visit the suggestion at a later date. 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. 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.	Kathryn Lefler/Rick Visentin

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. CPC mentioned that we will eventually need to create a new job # for the Concept store employees and provide point entitlement. 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.	
<u>CPC 15.12.70</u> 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.	Luc Lafrance / Josee Louisseize
<u>CPC 16.02.70</u> 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.	Luc Lafrance / Josee Louisseize
<u>CPC 16.06.70</u> CPC is also exploring the possibility of using a new	Luc Lafrance / Josee

type of material for the concept store uniforms. CPC will share the material specifications with the Union when available. The CPC reported that the specifications for the new material are not available for the moment. The CPC 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.	Louisseize
<u>CPC 16.09.70</u> 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. The CPC showed photos of the new uniforms. Product testing would start on October 21. The CUPW had issues with the new design and colour (white) of the shirt. 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.	Luc Lafrance / Josee Louisseize
<u>CPC 16.11.70</u> CUPW mentions that they received the prototypes of clothing. 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.	Luc Lafrance / Josee Louisseize

<u>CPC 17.03.70</u> 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. A copy of the survey was sent to CUPW on March 24th. The union is requested that a weartest be done with more people. CPC will review the results with the Branding team. <u>CPC 17.07.70</u> CPC will be completing another weartest of the white shirt with employees within the 3 stores (Richmond Hill, Edmonton and Vancouver) since we did not receive enough respondents for the previous shirt trial. The target dates for the trial will be end of August. The pant fabric will be a heather grey 70% Polyester/30% cotton wicking. The existing cardigan will be changed as the feedback on this item was not positive. Our supplier is in the process of creating a new Men's & Women's cardigan.	Luc Lafrance / Josee Louisseize Luc Lafrance Josee Louisseize
POINTS DEPOSIT (Item 72) <u>CPC 16.02.72</u> CPC advised CUPW that it is looking at the possibility to change the points deposit from October to January of every year. CPC advised the Union that in the past two ordering cycles were needed, one in October and one in April of every year. As a result, the points deposit was done in October due to the two cycles. When the 2 cycles were changed to "on demand" ordering in 2008, there was no point in depositing the points in October anymore.	Josée Louisseize

<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> 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.	Luc Lafrance / Josée Louisseize Luc Lafrance / Josée Louisseize Luc Lafrance Josée Louisseize
VISIT OF LOGISTIK (Item 74) <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. <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). <u>CPC 16.11.74</u> CPC recommends February for Logistik's visit. CUPW prefers December 15th for the visit, to be	Luc Lafrance Luc Lafrance

confirmed. <u>CPC 17.03.74</u> CPC and CUPW agreed that April is too busy for a visit at Logistik. The month of May would be more suitable. <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.	Luc Lafrance Luc Lafrance Luc Lafrance
NEW BEANIE (Item 75) <u>CPC 16.06.75</u> The CPC said that usage tests for the new toque will take place in fall 2016 and that it will confirm the dates with the CUPW when they are available. <u>CPC 16.09.75</u> The CPC said the hats would be sent in October and testing would last until February. The names of employees who would the test the products would be sent to the Union. <u>CPC 16.11.75</u> More info to come <u>CPC17.03.75</u> Trial ended on February 28th, 21 employees were sent the survey. 9 answers received 2 became inactive 10 didn't send in their surveys A reminder letter was sent on February 10th. On March 13th CPC sent a list of participants to CUPW of those that have not returned their survey for the union to action. At the end of April CPC will remove the names of anyone who has not sent in their surveys from the weartesters list.	Josée Louisseize Josee Louisseize Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize

<u>CPC 17.07.75</u> The survey results were sent on June 29th. The results are positive and we are going to introduce the new beanie in blue, although it was weartested in grey, as per Brand's request. The beanie will be 1 inch longer which is in response to feedback from the weartest. The new beanie will be available this winter as an optional garment. The union mentioned it would like CPC to look into a face mask, similar to ski/snowboard masks, for the winter. CPC will come back with their findings.	Luc Lafrance Josée Louiseize
NEW UNIFORMS – REVAMP (Item 76) <u>CPC 16.06.76</u> The CPC said that it is still working on the image of the uniforms. The CPC presented to the Union the items that are not popular and suggested changing and/or replacing them. The crossover bow will be replaced by another item because it is in the collective agreement. The CPC proposed removing the scarf and hook fastener because they are not popular and are not in the collective agreement. The CUPW asked for more information on the type of employees who request the scarf and hook fastener. The CPC also proposed removing the clip-on tie, because it is not popular, and making the regular tie thinner. The CUPW will examine the corporation's requests for the next meeting. The CPC will give the Logistik clothing codes to the Union.	Luc Lanfrance /Josée Louiseize

<u>CPC 16.09.76</u> The CPC showed the Union clothing prototypes, such as ties, belts and scarfs. Inventory stock would be used and then employees could order the new clothing. The prototypes would be sent to the Union. Pictures and descriptions of the new clothing items were shared in an email sent to CUPW on October 5, 2016. <u>CPC 17.03.76</u> No new items added. <u>CPC 17.07.76</u> The parties agreed to close this item and re-open if new revamped items are on the radar.	Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize ITEM CLOSED
NEW MATERIAL FOR THE QUILTED JACKET (Item 78) <u>CPC 16.09.78</u> CPC presented the new material that will be used for groups 1,2 and 4 and confirms that wear tests will be conducted. Details of the garment will be shared with the Union when available. CUPW suggest to add an exterior pocket for pens and the PDT. <u>CPC 16.11.78</u> No new information available <u>CPC 17.03.78</u> No new information available <u>CPC 17.07.78</u> The parties agreed to close this item and re-open it if the style of the quilted will be changed.	Luc Lafrance/Josée Louisseize Luc Lafrance/Josée Louisseize Luc Lafrance/Josée Louisseize ITEM CLOSED
NEW POLO SHIRT (Item 79) <u>CPC 16.09.79</u>	

CPC indicates that the sky blue colour will be change for navy blue. The fabric will also be changed by something more breathable. Wear tests will be made soon. CUPW adds that they prefer paler colours, as such, they suggest using grey. <u>CPC 16.11.79</u> CPC says the polo shirts are for indoor workers, therefore the color shouldn't matter. <u>CPC 17.03.79</u> We are still looking into the color of the polo shirt for indoor workers. Most likely it's going to remain the same color for now. <u>CPC 17.07.79</u> The polo shirt will remain same color until further notice.	As stated in an email sent to the Union on September 9, 2016, the new navy blue polo will be made available to group 1 employees only as the high-visibility polo will be made available to employees working outside. Luc Lafrance Josee Louiseize Luc Lafrance Josee Louiseize ITEM CLOSED
BASEBALL CAP (Item 80) <u>CPC 16.09.80</u> Employees would be able to order the summer cap and current model at any time. The parties agreed on grey for the new cap. CPC informed CUPW that it is still the process of changing the material and style of the baseball cap due to too many complaints that the hat is too warm. The color might be blue or gray. CPC will keep the Union informed of the progress. <u>CPC 16.11.80</u> The committee agrees to use gray.	Luc Lafrance Josee Louiseize Luc Lafrance Josee Louiseize

CPC indicates that it contemplates the option of using gray but that the final decision will be made by the Brand Group. <u>CPC 17.03.80</u> CPC sent a note to the union on December 12th to advise them that the trial will be with blue fabric, although if the trial succeeds and we introduce the baseball cap, the baseball cap will most likely be grey. A note on the survey will indicate that the color might change. The hat will have a reflective postmark and mesh reflective on the sides. The trial will be done in July and August with 200 employees LCs and MSCs. <u>CPC 17.07.80</u> The trial will start at the end of July/August with 200 LC's. A list of trial names was sent to the union. CPC noted that there is high visibility reflective mesh on the sides of the hat. CUPW requested a sample of the hat. CPC to send when available.	Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize
REGULAR & SUMMER SACHEL HIP BELTS (ITEM 81) <u>CPC 16.11.81</u> CPC advised that we are adding two belts to the Letter Carrier allocation as an optional garment for 20 points. Employees can order a belt without the bag. <u>CPC 17.03.81</u> CUPW will discuss and get back to CPC. <u>CPC 17.07.81</u> CUPW requested samples of the belts, and the parties will discuss at our next meeting.	Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize

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 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.	Luc Lafrance Josee Louiseize Luc Lafrance Josee Louiseize Luc Lafrance Josee Louiseize <u>UPDATED INFORMATION:</u> July 7, 2017 CPC and our supplier discussed further and CPC have decided to go ahead with the trial of the satchel.
WEARTESTER'S LIST (ITEM 83) <u>CPC 17.03.83</u> CPC informed the union that we are having issues in	Luc Lafrance

regards to building up a weartester's list as employee's are not participating or they're not sure of the procedure on how to participate. CPC has offered to the union to adopt the same procedure as the other unions and have the employee checkmark the weartester participation box on the order form or online. CUPW indicated some reservations about this change in process. CPC indicated it could provide the list to CUPW on a monthly basis for their review and oversight if this would assist. CUPW will review and come back. <u>CUPW 17.07.83</u> CUPW indicated it has concerns with a checkmark on the order form as employees do not have all the necessary information and may not realize the commitment of being a weartester. CUPW instead would prefer to continue to provide a list of employees to CPC. CUPW committed to finding additional names if CPC identifies specific needs. CUPW requested a list of regions or demographics where weartesters are most needed. CPC will provide that list.	Josee Louisseize Luc Lafrance Josee Louisseize
HIGH VISIBILITY SAFETY VEST WITH COLORS <u>CPC 17.03.84</u> CPC informed the union that we are going to provide an "orange" safety vest with Velcro to all maintenance employees, it will be available in September/October. We will also provide one to First Aiders, the vest will be yellow with a red border at the bottom. <u>CPC 17.07.84</u> CPC brought examples of the new high visibility vests and explained the distinction between the coloured bands at the bottom of the vests. CPC indicated it is going to do a mass distribution for maintenance employees, all uniform entitled employees	Luc Lafrance Josee Louisseize Luc Lafrance Josee Louisseize

and non-uniform entitled employees that work in the plants. CPC indicated it intends to distribute the stock of vests to all locations and then transition everyone to the new vests on the same day. This distribution will be done at the end of September for all PO4's, PO5s, etc. As for maintenance employees, there may be a delay due to a fabric shortage, therefore the vests will be shipped in November.	
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NEXT SUGGESTED DATES:
October 17, 2017 @ 10am