

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)

September 9, 2019 @ 11:30am
(N0080d)

Meeting #15

In Attendance:

CUPW

Marc Roussel
Barb McMillan
Jim Moffatt

Canada Post

Nicole Arbic
Josée Louiseize
Natalia Delle Donne

DESCRIPTION	ACTION
HIGH VISIBILITY RED POLO <u>CUPW 15.06.01</u> 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. The Corporation confirmed that the material in the red polo was identical to the polo created for urban employees.	Luc Lafrance/ Josée Louiseize
<u>CUPW 15.09.01</u> 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.	Luc Lafrance / Josée Louiseize

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.	
<u>CUPW 15.12.01</u> 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
<u>CUPW 16.02.01</u> 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
<u>CUPW 16.05.01</u> 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. CPC informed the union that they are waiting on H&S and CSA group company to determine which class CPC uniforms falls under. 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.	Luc Lafrance / Josée Louisseize
The union wants to be involved in the styling of the CPC High Visibility Polo. <u>CUPW 16.09.01</u> The CUPW asked the Corporation to explain its opinion on the class required for high-visibility clothing. The CPC said the CSA had published a new standard for high-visibility clothing in December 2015. Many other	Luc Lafrance / Josée Louisseize

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>CUPW 16.11.01</u> The parties will have a discussion on December 6 at the National Joint Health and Safety Committee meeting regarding this topic. <u>CUPW 17.03.01</u> CPC advised CUPW that we are having a meeting on Thursday March 23rd with our supplier, Health & Safety and Branding to discuss further on the High Visibility Polo shirt. CPC confirmed that the polo shirt will be CSA class 2 – level 2. Health & Safety wants Canada Post to do a wear test this summer probably late August with 100 RSMC employees, although it might not be realistic as this is a complicated garment to produce. CPC have mentioned that we have been working on this project for the last 2 years and many different options were created and introduced but to no avail. CPC informed the union that we will send pictures of the polo shirt after our meeting with the supplier. Once we know which options we want, our supplier will create 3 options, H&S will then show upper management for their decision. The union wants to understand the specs and the rationale behind the decision of CSA Class 2 – level 2, CPC will forward the question to H&S. The union is concerned that	Luc Lafrance / Josée Lousseize Luc Lafrance / Josée Lousseize
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the garment will be too warm, and they are having issues with compliance due to employees complaining that the HV vest is too warm on top of their garment. CPC informed CUPW that the trial polo will probably not be the final design. The union questioned about the rationale and why a different color from urban. CPC informed that RSMC are a different workforce and bargaining unit from CUPW–Urban employees. The union does not agree. The union stated that the RSMC’s do the same work as urban LC’s, therefore the polo should be of the same color. <u>CPC 17.07.01</u> 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. 100 RSMC’s have been chosen to trial the long sleeve and short sleeve shirt. Kim Gould from H&S explained that the polo shirt is class 2, level 2. 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 wear test, 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. CPC informed the union that the buttons are also high visibility. If all goes well, the polo shirt will be introduced next summer.	Luc Lafrance Josee Louisseize
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<u>CPC 17.11.01</u> 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.	Luc Lafrance / Josee Louisseize
<u>CPC 18.03.01</u> We have changed the pocket and we have added mesh fabric underneath and around the armpits. Distribution should start this summer, we will start with 2 short sleeve shirts per employee until the production is up and running. Once CPC has samples for the union, they will be shipped.	Luc Lafrance / Josee Louisseize
<u>CPC 18.05.01</u> The SBN communication went out on Wednesday May 16th and the HV polo were available to order online at 4pm as well. A total of 1251 polo were shipped. . 839 women . 412 men 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 20 points.	Luc Lafrance / Josee Louisseize

<u>CPC 18.10.01</u> Due to complaints from employees that the HV polo shirt gets dirty at the front bottom part, CPC advised CUPW that a proposed change to the current design by adding red fabric below the high visibility reflective band of the HV polo shirt. A red strip will be added at the end of the shirt sleeve. (as per design presented) CPC will look into adding a different mesh around the armpits for more breathability. CUPW requested that the polo shirt be available as a PPE item alternative to the vest, CPC maintains that the HV polo is an alternate option and that the HV Safety vest is the mandatory item. We've already sent an SBN, CPC mentioned to CUPW that we are working on an alternate option to accommodate employees with allergies, potentially a 100% cotton shirt can be sewn underneath the polyester HV polo shirt. CPC will again allocate for next year, 2 short sleeve shirts per delivery agents. Enhancing long sleeve polo shirts with HV features are not to be allocated at this time.	Nicole Arbic Josee Louisseize
<u>CPC 19.02.01</u> The redesigned high visibility polo shirt was presented at the Committee. The redesign includes red material at the bottom so it won't get dirty as fast and the reflective bands are straight as opposed to curved. The redesigned high visibility polo is certified CSA Standards Class 2 / Level 2. The corporate logo might be red for the next production in 2020. The HV polo shirts will be available starting in May, based on inventory. . Maximum order of 2 per employee on a first come, first serve basis will remain to ensure as many employees as possible can order some.	Nicole Arbic Josee Louisseize

<u>CPC 19.09.01</u> In August 2019, the allocation was increased from 2 to 3 polo shirts for this year only. An SBN was issued on August 7th. Since then, the volume of orders have not increased and there are still 20k in stock. The long sleeves HV polo shirts is not part of the plan to enhance. Request was made to increase the HV polo shirt allocation to more than 3 given the fact that there are 20 000 shirts remaining. It was decided to monitor the inventory throughout the changeover season (Oct 1st) including the transition of RSMCs to the LC's uniform.	CPC
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NEXT SUGGESTED DATE:

December 5, 2019