

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

May 22, 2018 @ 10:00am  
(N0080d)

Meeting #63

In Attendance:

CUPW

Marc Roussel  
Carl Girouard (Absent)  
Chris Pleasants

Canada Post

Nicole Arbic  
Maxime Marchand  
Josée Louiseize

Description	Action
<b>HV REFLECTIVE POLO SHIRT / HVV vest (Item 64)</b> <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 Louiseize
<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.	Luc Lafrance
CUPW would like to know if the new polo shirts will be for RSMC's as well. CPC answered that it was a	

<p>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><b><u>CPC 15.06.64</u></b></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 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>Luc Lafrance/Josée Louiseize</p>
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<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> <p><b><u>CPC 15.09.64</u></b></p> <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>	<p>Luc Lafrance/Josée Louisseize</p>
<p><b><u>CPC 15.12.64</u></b></p> <p>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.</p> <p>CUPW asked whether more than one size is available,</p>	<p>Luc Lafrance/Josée Louisseize</p>

<p>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>	
<p><u><b>CPC 16.02.64</b></u></p> <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>	<p>Luc Lafrance/Josée Louisseize</p>
<p><u><b>CPC 16.06.64</b></u></p> <p>The CPC suggested inviting the Health and Safety group to attend the next meeting, to explain the difference between the classes of clothing.</p>	<p>Luc Lafrance/Josée Louisseize</p>
<p><u><b>CPC 16.09.64</b></u></p> <p>The CUPW asked the Corporation to explain its opinion on the class required for high-visibility clothing for outside work.</p> <p>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.</p>	<p>Luc Lafrance/Josée Louisseize</p>

<p>The CUPW asked for a copy of the CSA tool for deciding the level of reflectivity required for clothing.</p> <p>The CUPW would get a copy of the grid.</p> <p>The CUPW asked if our choices needed to be confirmed by the CSA.</p> <p>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.</p> <p>The parties suggested this item (visibility class 1, 2 and 3) be discussed at National Joint Health &amp; Safety Committee meetings.</p>	
<p><u><b>CPC 16.11.64</b></u></p> <p>The parties will have a discussion on December 6<sup>th</sup> at the National Joint Health and Safety Committee meeting.</p>	<p>Luc Lafrance/Josée Lousseize</p>
<p><u><b>CPC 17.03.64</b></u></p> <p>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.</p> <p>Once more details have been firmed up internally, CPC will have the supplier create 3 samples.</p> <p>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&amp;S.</p>	<p>Luc Lafrance/Josée Lousseize</p>

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.

#### CPC 17.07.64

CPC showed the sample polo to the union. The target date 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. Only the polyester fabric will stick properly to the reflective strips.

After the trial, we will advise our supplier that the pocket should be the same as the existing polo shirt if it will fit.

Luc Lafrance  
Josee Louiseize

<p>CPC informed the union that the buttons are also high visibility.</p> <p>If all goes well, the polo shirt will be introduced next summer.</p> <p><u>CPC 17.11.64</u></p> <p>Wear test for short sleeves ended November 1st, Wear test for long sleeves ended November 7th. Results will be provided once complete. Based on initial feedback it has been determined that the pocket will be changed from vertical to horizontal, and meshed fabric will be added underneath the armpits.</p> <p><u>CPC 18.03.64</u></p> <p>We have changed the pocket and we have added mesh fabric underneath and around the armpits for more breathability. Distribution should start this summer, we will start with 2 short sleeve shirts per employee until the production is up and running.</p> <p>Once CPC has samples for the union, they will be shipped.</p> <p><u>CPC 18.05.64</u></p> <p>The SBN communication went out on Wednesday May 16<sup>th</sup> and the HV polo were available to order online at 4pm as well.</p> <p>As of this morning, we have 4,455 orders placed.</p> <p>The union expressed concerns and insist that the HV polo shirt should be given at 0 points. CPC advised CUPW that we are not in a position to negotiate and this subject should be brought to NJOSH. CPC specified that the HV polo shirt is not mandatory, it's an optional garment at 25 points</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p>
<p>HIGH VISIBILITY WINTER GARMENTS (Item 68)</p>	<p>Marc Roussel / Luc</p>

<p><u>CUPW 15.09.68</u></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>	<p>Lafrance/Josée Lousseize</p>
<p><u>CPC 15.12.68</u></p> <p>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.</p>	<p>Luc Lafrance/Josée Lousseize</p>
<p><u>CUPW 16.02.68</u></p> <p>Additional information on this item will be available once the new supplier is chosen.</p>	<p>Luc Lafrance/Josée Lousseize</p>
<p><u>CUPW 16.06.68</u></p> <p>CPC suggested combining this item with the Kim Gould visit about high-visibility clothing.</p>	<p>CPC / CUPW</p>
<p><u>CUPW 17.03.68</u></p> <p>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 &amp; 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.</p>	<p>Luc Lafrance Josée Lousseize</p> <p>Luc Lafrance</p>



<p><u>CUPW 17.07.68</u></p> <p>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.</p> <p><u>CUPW 17.11.68</u></p> <p>The union expressed concerns about the delay for High Visibility outerwear. CPC stated the design process takes time to complete and in the meantime employees are to continue to wear high visibility vests over their winter coats. The Union requested that CPC move forward on the Parka design. CPC advised the union that it is not prepared to go forward at the moment. The design work will have to be done jointly with the Brand department as well as other groups at Canada Post. The Union told CPC that the vests are deteriorating rapidly due to washing. This causes the vest to lose its high visibility status according to the Z96 standards. In some offices, they mention washing the jacket less often in order to make the year with it.</p>	<p>Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p>
<p>The union asked to have someone from Branding attend the next NJUC meeting.</p> <p><u>CPC 18.03.68</u></p> <p>CPC mentioned that upper management gave the green light to start looking at a High Visibility parka. We are still not sure if we are going to go with class 2, level 2 classification. The parka will be for all delivery agents. More information will be provided at our next meeting.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u>CPC 18.05.68</u></p> <p>CPC informed the union that the HV winter garments are on the priority list and asked which item would be considered priority. CUPW mentioned the parkas would be the priority item. CPC informed the union that we will look into it to see if it is necessary to design the parka CSA class 2, level 2.</p>	<p>Nicole Arbic Josee Louisseize</p>

**ANTI-SLIP DEVICES****C 15.09.69**

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.

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.

**CPC 15.12.69**

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.

Luc Lafrance / Josee  
Louisseize

Luc Lafrance / Josee  
Louisseize

<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>	
<p><u>CPC 16.02.69</u></p> <p>No further information at the moment until we hear back from Health &amp; Safety in regards to the Devysis weartest.</p>	<p>Luc Lafrance / Josee Louisseize</p>
<p><u>CPC 16.09.69</u></p> <p>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.</p>	<p>Luc Lafrance / Josee Louisseize</p>
<p><u>CPC 16.11.69</u></p> <p>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.</p>	<p>Luc Lafrance / Josee Louisseize</p>
<p><u>CPC 17.03.69</u></p> <p>CPC informed CUPW that we are in the process of weartesting the anti-slip device until the end of April.</p> <p>Item #365 – Hike</p> <p>Item #367 – Icers Run</p> <p>Item #368 – Icers Maxx</p>	<p>Luc Lafrance / Josee Louisseize</p>

<p>There are 146 employees trialing the 3 cleats. 136 LC's 10 MSC's</p> <p>They are tested in AB, BC, MB, NB, NL, ON, QC, SK, and YT.</p> <p>A friendly reminder letter to send their survey's in will be sent on April 10th.</p> <p><u><b>CPC 17.07.69</b></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.</p> <p><u><b>CPC 17.11.69</b></u> Joint decision to add item #367 (Stabilicers Run) and the item #368 (Stabilicers MAXX). We also have the existing item #222 (Get-A-Grip). They are available on the delivery agent's allocation.</p> <p><u><b>CPC 18.03.69</b></u> Reopening the subject due to complaints in regards to the #367 (Stabilicers Run) cleats. The cleats are not performing as expected.</p> <p>CUPW mentioned that, contrary to CPC, the comments received were rather favorable for this model. The only problem was spare screws supply which was not available.</p> <p>We will keep the #222 (Get-a-Grip) and the #368 (MAXX). We are also looking at providing replacement spikes.</p> <p>We asked Logistik Unicorp to start looking at finding another anti-slip device available for winter 2018-2019.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>ITEM CLOSED</p> <p>Luc Lafrance Josee Louisseize</p>
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<p>Updates will be available at our next meeting.</p> <p><u>CPC 18.05.69</u> CPC asked our supplier to look into finding a new option of cleats, they still have not provided info.</p> <p>CUPW maintains that the (Stabilicers Run) cleats should remain in the catalogue. CPC will look at a new option.</p> <p>Updates will be available at our next meeting</p>	<p>Nicole Arbic Josee Louisseize</p>
<p><b>CONCEPT STORE (Item 70)</b></p> <p><u>CPC 15.09.70</u> 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 and summer clothing to re-assess if any issues.</p>	<p>Kathryn Lefler/Rick Visentin</p>

<p>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>	
<p><u><b>CPC 15.12.70</b></u></p> <p>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.</p>	<p>Luc Lafrance / Josee Louiseize</p>
<p><u><b>CPC 16.02.70</b></u></p> <p>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.</p>	<p>Luc Lafrance / Josee Louiseize</p>

<p><u>CPC 16.06.70</u></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>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.</p>	<p>Luc Lafrance / Josee Louisseize</p>
<p><u>CPC 16.09.70</u></p> <p>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.</p> <p>The CPC showed photos of the new uniforms. Product testing would start on October 21.</p> <p>The CUPW had issues with the new design and colour (white) of the shirt.</p> <p>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.</p>	<p>Luc Lafrance / Josee Louisseize</p>
<p><u>CPC 16.11.70</u></p> <p>CUPW mentions that they received the prototypes of clothing.</p> <p>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-</p>	<p>Luc Lafrance / Josee Louisseize</p>

<p>thru, the practice identified in the collective agreement is followed. Vancouver will trial the new white shirt for about a month.</p> <p><u><b>CPC 17.03.70</b></u></p> <p>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.</p> <p>The union is requested that a weartest be done with more people.</p> <p>CPC will review the results with the Branding team.</p>	<p>Luc Lafrance / Josee Louisseize</p>
<p><u><b>CPC 17.07.70</b></u></p> <p>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.</p> <p>The pant fabric will be a heather grey 70% Polyester/30% cotton wicking.</p> <p>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 &amp; Women's cardigan.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p><u><b>CPC 17.11.70</b></u></p> <p>As per Branding, the cardigan will now be blue instead of grey. We will deplete and replace the cardigan. The style will change as well. The trial shirts were shipped the week of October 10th, the trial will end on January 30th.</p> <p><u><b>CPC 18.03.70</b></u></p>	<p>Luc Lafrance Josee Louisseize</p>



<p>Copies of the surveys were sent to the union on March 20th.</p> <p>We will update the union at our next meeting.</p> <p><u>CPC 18.05.70</u>  The results of the last survey wasn't good, the iron on chevrons are all peeling. Logistik is looking into an ink process, once we have the results, we will do a wear test throughout Retail employees.</p> <p>More information at our next meeting.</p>	<p>Luc Lafrance  Josee Lousseize</p> <p>Nicole Arbic  Josee Lousseize</p>
<p><b>POINTS DEPOSIT (Item 72)</b></p> <p><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.</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><u>CPC 16.06.72</u>  The CPC said that the justification will be sent to the Union within the coming weeks.</p> <p>The CUPW will contact its negotiating team on this matter.</p> <p><u>CPC 16.09.72</u>  The CUPW said transitional points should be added if this initiative was adopted.</p> <p>The CPC said October was chosen because in the</p>	<p>Josée Lousseize</p> <p>Josée Lousseize</p> <p>Josée Lousseize</p>

<p>past it took 90 days to receive an order placed by an employee. Employees received their orders in January. Orders were now delivered in 30 days.</p> <p>The CUPW said a memorandum of agreement was needed for this change, but an amendment to the collective agreement was preferable. The CUPW would discuss the matter with its bargaining group. It suggested proration for the first year (October to January) if the initiative was adopted. If the bargaining group was not in favour, the CUPW suggested the item be discussed during upcoming negotiations.</p>	
<p><u>CPC 16.11.72</u></p> <p>CUPW indicated that a protocol agreement would be necessary as there was no discussion of the subject at the bargaining table.</p> <p>CPC indicated that it would send a Memorandum of Agreement (MOA) to the Union shortly.</p>	<p>Josee Louiseize</p>
<p><u>CPC 17.03.72</u></p> <p>Labour Relations will draft up a Memorandum of Agreement (MOA) for the union to review. The union mentioned that they will review the MOA with their Board.</p>	<p>Richard Ensom</p>
<p><u>CPC 17.07.72</u></p> <p>CPC indicated it is still reviewing options for CUPW's concern about the 3 month transition of the points deposit from October to January. CPC intends to send an MOA before the next Uniform Committee meeting and suggested it will set up a telecall to discuss the MOA.</p>	<p>Richard Ensom</p>
<p><u>CPC 17.11.72</u></p> <p>On September 20th, both parties including LR had a teleconference call to discuss the possibility of the point's deposit.</p> <p>CUPW stated that they are not prepared to go forward with the MOA at the time. CUPW indicated</p>	<p>Richard Ensom</p>

<p>their position is that this should be discussed in the Collective Bargaining process. CUPW acknowledged that Note 8 of clause 34.01 indicates the parties can agree to amendments, but it is CUPW's position that while bargaining is occurring these types of changes should be discussed by the negotiators.</p> <p><u>CPC 18.03.72</u></p> <p>Item to close: this point can be reopened if the union has other questions.</p> <p><u>CPC18.05.72</u></p> <p>CPC asked to remain this item on the agenda until the negotiations are over.</p> <p>LR to follow-up.</p>	<p>ITEM CLOSED</p> <p>Nicole Arbic Josée Louiseize</p>
<p><b>NEW RAIN CAPE (Item 73)</b></p> <p><u>CPC 16.06.73</u></p> <p>The CPC will introduce a new raincoat, at the request of employees. It reported that the coat may be red with reflective bands.</p> <p>The CPC said that the coat will be available to all outdoor workers. The employees who have access to the raincoat will also have access to this new coat. It also confirmed that the cape could also be changed.</p> <p>The CUPW asked for information about the coat.</p> <p>The CPC will share the information when it is available.</p> <p><u>CPC 16.09.73</u></p> <p>The CPC said the Gortex jacket could be used as a raincoat. It suggested the coat be available to group 3 employees who needed one, on demand (application of note 6 of the agreement).</p> <p>The CPC said it would ask Logistik to observe a letter carrier on his or her route to analyze and understand</p>	<p>Luc Lafrance / Josée Louiseize</p> <p>Luc Lafrance / Josée Louiseize</p>

<p>the use of the waterproof cape in October.</p> <p>The CUPW agreed with this proposal but wanted the employee observed to be a Union Representative. The Union would provide the Corporation with a name. The CPC agreed with the Union's proposal.</p>	
<p><u><b>CPC 16.11.73</b></u></p> <p>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.</p>	<p>Luc Lafrance / Josée Louisseize</p>
<p><u><b>CPC 17.03.73</b></u></p> <p>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.</p>	<p>Luc Lafrance / Josée Louisseize</p>
<p><u><b>CPC 17.07.73</b></u></p> <p>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&amp;S and the supplier.</p>	<p>Luc Lafrance Josée Louisseize</p>
<p><u><b>CPC 17.11.73</b></u></p> <p>Rain capes along with the satchels were sent to 200 employees the week of October 15th and the trial will end December 15th.</p> <p>CPC has provided a sample of the rain cape to the union. CUPW received the dual satchel by mail in</p>	<p>Luc Lafrance Josée Louisseize</p>

<p>September.</p> <p>CUPW asked where the rain cape was produced.</p> <p><u>CPC 18.03.73</u></p> <p>The few surveys received were positive and we are going forward with the new rain cape.</p> <p>The rain capes are produced in the Logistik Unicorp Vietnam warehouse.</p> <p><u>CPC 18.05.73</u></p> <p>After the survey, there were a few more changes to the rain cape.</p> <p>Waiting for Logistik Unicorp to send the last spec. Once we have a sample, we will send one to CUPW.</p>	<p>Luc Lafrance Josée Louisseize</p> <p>Nicole Arbic Josee Louisseize</p>
<p><b>VISIT OF LOGISTIK (Item 74)</b></p> <p><u>CPC 16.06.74</u></p> <p>The CPC confirmed to the CUPW that the tour of the Logistik facilities in St-Jean-sur-Richelieu will take place in September 2016.</p> <p><u>CPC 16.09.74</u></p> <p>The CPC said Logistik's visit would be in early November.</p> <p>The CUPW suggested the 3rd week of November (14 – 18)</p> <p><u>CPC 16.11.74</u></p> <p>CPC recommends February for Logistik's visit. CUPW prefers December 15th for the visit, to be confirmed.</p> <p><u>CPC 17.03.74</u></p> <p>CPC and CUPW agreed that April is too busy for a visit at Logistik.</p> <p>The month of May would be more suitable.</p>	<p>Luc Lafrance</p> <p>Luc Lafrance</p> <p>Luc Lafrance</p> <p>Luc Lafrance</p>

<p><u>CPC 17.07.74</u> CUPW &amp; CPC agreed that due to scheduling constraints, the parties would exchange availability for a visit in the early fall.</p>	Luc Lafrance
<p><u>CPC 17.11.74</u> The scheduled date for the visit to Logistik is February 22, 2018.</p>	Luc Lafrance
<p><u>CPC 18.03.74</u> CPC mentioned to CUPW that there is no need for the union to visit the supplier as we are half way through the contract.</p> <p>CUPW are disappointed and insist to have a visit because they want see the facility, understand their logistic, their culture and overall the Company itself. CPC is to ask Sourcing if we can provide a report of where our garments are manufactured.</p> <p>CUPW still insist for a visit, CPC asked CUPW to raise the questions on paper, we'll get back to them with our decision. CUPW responded that when they see the premises, the questions are more likely to arise and to better understand the process surrounding the uniforms.</p>	Luc Lafrance
<p><u>CPC 18.05.74</u> CUPW still insists and wants to pursue the opportunity to visit our supplier Logistik Unicorp. These are the points they brought up :</p> <ul style="list-style-type: none"> <li>• They want to see how it works and the warehouse process</li> <li>• While being there, the questions will be raised</li> <li>• They want to see the place in person and the equipment</li> <li>• They want to understand the warehouse processes</li> <li>• They want to see an order from beginning to end</li> </ul> <p>CPC will review and get back to CUPW.</p>	Nicole Arbic Josee Louisseize

<p><b>NEW BEANIE (Item 75)</b></p> <p><u><b>CPC 16.06.75</b></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.</p> <p><u><b>CPC 16.09.75</b></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.</p> <p><u><b>CPC 16.11.75</b></u> More info to come</p> <p><u><b>CPC17.03.75</b></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</p> <p>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.</p> <p><u><b>CPC 17.07.75</b></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.</p> <p>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.</p>	<p>Josée Louisseize</p> <p>Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josée Louisseize</p>
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<p><u><b>CPC 17.11.75</b></u> Logistik showed CPC the new beanie and CPC refused it as it was not as required. Logistik will come back with a different fabric. Due to the refusal, the new beanie may not be available this winter as expected.</p> <p><u><b>CPC 18.03.75</b></u> We have no further info on the beanie at this time.</p> <p><u><b>CPC 18.05.75</b></u> <b>The beanie will be available this winter. Once we have a sample, we will share with the union.</b></p>	<p>Luc Lafrance Josée Louisseize</p> <p>Luc Lafrance Josée Louisseize</p> <p><b>ITEM CLOSED</b></p>
<p><b>DUAL SATCHEL NEW DESIGN (ITEM 82)</b></p> <p><u><b>CPC 16.11.82</b></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.</p> <p><u><b>CPC 17.03.82</b></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.</p> <p>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.</p> <p>CPC 17.07.82 The satchel trial is "on hold" at the moment.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p>



<p><u>CPC 17.11.82</u> CUPW asked to add an extra question to employee's trialing the satchel to see if the new shoulder straps are strong enough to withhold the weight.</p> <p>CPC will discuss with the supplier and get back to the union.</p> <p><u>CPC 18.03.82</u> Very few surveys were received, although the ones we received came in positive.</p> <p>Further review at the next meeting.</p> <p><u>CPC 18.05.82</u> No further info yet.</p>	<p>UPDATED INFORMATION: July 7, 2017 CPC and our supplier discussed further and CPC have decided to go ahead with the trial of the satchel.</p> <p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p> <p>Nicole Arbic Josee Louisseize</p>
<p><b>HIGH VISIBILITY SAFETY VEST WITH COLORS</b> <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.</p> <p><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.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josee Louisseize</p>

<p>CPC indicated it is going to do a mass distribution for maintenance employees, all uniform entitled employees 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.</p>	
<p><u><b>CPC 17.11.84</b></u></p> <p>The vests were shipped to all Group 1 and maintenance employees in a timely manner, the new safety vests were distributed to Plant personnel and we have encountered problems with employees confused about which vest to wear if they do multiple functions. For example, a clerk wearing a yellow vest and being a First Aider, which vest would be used? CPC is in the process of developing armbands to rectify the problem. CUPW questioned the criteria and priority for determining which vest to wear and when an armband will be used. CPC indicated Health and Safety is looking after this policy. CUPW indicated it will raise their concerns at the NJHSC meeting.</p>	<p>Luc Lafrance Josee Louisseize</p>
<p>The maintenance vests were shipped November 2017.</p> <p><u><b>CPC 18.03.84</b></u></p> <p>CPC advised CUPW that the armbands will be introduced shortly.</p> <p>CPC did a bulk distribution of the #232 yellow high visibility safety vest.</p> <p>CPC will ask Health &amp; Safety to re-issue the reminder of the importance to wear the HV vest.</p>	<p>Luc Lafrance Josee Louisseize</p>

<p><u>CPC 18.05.84</u> Armbands are ready to be deployed on the regular catalogue, although we are still working with Communications for an SBN</p>	<p>Nicole Arbic Josee Louisseize</p>
<p><b>LC CART BAGS</b> <u>CUPW 17.11.85</u> CUPW is concerned that the people don't know that the single satchel is to be ordered when a LC cart is ordered through SAP. CPC advised that we will contact e-Procurement and have a comment box added beside the order number that mentions the above.</p> <p>CUPW wanted to know how many single satchels for carts were ordered. UPDATE: Since 2012, approximately 1000 single satchels were ordered for the LC carts.</p> <p><u>CUPW 18.03.85</u> CPC informed CUPW that the carts are ordered by the DMO through the CPC warehouse in Mississauga. CPC will create a letter that will specify the procedure on how to order a single satchels for the carts, once the letter completed, we will ask the warehouse to add it to the LC cart box.</p> <p><u>CUPW 18.05.85</u> Letter was created on May 7<sup>th</sup> and shared with the union. Effective Tuesday May 22<sup>nd</sup>, a letter will be added to every LC cart boxes. The union is concerned that the people are not aware to order a single satchel for the cart. We will talk internally for different alternative.</p>	<p>CUPW</p> <p>CUPW</p> <p>CUPW</p>
<p><b>SHORTS FOR RETAIL</b> <u>CUPW 18.05.86</u> CUPW indicated that they would like all Retail Men employees to be eligible to shorts as the women is</p>	<p>CUPW</p>

eligible to wear a skirt.

CPC reached out to Retail and Branding, we are in a business environment and must look professional, the short is a casual garment and no other retail company that wears shorts at the counter.

CUPW says that the demand is legitimate and should be offered across the country.

CPC advised CUPW that we will look into it further and get back to them.

NEXT SUGGESTED DATES:

September 24, 2018 @ 10am

December 10, 2018 @ 10am