

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

May 12, 2016 @ 11:30am  
(N0060i)

Meeting #55

In Attendance:

CUPW

Marc Roussel  
Carl Girouard  
Chris Pleasants

Canada Post

Luc Lafrance  
Josée Louiseize  
Simon Lacharité

Item (Y-M-#)	Description	Action
CPC – 13.07.59	<p><b>CORPORATE WARDROBE RFP (Request for Proposal):</b></p> <p>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.</p> <p>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</p>	Bill Tibben

	<p>companies and identified that internet search criteria provides the most local and popular resources. Sourcing also noted that there appeared to be many companies in the industry.</p> <p>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.</p> <p>CUPW requested that Sourcing return at the next meeting on September 26th, 2013 to discuss the RFP. He will discuss with team and consider.</p> <p>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.</p>	
CPC 13.10.59	<p>CUPW asked if the RFP will be available in both translations, We advised that we did not have that information at this time.</p> <p>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.</p>	Michel Fournier
CPC 13.12.59	<p>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</p>	Luc Lafrance

CPC 14.03.59	<p>confirmed as a result of the RFP, CUPW is asking to visit the supplier's facility. CPC would review and provide a response.</p> <p>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.</p> <p>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.</p>	Luc Lafrance
CPC 14.06.59	<p>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.</p>	Luc Lafrance
CPC 14.09.59	<p>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.</p>	Luc Lafrance
CPC 14.12.59	<p>CPC advised CUPW that there is no further</p>	Josée Louisseize

CPC 15.03.59	<p>information to provide at this time. CPC anticipates having a winner in June 2015.</p> <p>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.</p>	Luc Lafrance
CPC 15.06.59	<p>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.</p>	Luc Lafrance
CPC 15.09.59	<p>CPC confirmed that most likely by the end of December, we should know who will be the incumbent.</p> <p>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.</p> <p>CPC advised CUPW that a visit was done in Guelph, Toronto and Montreal.</p>	Luc Lafrance
<b>CPC 15.12.59</b>	<p>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.</p>	Luc Lafrance
CPC 16.02.59	<p>CPC advised CUPW that the name of the new</p>	Luc Lafrance

	<p>supplier has not been released yet. Once confirmed by eProcurement the news will be shared at the committee.</p> <p><b>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.</b></p>	
CPC 13.04.52	<p><b>ELECTRICAL SAFETY PROGRAM</b></p> <p>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.</p> <p>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.</p>	Doug Cully

	<p>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.</p> <p>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 working.</p> <p>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.</p> <p>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.</p> <p>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.</p>	
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	<p>CPC follow up items:</p> <ul style="list-style-type: none"> <li>Review of alternate suspenders</li> <li>Provide draft communication to CUPW</li> <li>Response on request to exchange coverall for work pant</li> </ul> <p>Letter was sent to CUPW on June 11th for their approval. Logistik Unicorp has started to ship the uniforms on Tuesday July 9th.</p>	
CPC 13.07.52	<p>CUPW expressed their frustration about CPC's decision to refuse the employees to have the choice of rolling up their shirt sleeves. CPC advised that this was a Health &amp; 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.</p>	Josee Louisseize
CPC 13.10.52	<p>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.</p>	Doug Cully
CPC 13.12.52	<p>CPC reviewed the issues raised at the October</p>	Doug Cully

	<p>2013 meeting.</p> <p>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.</p> <p>CUPW reiterated that they did not agree with the instruction to wear at all times long sleeve shirts CPC advised that that Health &amp; Safety had been contacted and they re-affirmed that the sleeves should be rolled down and buttoned up at all times.</p> <p>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.</p> <p>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</p>	
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CPC 14.03.52	<p>points are available in their account.</p> <p>CPC advised CUPW that Doug Cully himself had a conference call with the Maintenance Managers to discuss.</p> <p>The response was there are no individuals that can be distinguished as never doing electrical:</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>CUPW indicated that the requirement to keep sleeves rolled down was causing problems for the technicians.</p> <p>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.</p>	Doug Cully
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CPC 14.06.52	<p>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.</p> <p>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.</p> <p>The final decision on this lies with Health and Safety.</p> <p>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.</p> <p>Regarding the issue of rolling up of shirt sleeves, CPC advised that the issue is with Health &amp; Safety for their approval or disapproval.</p>	Luc Lafrance
CPC 14.09.52	<p>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.</p> <p>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.</p>	Luc Lafrance
CPC 14.12.52	<p>Health and Safety has confirmed the requirement for employees to wear the shirt</p>	Josée Louisseize

CPC 15.03.52	<p>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.</p> <p>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.</p> <p>CUPW requested that Doug Cully attend at our next meeting in March 2015. CPC would invite Mr. Cully to attend.</p> <p>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 reputation. CPC tested new clothes from Carhart in London. The tests were positive. These clothes are available for both men and women.</p> <p>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</p>	Doug Cully
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15.06.52	<p>chosen. In addition, CUPW asked that they receive a copy of the survey for review before it is sent to the participants.</p> <p>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.</p> <p>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&amp;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&amp;S at our next meeting and have a technician attend as well.</p> <p>CPC invited CUPW to propose questions for the survey given to technician and vice versa.</p> <p>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.</p> <p>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.</p>	<p>Luc Lafrance/Josee Louisseize</p>
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15.09.52	<p>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.</p> <p>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.</p> <p>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.</p> <p>Richard Hallam &amp; 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.</p> <p>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 ARC Flash garments for groups 3 &amp; 4 is on hold for now.</p> <p>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.</p>	Richard Hallam / Kelly Leclair
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15.12.52	<p>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.</p>	Luc Lafrance / Josee Louisseize
CPC 16.02.52	<p>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 &amp; 4; MAM 10 &amp; 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.</p> <p>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.</p> <p>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 completed with missing sites. Around 31 wear testers will be contacted.</p> <p>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.</p>	Luc Lafrance / Josee Louisseize

	<p>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.</p> <p>The CUPW suggested adding questions about shrinkage to the survey.</p> <p>The CPC confirmed that it is in agreement with this proposal.</p>	
CPC 14.12.64	<p><b>HV REFLECTIVE POLO SHIRT / HVV vest</b></p> <p>CPC informed CUPW that Health &amp; 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.</p>	Josée Louiseize
CPC 15.03.64	<p>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&amp;S. CUPW is asking for a</p>	Luc Lafrance

CPC 15.06.64	<p>copy of the reports which CPC agrees to send the Union.</p> <p>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.</p> <p>CPC noted that as previously discussed, RSMC issues should be discussed at the RSMC national consultation or the National Joint Health and Safety Committee.</p> <p>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.</p> <p>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.</p> <p>The regions will identify how many vests are needed. CPC asked Logistik Unicorp to increase their inventory accordingly.</p> <p>CPC presented pictures of the new reflective polo 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.</p> <p>The reflective polo shirt will be offered to both Urban and RSMC employees.</p> <p>CUPW suggested that the new polo shirt should be available from day one to both Urban and RSMC employees. In addition, employees should</p>	Luc Lafrance/Josée Lousseize
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	<p>not have to use the “old stock” as this is a Health &amp; Safety issue.</p> <p>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.</p> <p>The shirts are not unisex. Both models (men/women) will be made available at the same time.</p> <p>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.</p>	
CPC 15.09.64	<p>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.</p> <p>CPC is looking at a model that is presentable and does not have a construction type look.</p> <p>Employees are to wear the existing polo shirt until further notice.</p>	Luc Lafrance/Josée Louisseize
CPC 15.12.64	<p>CUPW reported that the employees are asking for a high-visibility vest with an exterior pencil</p>	Luc Lafrance/Josée

	<p>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.</p> <p>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).</p> <p>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.</p>	Louisseize
CPC 16.02.64	<p>CPC mentions that no further information is available on this topic but it will share with the Committee once more information is available.</p> <p>CUPW is requesting information regarding the class of HV vests required for Letter Carriers according to the voluntary compliance received.</p> <p>CPC to confirm the required class.</p>	Luc Lafrance/Josée Louisseize

	<p><b>The CPC suggested inviting the Health and Safety group to attend the next meeting, to explain the difference between the classes of clothing.</b></p>	
<p>CUPW 15.06.66</p>	<p><b>NEW GORTEX FABRIC</b></p> <p>CUPW would like to know how many participants. CPC to confirm and the male/female ratio.</p> <p>The survey will take 2 months and will start at the end of the summer followed by the rain jacket in the Fall. CPC will test the gaiters during the winter, possibly in January. CUPW would like to test the new rain jacket in the summer to test breathability. CPC confirmed that the rain jacket will be tested this summer in August. The trial will be done during the Fall months.</p>	<p>Marc Roussel</p>
<p>CUPW 15.09.66</p>	<p>A sample of the jacket was provided to the Union.</p> <p>The trial of the jacket will start mid-October and the gaiters in January for a 2 month trial for both.</p> <p>100 participants in total 64 males 26 females</p> <p>CUPW requested to have the list of the employees, CPC to provide the list.</p> <p>CUPW noticed that the jacket is lighter and more flexible. They made a suggestion to add an inside pocket. CPC advised that if the product is successful, we will advise the supplier to add the pocket.</p>	<p>Luc Lafrance/Josée Louisseize</p>

CUPW 15.12.66	CPC informed CUPW that the raincoats had been sent and that the leggings will follow in January. CUPW raised its concerns about the permeability of the Gortex coats and the breathability of the material when the high-visibility vest is worn on top. CPC agreed to change the questionnaire to add questions related to this concern.	Luc Lafrance/Josée Louisseize
CUPW 16.02.66	CPC advised CUPW that a second survey with two questions about the HVV on top of the jacket was sent to wear testers. CPC is also in the process of wear testing the gators. Once the results are available, they will be shared with the Union.	Luc Lafrance/Josée Louisseize
CPC 16.02.67	<p><b>The CPC said that it has had trouble getting feedback on this item (56% feedback).</b></p> <p><b>The CPC presented the results of two usage tests.</b></p> <p><b>The CUPW said it is prepared to follow up with the employees who do not take part in the survey. It also mentioned that the permeability of the vest seems to be the weakest point of the questionnaire.</b></p> <p><b>The CPC said it would remove the names of the employees who did not respond to the survey after a few reminders. The CPC confirmed that it will share the names of the employees that were withdrawn.</b></p>	Josée Louisseize
CUPW 16.02.68	<b>The CUPW suggested adding zippers at the hip level to make the coats bigger.</b>	

CUPW 15.09.68	<p><b>HIGH VISIBILITY WINTER GARMENTS</b></p> <p>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.</p>	Marc Roussel / Luc Lafrance/Josée Lousseize
CUPW 15.09.69	CPC announced that as soon as the new supplier is chosen, it will look into the possibility of potentially redefining/changing the clothing to comply with the high-visibility standard.	Luc Lafrance/Josée Lousseize
CUPW 16.02.68	Additional information on this item will be available once the new supplier is chosen.	<b>Luc Lafrance/Josée Lousseize</b>
<b>CPC 15.09.71</b>	<b>The CPC suggested combining this item with the Kim Gould visit about high-visibility clothing.</b>	
CPC 15.09.69	<p><b>DEVYSIS ANTI-SLIP DEVICES</b></p> <p>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.</p> <p>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.</p> <p>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</p>	Luc Lafrance / Josée Lousseize

CPC 15.12.69	<p>next meeting and if they could let us know sooner as winter is approaching quickly.</p> <p>CPC informed CUPW that the 220 Icer and 221 Grip X antiskid crampons and their replacement parts will be gradually withdrawn.</p> <p>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 Devysis crampons had been referred to the Joint Health &amp; Safety Committee.</p> <p>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.</p> <p>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.</p> <p>CUPW outlined the union's position on the National Joint Health &amp; 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.</p> <p>CPC said that if CUPW proposes other models, it will consider the requests.</p> <p>CUPW suggested a model with metal screws, similar to the 220 Icer but lighter.</p> <p>CPC will discuss this request with the supplier.</p>	Luc Lafrance / Josee Louisseize
15.02.69	No further information at the moment until we	<b>Luc Lafrance /</b>

CUPW 15.02.70	<p>hear back from Health &amp; Safety in regards to the Devysis weartest.</p> <p><b>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.</b></p>	Josee Louisseize
CPC 15.09.70	<p><b>CONCEPT STORE</b></p> <p>Kathryn &amp; 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 &amp; glove/anti-slip device allowance.</p> <p>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.</p> <p>CUPW mentioned that they should be provided with outerwear pants, CPC suggested that we will re-visit the suggestion at a later date.</p> <p>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.</p> <p>CPC mentioned that we will survey the winter</p>	Kathryn Lefler/Rick Visentin

	<p>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.</p> <p>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.</p> <p>CPC mentioned that we will eventually need to create a new job # for the Concept store employees and provide point entitlement.</p> <p>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.</p>	
CPC 15.12.70	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
CPC 15.13.71	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	Luc Lafrance / Josee Louisseize



CPC 15.13.72	<p>exhausted in the Edmonton Concept Store, while the new shirt will be rolled out in Vancouver in October 2016.</p> <p>CPC is also exploring the possibility of using a new type of material for the concept store uniforms. CPC will share the material specifications with the Union when available.</p> <p><b>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.</b></p>	
CPC 15.12.71  CPC 15.12.72	<p><b>SITUATION IN VANCOUVER – GROUP 3 UNIFORMS</b></p> <p>CUPW reported that in the garage on Glen Drive in Vancouver, the Group 3 employee are being refused access to winter clothing (winter coats). CPC will investigate the incident.</p> <p>CPC presented pictures of the rain jacket to the Union. Although the rain jacket is not part of the Uniform Program, it complies with CSA standards. CPC confirms that Fleet employees on Glen Drive in Vancouver also have access to the parka and the quilted jacket.</p> <p><b>This item will be continued in the new point below, on the new raincoats.</b></p>	CUPW  Simon Lacharite/Luc Lafrance/Josée Louisseize
CPC 16.02.72	<p><b>POINTS DEPOSIT</b></p> <p>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</p>	Josée Louisseize

CPC 16.02.73	<p>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.</p> <p>CUPW mentioned that they will look at the request once they are provided with a complete rationale outlining the potential impacts on employees.</p> <p><b>The CPC said that the justification will be sent to the Union within the coming weeks.</b></p> <p><b>The CUPW will contact its negotiating team on this matter.</b></p>	
CPC 16.03.74	<p><b>NEW RAIN COAT</b></p> <p><b>The CPC will introduce a new raincoat, at the request of employees. It reported that the coat may be red with reflective bands.</b></p> <p><b>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.</b></p> <p><b>The CUPW asked for information about the coat.</b></p> <p><b>The CPC will share the information when it is available.</b></p>	Josée Louisseize
16.04.75	<p><b>VISIT OF LOGISTIK</b></p> <p><b>The CPC confirmed to the CUPW that the tour of the Logistik facilities in St-Jean-sur-Richelieu will take place in September 2016.</b></p>	Luc Lafrance

16.05.76	<p><b>NEW TOQUE</b></p> <p>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.</p>	Josée Louisseize
16.06.77	<p><b>NEW UNIFORMS</b></p> <p>The CPC said that it is still working on the image of the uniforms.</p> <p>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.</p> <p>The CPC proposed removing the scarf and hook fastener because they are not popular and are not in the collective agreement.</p> <p>The CUPW asked for more information on the type of employees who request the scarf and hook fastener.</p> <p>The CPC also proposed removing the clip-on tie, because it is not popular, and making the regular tie thinner.</p> <p>The CUPW will examine the corporation's requests for the next meeting.</p> <p>The CPC will give the Logistik clothing codes to the Union.</p>	Luc Lanfrance /Josée Louisseize
CUPW 16.07.78	<p><b>SEX CHANGE AND THE UNIFORM PROGRAM</b></p> <p>Following the discussion at the RSMC NJUC meeting, the parties agreed to add the following</p>	

	<p>point of discussion to these minutes: The Union asked the CPC to protect the rights and private life of employees who are engaged in this process. The CPC reported to the Union that the committee will work with the private life team to establish a discreet process for employees who are undergoing a sex change.</p> <p>The CUPW mentioned that no points should be deducted when employees place their first uniform order after a sex change.</p> <p>The CPC said it would review the request.</p>	
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**NEXT SUGGESTED DATES:**

September 8, 2016 @ 10am.

## Annexe 1

Seizes for the HV vest

		HEIGHT / GRANDEUR	CHEST / POITRINE
3000-03-332-6438	S-S	64	38.5
3000-03-332-6444	S-M	64	44.5
3000-03-332-6452	S-L	64	52.5
3000-03-332-6460	S-XL	64	60.5
3000-03-332-7138	R-S	72	38.5
3000-03-332-7144	R-M	72	44.5
3000-03-332-7152	R-L	72	52.5
3000-03-332-7160	R-XL	72	60.5
3000-03-332-7168	R-2XL	72	68.5
3000-03-332-8038	T-S	80	38.5
3000-03-332-8044	T-M	80	44.5
3000-03-332-8052	T-L	80	52.5
3000-03-332-8060	T-XL	80	60.5
3000-03-332-8068	T-2XL	80	68.5
3000-03-332-8076	T-3XL	80	76.5