

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

February 20, 2023 @ 10:00 am
(Office meeting – B120D)

Meeting #77

In Attendance:

CUPW

Marc Roussel
Jim Moffatt (absent)
Joanne Gomercich

Canada Post

Josee Louiseize
Anne Bernard-Young (LR-Urban on Teams)
Briana Richard (LR-CUPW)

Nicole Arbic has retired from Canada Post, Dave Findlay is the immediate contact for now.
Bhavna Sambi will be joining the meetings effective next committee meeting in April.

Description	Action
<p>DUAL SACHEL NEW DESIGN (item 82)</p> <p><u>CPC 16.11.82</u></p> <p>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>CPC 17.03.82</u></p> <p>Logistik is working on the final prototype which will probably be available in April. Once the prototype is approved, the satchel will be wear tested 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 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><u>CPC 17.07.82</u></p> <p>The satchel trial is "on hold" at the moment.</p> <p><u>CPC 17.11.82</u></p> <p>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>Luc Lafrance Josee Louiseize</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>Nicole Arbic Josee Louiseize</p>

CPC will discuss with the supplier and get back to the union.

CPC 18.03.82

Very few surveys were received, although the ones we received came in positive.

Further review at the next meeting.

CPC 18.05.82

No further info yet.

CPC 18.10.82

Satchel is still being amended, looking at options for the pepper spray. CUPW mentioned that if the pepper spray is attached to the shoulder strap, there's a risk that it could go off and spray the face of the employee. CUPW would like the pepper spray being attached to the belt.

CUPW mentioned that the holster should be provided at no cost of points. CPC will review request and provide response at next meeting.

CPC provided a sample of the pepper spray holder.

More info to come.

CPC 19.02.82

The redesigned dual satchel is put on hold to concentrate on the High Visibility outerwear items.

The dog spray holster will be ready in the summer at 6 points per holster at 1 per year.

CPC 19.09.82

Logistik Unicorp has redesigned the dual satchel. A dog spray holster has been available since June 2019 and an SBN was issued. CPC confirmed that a prototype will be available next year.

CUPW requested that the dog spray holster should not cost 6 points and should be considered Personal Protective Equipment (PPE). This item will be reviewed.

Request on having the pocket made from some sort of rubber to stop the PDT from slipping. It was noted that a drawback to this feature might be the difficulty of pulling the PDT in and out of the pocket.

The satchel assemble is multi-colored, looking into revising the satchel back to all blue while keeping the reflective bands. Revised design will be presented at the next meeting if available.

It was mentioned that with the increase in flyer size, the flap is not long enough nor convenient. To review this issue with Logistik.

It was also confirmed that an Ergonomic test should be conducted.

Request was made for an employee from Logistik Unicorp to shadow a LC on heavy flyer day. Committee members to provide name, date and time.

CPC 19.12.82

As a result of the previous survey, proposed changes are forthcoming.

CPC 20.03.82

From our discussion on the revised dual satchel, it was decided that we postpone the revisions to the satchel until the new PDT type is confirmed to avoid having multiple versions of the dual satchel. In the meantime, the uniform service provider will work on improving the straps to make it easier to adjust and looking into the possibility of having a “right” and “left” hand satchel. Sample of prototype will be shared with CUPW for review and approval.

Copy of previous survey to be sent to Marc.

CPC 20.08.82

Changes to the dual satchel is on hold pending outcome of new PDT equipment. In the meantime, Logistik to provide sample of revised straps that will make it easier to adjust the satchel for the employees.

CPC 20.11.82

Still pending on outcome of new PDT equipment. LR to follow up on status of new PDT.

CPC 21.02.82

The Uniform Program team is waiting on a sample of the new PDT to provide Logistik for the dual satchel to be updated with new pocket(s) if necessary. Once a drawing of the redesigned dual satchel has been obtained, it will be reviewed at the NJUC before proceeding with the development of samples. Other design changes are also being considered based on the last employee survey, such as the resizing of the flap and closure options. It is being requested that an ergo assessment be completed for the new prototype.

CPC 21.05.82

The uniform supplier received a sample of the new PDT and will evaluate the requirement for an additional pocket on the dual satchel to secure the new PDT. Supplier have reviewed if there is an adjustment required and based on results no revisions is required. Obtain copy of test from Michele

CPC 21.09.82

As per a test performed by the uniform supplier, the pocket of the dual satchel does not need to be adjusted for the new PDT, the Committee will meet in the new year to revisit the design of the satchel. CPC to review CUPW request to provide notes of the completed tests by the uniform supplier. CUPW stated that letter carriers should not be disciplined in the event the PDT is damaged due to incorrect pocket size.

CPC 22.01.82

To schedule a separate meeting.

Uniform supplier is proposing to include ergonomics specialists from their team. CUPW has requested information regarding their credentials.

CPC 22.04.82

We will initiate review of the satchel in June, CPC to send suggested meeting dates.

CPC 22.09.82

Finalize draft survey and review with CUPW. CUPW indicated that the pocket on the dual satchel needs to be modified for the new PDT.

CPC 23.02.82

CPC informed CUPW that the revamp of the dual satchel will be put aside until further notice due to having insufficient people in the Corporate Uniform Program.

CPC also mentioned that we might go to RFP mid year 2024 and it will take 2 to 3 years to revamp the dual satchel, therefore it would be best to wait in 2024.

UNIFORM REVAMP FOR MAINTENANCE GROUP 3 AND 4 (MINUTES #100)

(item 100)

CPC 21.02.100

The Uniform Program team will be reviewing the garments allocated to the Maintenance group 3 and 4, for potentially a refresh of style and/or material. Further updates to follow.

CPC 21.05.100

CPC presented results of the Maintenance/Electricians survey. CUPW provided the following feedback;

- Coverall – reach out to the female Maintenance employees to seek input.
- Belt loops to be modified and look into how the radio could be best latched onto the pants. Deeper pockets to insert small tools, cell phones etc.
- Concern with velcro belts and how it sticks – look into a belt buckle.
- Tucked vs untucked shirt

CUPW also commented on the safety risks in wearing a polyester hv safety vest over the 100% cotton requirements. CPC is to follow up with the H&S team and provide policy on wearing the orange maintenance hv safety vest over the uniform.

CPC 21.09.100

Revamp of the maintenance uniform is underway, projecting to start the wear testing towards end of Year 2022 or early 2023. Will be sending out a letter to maintenance employees to seek their interest in participating on the wear test.

CPC 22.01.100

Still on track for wear test end of year 2022 or early 2023. Working on finalizing communication piece to employees. Will be sharing design board and results of survey.

CPC 22.04.100

The list of wear testers was shared with CUPW. We are working on the initial communication to be sent to the wear testers.

CPC 22.09.100

The garments for the trial are being manufactured. We are working on finalizing the survey questionnaire. We are projecting to initiate the trial in May 2023.

CPC 23.02.100

On time for the trial in May 2023.

Once the garments are available, send one set of samples CUPW (male and female samples).

CPC to send a copy of the garments by paper.

CUPW RETAIL REVAMP

(item 102)

CPC 21.05.102

CPC informed the Uniform Committee that it will initiate the review of the CUPW Retail uniform. A copy of the draft employee survey will be shared for review and input.

CPC 21.09.102

Survey was sent out to employees with a very low response rate, consolidating results, will be shared as soon as available.

CPC 22.01.102

To follow up on retail survey results and send copy to uniform committee members.

CPC 22.04.102

We are working on the design board for the proposed new Retail uniform. Next step is to schedule a meeting with CUPW to review.

CPC 22.09.102

Color scheme for the Retail uniform is currently being reviewed by the CPC Branding Team. Next step is to finalize design board.

CPC 23.02.102

CPC mentioned to CUPW that the new samples for the weartest will be coming in May.

CUPW asked about if Financial Service (My Money) and the Community hubs will have a different wardrobe.

CUPW asked if there will be a special identity (logo) for indigenous people.

CPC couldn't answer the questions as the portfolio belongs to Bhavna Sambi's (Officer, wardrobe program and she was not available for the meeting. A half hour meeting is scheduled for March 2nd to discuss further.

HV POLO LONG SLEEVES

(item #103)

CPC 21.05.103

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.

CPC 21.09.103

HV long sleeve polo for Group 2 - No updates.

CPC 22.01.103

Uniform Program team to follow up with Supplier.

CPC 22.04.103

No updates

CPC 22.09.103

No updates

CPC 23.02.103

CUPW brought up the concerns on the importance of having a HV long sleeve polo shirt that has been on the minutes since early 2021.

They mentioned the importance of having long sleeve HV polo shirt in the spring and summer due to the sun being the strongest at that time. They also mentioned that some has skin conditions where they must wear long sleeve all year round.

CUPW is demanding a HV long sleeve polo shirt.

CPC mentioned that we will discuss with upper management.

INNER JACKET FOR THE RAIN JACKET – 209 (ITEM #104)

CPC 21.05.104

CUPW requested that the inner jacket (for attachment with Rain Jacket) be considered as the next item to enhance with high visibility safety features.

CPC 21.09.104

No updates.

CPC 22.01.104

To be reviewed in 2022.

CPC 22.04.104

We presented the initial suggestion to consolidate the 3 inner jackets into 1 high visibility inner jacket with all the features of the 3 named items.

#209-Quilted liner with reflectivity

#507-Inner vest with reflectivity

#508-Inner jacket with reflectivity

CPC 22.09.104

No updates

CPC 23.02.104

The 3 named items below have been discussed to consolidate 3 inner jackets into 1. We will discuss further with upper management if we are going to look into it this year.

#209-Quilted liner with reflectivity

#507-Inner vest with reflectivity

#508-Inner jacket with reflectivity

MILKWEED NORTHERN PARKA (ITEM #105)

CPC 22.01.105

Late 2021, Canada Post provided information on wear testing an insulated northern parka with biosourced material. Copy of presentation is below.

The milkweed parka VEGETO was developed with biosourced components as follows:

Milkweed fibres– 25%

Kapok fibres – 25%

PLA (polylactic acid made from fermented cornstarch or sugarcane– 50%

Last week the uniform supplier shipped to 100 delivery agents across different regions the northern parka with bio sourced insulation. CUPW requesting to confirm type of milkweed material being used for insulation. Samples being sent to CUPW uniform committee members.



Logistik_CPC_Milkw
eedInsulation.pdf

CPC 22.04.105

The uniform supplier has consolidated the survey results, 87 employees responded.

We must send a sample of the parka to Marc and Jim.

We will reach out to 2 or 3 wear testers to have the parka returned to the supplier for analysis. A replacement parka of the employee's choice will be provided.

Regular Hv parka

Under note 6 of the collective agreement, PO4s & PO5s are eligible to the parka following consultation at the local level, some have already received the blue parka and therefore might ask for HV parka and one will be provided.

CPC 22.09.105

Possibility of rolling out the northern parka with milkweed insulation for winter season 2024. Any extra parkas to send one to Jim and Marc.

CPC 23.02.105

CPC will send a copy of the milkweed survey

#676 HV QUILTED JACKET

CPC 23.02.106

CPC advised CUPW that the quilted jacket is being deployed.

CPC will send one to CUPW committee members

HV T-SHIRT

CUPW 23.02.107

CUPW asked to have a t-shirt for group 1 inside workers. CPC mentioned that if any available, it'll be through Health & Safety due to non-uniformed entitled employees. Health & Safety will discuss further with them.

UNIFORMS FOR EMPLOYEES BACK FROM LEAVE**CUPW 23.02.108**

CUPW is concerned about the first allotment of uniforms when the employee is back from extended leave. They mention that they would like for CPC to give access to the employees before they return to work for them to order. CPC mentioned that it cannot be done as the employee is not active in the system while being on leave, although we make arrangements upon the employee return to work to provide the order # and CPC rushes out the order.

CPC also mentioned that when going to RFP the Delivery Commitments will be looked at to change the commitment from 30 calendar days to 5 business days. Still to be determined at the RFP process.

NEXT MEETING - APRIL 24, 10AM