

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 22, 2021 @ 2:30pm
(Microsoft Teams)

Meeting #22

In Attendance:

CUPW

Marc Roussel
Jim Moffatt
Joanne Gomerich - Absent

Canada Post

Nicole Arbic
Josée Louisseize
Simran Grewal

DESCRIPTION	ACTION
<p><u>NEW RAIN CAPE (ITEM # 73)</u></p> <p><u>CPC 19.12.73</u> The prototype rain cape was presented to the Committee members. The rain cape will be wear tested.</p> <p>Action: To send copy of draft survey. The committee questions the relevance of having a key ring outside the rain cape. Follow up with Logistik to remove the exterior key rings from the rain cape.</p> <p>CPC mentioned that if we should ask RSMC's to weartest the Rain Cape in the spring. CUPW mentioned that they would have to remove it on and off and that might be an issue, they also mentioned that all uniforms used by LC may not necessarily be used by the RSMC's.</p> <p><u>CPC 20.03.73</u> The wear test for the rain cape has been delayed due to COVID-19. Will confirm date of wear test when known. A sample of the rain cape will be sent to CUPW before the wear test begins.</p> <p><u>CPC 20.08.73</u> The rain cape was released in error to 113 wear testers. When Logistik realized they made a mistake, a recall to the wear testers was issued,</p>	

<p>41 employees had sent back the rain cape. CPC is working with the supplier to rectify the situation. Since most of wear testers have received the rain cape it was decided to release the rain cape to all wear testers now and start the wear testing September 15th to end next May 2021. It is being suggested to revise the survey to indicate when the wear tester started to wear the rain cape given that the release is cascaded. Draft copy of survey will be sent to CUPW for review before it is being sent to employees.</p> <p><u>CPC 20.11.73</u> The rain cape is currently being wear tested until May 28th, 2021. The survey was revised to ask the participants to identify when they started wear testing. The committee already received some responses from the survey that are positive.</p> <p><u>CPC 21.02.73</u> No further updates. Wear testing of the high visibility rain cape is in progress.</p> <p>CPC 21.05.73 The wear tester survey on the HV rain cape ends May 30th. Response rate is low, 113 individuals that did not respond to the survey. Follow up with the wear testers are being done via email.</p> <p><u>CPC 21.09.73</u> A copy of the results for the wear test of the rain cape was shared with CUPW. The results were very favorable and will proceed with minor revisions as per employee's recommendations which includes a redesigned hood, additional pockets, additional snaps, and additional short size offering. CPC anticipates that the rain cape will be available to employees in the Spring 2022.</p>	
<p>KEY CHAIN LANYARD <u>CPC 19.12.93</u> CUPW raised the safety aspect of the lanyard and that it should be revised for safety reasons. Tense is at 50psi considered too high. 3 options provided; cord w/magnet with sufficient tension, tear away fabric and clip. It was discussed at NJHSC where it was mentioned to send it to the Uniform Committee. CPC cannot comment on the safety aspect and limited to the design color on this item.</p> <p>Action: Take away request and follow up with H&S.</p> <p><u>CPC 20.03.93</u></p>	

<p>Add on belt clip option was reviewed and determined that it would not work. Will be asking the service provider to review the psi tension on the cord to see if it's feasible to reduce the tension.</p> <p><u>CPC 20.08.93</u> CPC presented revised key chain concept that includes a clip in the middle of the key chain to break away from CMB (E201) module in case of emergency. Different breaking strength was developed as samples. The new key chain will need to be presented to NJHSC and Engineer team to review and approve specifications. CPC will send samples of key chain for further review internally.</p> <p><u>CPC 20.11.93</u> The lanyard design is still being looked to ensure that the employee can breakaway easily in case of emergency. Engineering team will test the current lanyard and determine if the current tensile strength threshold needs to be lowered. Formal risk assessment is being requested. The committee was ready to proceed with risk assessment, but H&S from CPC requested this topic to be review at NJHSC before the assessment.</p> <p><u>CPC 21.02.93</u> Further to the review of the existing lanyard from the Engineering Team and H&S it was requested that the tensile strength be reduced. The supplier has modified the lanyard and will be shipping out samples to the Engineering team for further testing.</p> <p><u>CPC 21.05.93</u> No further updates on the lanyard, still under review between H&S, Engineering Team and uniform supplier.</p> <p><u>CPC 21.09.93</u> No further updates on the lanyard. RSMC voiced their discontentment that it was taking too long to revisit the design of the lanyard and is expecting some progress on testing a new lanyard next month that will provide the delivery agent an ease of detachment from the CMB module should they be faced with an urgent situation such as oncoming vehicle, dog, angry customer etc.</p>	
<p><u>CUPW POINTS DEPOSIT (ITEM #98)</u> <u>CPC 20.11.98</u> To clarify points deposits for CUPW employees, they recommend that the points be available on October 1st but due to technical processing issues the points can be made available on the first Sunday of the</p>	

<p>month. The parties discussed the possibility of having a MOA signed and requested that it go to National Consultation for further review.</p> <p><u>CPC 21.02.98</u> CPC stated that discussions were held between both parties prior to National Consultation and it was decided that a MOA would not be created to specify when point deposits will be allocated in October. Both parties instead agreed to bring the item to Negotiations as a bargaining item and have Collective Agreement language amended to provide a specific date/week where the points will be deposited. Both parties also agreed that, in the interim, notification will be provided to impacted employees in September on when the exact date of the points deposit in October will occur.</p> <p><u>CPC 21.05.98</u> No further updates.</p> <p><u>CPC 21.09.98</u> The collective agreement was extended for 2 years, no further action on this item. The deposit of points (Monday, October 4, 2021) will be communicated via the uniform newsletter and an SBN on Intr@post. In addition, employees may be notified via CUPW Bulletin as well. Item to be closed.</p>	
<p>HV POLO LONG SLEEVES <u>CPC 21.05.103</u> CUPW requested for long sleeve HV polo. Employees have indicated that it would be preferable for working around parcels, out in the sun and off-season temperatures.</p> <p><u>CPC 21.09.103</u> HV long sleeve polo for Delivery Agents - No updates.</p>	
<p>INNER JACKET FOR THE RAIN JACKET <u>CPC 21.05.104</u> CUPW requested that the inner jacket (for attachment with Rain Jacket) be considered as the next item to enhance with high visibility safety features.</p> <p><u>CPC 21.09.104</u> No updates.</p>	

<p>ARMBANDS</p> <p><u>CPC 21.05.105</u></p> <p>A concern was raised from the Ottawa plant in regard to the armband's first aid design. The Uniform Program team will be reviewing the need for the armband and/or look at an alternative design for the First Aid sign. CUPW suggested a standardized white on green background instead of red.</p> <p><u>CPC 21.09.105</u></p> <p>The volume of orders is very low, will be depleting and discontinuing the inventory for the armband.</p>	
---	--

Next Meeting to be Scheduled: January 19th 2022 / 10:00-12:00