

RSMC
Minutes of the
National Joint Uniform Committee between
Canada Post Corporation (CPC) and the Canadian Union of Postal Workers
(CUPW) for Rural and Suburban Mail Carrier (RSMC)

May 13, 2016 @ 10:30am
(N0060i)

Meeting #05

In Attendance:

CUPW

Marc Roussel
Carl Girouard
Chris Pleasants

Canada Post

Luc Lafrance
Josée Louisseize
James Kerr

ITEM (Y-M-#)	DESCRIPTION	ACTION
CUPW – 15.06.01	<p>RED POLO</p> <p>The Union received complaints concerning certain garments provided to the RSMC's. Specifically, the union stated that there are concerns regarding the red polo. For instance, the Union mentioned that the RSMC employees are complaining about the color red and the material. The polo is really hot when worn during the summer and the fabric is made of 100% polyester. The Union indicated that some areas, such as the Ontario and Prairie regions, have mentioned these concerns several times in the past.</p> <p>The Corporation confirmed that the material in the red polo was identical to the polo created for urban employees.</p>	Luc Lafrance/ Josée Louisseize
CUPW 15.09.01	<p>CPC informed the union that we are in the process of re-visiting the polo shirt and looking at making it High Visibility as per the CSA standards. CPC also advised that the current red polo will remain until further notice.</p> <p>The union suggested the possibility to provide the urban blue polo shirt while we deplete the red polo. CPC advised that we will review and follow-up at our next meeting, or if we have an answer prior to the meeting, we will share our decision.</p>	Luc Lafrance / Josée Louisseize

CUPW 15.12.01	CPC informed the union that we are still working on a High Visibility Polo shirt, CPC also mentioned that they are looking to modernize and revamp the uniform garments. CPC will be working on providing less sizes, therefore skus. CPC will involve the union once progress has been made.	Luc Lafrance / Josée Louisseize
CUPW 16.02.01	CPC informed the union that we will be introducing male and female versions of garments including the polo shirt. CPC to provide CUPW with a breakdown between female and male versions that will be available.	Luc Lafrance / Josée Louisseize
CUPW 16.05.01	<p>CPC advised the union that there are 2,364 men and 4,567 women RSMC employees. CPC will provide a sample of the male/female polo shirt once they have a copy.</p> <p>CPC informed the union that they are waiting on H&S and CSA group company to determine which class CPC uniforms falls under.</p> <p>The union asked to have a H&S representative at the next uniform committee meeting in order to explain the differences between the clothing standards.</p> <p>The union wants to be involved in the styling of the CPC High Visibility Polo.</p>	Luc Lafrance / Josée Louisseize
CUPW 15.06.02	<p>UNIFORM ENTITLEMENT</p> <p>The Union stated that the RSMCs would like to receive more uniform choices added to their uniform catalogue. The Union suggested to supply gators, which are useful during the winter. The Union indicated that clause 34.02 allows the collective agreement to be modified.</p>	Luc Lafrance/ Josée Louisseize
CUPW 15.09.02	CPC advised CUPW that any addition to the collective agreement tables will have to be negotiated at the next round of negotiations. Although, we can provide gaiters to members as an optional garment at 55 points. Optional garment means any extra points remaining can be used to purchase the item, in this case the gaiters.	Luc Lafrance/ Josée Louisseize
CUPW 15.12.02	CPC advised the union that we will be adding the gaiters, 1 per year as an optional garment for RSMCs with a point allocation of 55 points. RSMCs will not receive additional points for gaiters. CPC confirming that an MOA is not necessary in order to introduce the gaiters. CPC mentioned	Luc Lafrance/ Josée Louisseize

CPC 16.02.02	that we will advertise on the Logistik Unicorp Website and the union will also do a bulletin.	Luc Lafrance/ Josée Louisseize
CPC 16.05.02	CPC assured the union that the Gaiters are added to the employee's allocation.	ITEM CLOSED
CUPW 16.05.04	<p>UNIFORMS & SEX CHANGE</p> <p>The union brought forward a sensible subject of transgender change at Canada Post.</p> <p>The Union requests CPC to protect the rights and privacy of the employees who are engaged in this process. CPC advised the Union that the Committee will work with the Privacy team to establish a discrete process for employees that are in the process of a sex change.</p> <p>The union mentioned that points should not be deducted from an employee's first order.</p> <p>CPC acknowledged and will review this request.</p>	CUPW/CPC
CUPW 16.05.05	<p>DAMAGED UNIFORMS IN FORT McMURRAY</p> <p>CPC informed CUPW that there are in total 12 RSMC employees affected by the Fort McMurray wildfire.</p> <p>CPC will send the list of employees to CUPW.</p> <p>CPC will determine the best way to provide new set of CPC garments to the employees affected.</p> <p>CPC also explained that the re-issuing of garments will not incur a point deduction.</p> <p>CPC will keep the union informed of progress.</p>	CUPW/CPC

NEXT SUGGESTED DATES: