

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

QUARTERLY MEETING # 78

DATE: June 8, 2023 @ 1:00 PM

LOCATION: CPC Head Office, 2701 Riverside Dr, Ottawa (ON), Room B110-f & Video-Conference (Hybrid)

IN ATTENDANCE:

CANADIAN UNION OF POSTAL WORKERS (CUPW - URBAN & RSMC)	CANADA POST CORPORATION (CPC)
<input checked="" type="checkbox"/> Marc Roussel	<input checked="" type="checkbox"/> Anne Bernard-Young - Labour Relations -Urban
<input checked="" type="checkbox"/> Joanne Gomercich	<input checked="" type="checkbox"/> Briana Richard - Labour Relations-Urban (via MyTeams)
	<input checked="" type="checkbox"/> Anke Adams - Corp Uniforms Team
	<input checked="" type="checkbox"/> Josée Louiseize - Corp Uniforms Team (on leave of absence)
	<input checked="" type="checkbox"/> Bhavna Sambi - Corp Uniforms Team

AGENDA:

1. Housekeeping Items
2. Review meeting minutes and action items from meeting # 77
3. New Items brought forth by CUPW
4. Next Meeting schedule

MEETING MINUTES:

1. Housekeeping Items:

- Anke Adams is the newly appointed Corporate Uniforms program manager (effective March 2023)
- Josée Louiseize is on medical leave (indeterminant); Bhavna Sambi will be facilitating joint uniform committee meetings in the interim.
- Meeting format: In-person/Hybrid VC, on a quarterly-basis (every three months)
- Meeting Minutes: CPC proposing to make few enhancements to the meeting minutes documentation and share with CUPW for further input.

2. Review meeting minutes and action items from meeting # 77

Note: New discussions and action items from June 8, 2023 identified in blue

Item	Details
Dual Satchel - New Design (Item 82)	<p><u>CPC 16.11.82</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>CPC 17.03.82</u> 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> The satchel trial is "on hold" at the moment.</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><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><u>CPC 18.10.82</u> 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</p>

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.

	<p><u>CPC 22.04.82</u> We will initiate review of the satchel in June, CPC to send suggested meeting dates.</p> <p><u>CPC 22.09.82</u> Finalize draft survey and review with CUPW. CUPW indicated that the pocket on the dual satchel needs to be modified for the new PDT.</p> <p><u>CPC 23.02.82</u> 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.</p> <p>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.</p> <p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> • New concern was raised regarding the placement of the upper front closure strap: placement is "too high" or close to the neck area, potentially causing a safety risk. • CUPW asking to lower the front closure strap to allow for more clearance away from the neck area for improvement safety. <p>Action Item:</p> <p><input type="checkbox"/> CPC to review with uniform vendor and gather recommendations.</p>
<p>UNIFORM REVAMP FOR MAINTENANCE GROUP 3 AND 4 (MINUTES #100) (item 100)</p>	<p><u>CPC 21.02.100</u> 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.</p> <p><u>CPC 21.05.100</u> CPC presented results of the Maintenance/Electricians survey. CUPW provided the following feedback;</p> <ul style="list-style-type: none"> • 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 <p>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.</p> <p><u>CPC 21.09.100</u></p>

	<p>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.</p> <p><u>CPC 22.01.100</u> 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.</p> <p><u>CPC 22.04.100</u> The list of wear testers was shared with CUPW. We are working on the initial communication to be sent to the wear testers.</p> <p><u>CPC 22.09.100</u> 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.</p> <p><u>CPC 23.02.100</u> 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.</p> <p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> • CPC provided CUPW with the email notification to maintenance employees to kick-off to wear-test trial (sent to CUPW on 2023-05-26). • Uniform supplier is currently preparing all 200 wear-test garment kits. • The wear-test trial duration will be for 4 months; ending in September 2023. • CUPW has asked for the survey process to be conducted via paper vs. electronically to avoid conflicts with using personal cell phone/cellphone data and/or corp laptops. CPC agrees to use paper survey questionnaires to collect feedback. Employees to fill out surveys during company work time. Any wear-testers who have not completed the survey by the end of the 4-month trial will be brought to CUPW's attention and removed from future wear-test opportunities. <p><u>Action Items 2023-08-06:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> CPC to inform CUPW when wear-test garments have been shipped out to all wear-testers. <input type="checkbox"/> CPC to send 1 male and 1 female Maintenance Uniform wardrobe set to Marc and Joanne, respectively. <input type="checkbox"/> CPC to send copy of survey (EN/FR) prior to issuing to wear-testers.
CUPW RETAIL REVAMP	<u>CPC 21.05.102</u>

(item 102)	<p>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.</p> <p>-</p> <p><u>CPC 21.09.102</u> Survey was sent out to employees with a very low response rate, consolidating results, will be shared as soon as available.</p> <p><u>CPC 22.01.102</u> To follow up on retail survey results and send copy to uniform committee members.</p> <p>-</p> <p><u>CPC 22.04.102</u> We are working on the design board for the proposed new Retail uniform. Next step is to schedule a meeting with CUPW to review.</p> <p><u>CPC 22.09.102</u> Color scheme for the Retail uniform is currently being reviewed by the CPC Branding Team. Next step is to finalize design board.</p> <p><u>CPC 23.02.102 – First meeting</u> CPC mentioned to CUPW that the new samples for the weartest will be coming in May.</p> <p>CUPW asked about if Financial Service (My Money) and the Community hubs will have a different wardrobe.</p> <p>CUPW asked if there will be a special identity (logo) for indigenous people.</p> <p>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.</p> <p><u>CPC 23.03.102 – second meeting</u> Opening remarks: Anke Adams was introduced as the new Manager of the Corporate Uniform Program. A formal communiqué will be released shortly. Bhavna will also attend the quarterly meetings.</p> <p>CPC has been working on the Retail revamp since 2021, survey was sent out at the time. CPC and Branding has been working closely together with our supplier to design new concept for the future look of our Retail employees.</p> <p>Last fall, Branding has approved a new palace light shade blue color, CPC will send a copy of the design concept board to CUPW to show the colors and new style. Retail has expressed that they are open to the concept of allocating shorts to the Retail counter clerks. Retail is also open to the style concept of having shirts untucked. CPC went through the concept of the new design board with CUPW, they had a question about the knit cardigan, and we</p>
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	<p>explained that it will be 95% polyester/5% spandex. CUPW mentioned that the yarn used to tear at the cuffs, the new material should not tear. CUPW mentioned that the cardigan sleeves and shirts should have the logo, CPC will review with Logistik Unicorp.</p> <p>CUPW wants the design board in both official languages. CPC will go back to LU to update the board and make sure that they provide in both official languages.</p> <p>Our supplier has ordered the raw materials, it took some time to get to that step because they needed to test the lab dip colors and samples to make sure which supplier to go with to produce these samples. Samples are to be received between April 15th and May 1st timeframe. We will review and share these samples with CUPW and CPAA, we're proposing to have a meeting in person to review, touch and feel and to compare with the existing wardrobe.</p> <p>Our major objective for this revamp is to create uniforms that has more stretch and breathability, we focus on the fabric content as number one objective.</p> <p>As per the survey, they responded as they like the blues and therefore we are sticking with that tone of colour to have a more modern look and feel.</p> <p>CUPW is asking to have a sample as soon as we have some available. CUPW asked to know who the supplier will be and what will be the fabric, CPC responded LUV (Logistik Unicorp Vietnam). The information will be in the design board.</p> <p>CUPW asked if it is a yes for shorts, CPC responded we are proposing it, hoping that with the wardrobe sample, we will have the overall look of how it's going to appear. Retail is open to that concept and untuck shirts, those were the two takeaways.</p> <p>CUPW (Joanne Gomercich) mentioned that that she sits on Appendix T, so that contains the Financial Services, she's wondering if there will be any uniforms for them, she also asked if we have reached out to them yet. CPC mentioned we have reached out to the LR Appendix T lead but did not hear back, CUPW proposed to follow up with Tom Baltzer, he will direct CPC to the right department, CPC mentions that we are also working with Susan Stewart from Retail team to keep her informed.</p> <p>The Concept Store wardrobe will be rolled in, and we will apply the new Retail wardrobe. The white shirt and grey pants will be discontinued.</p> <p>CUPW mentioned to propose as a recognition to have logo/brand for the indigenous people, CPC mentioned that this information is new to us and if this has been a new request. CUPW mentioned that there are two Community</p>
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	<p>Hubs, they are looking at indigenous communities that don't have services. CUPW was disappointed when the Community Hubs came out and there was no recognition for Indigenous people on the uniforms, hence that's why they are asking to have a specific indigenous logo/brand on the shirt to identify these Community Hubs as part of an indigenous service. CUPW mentions that the emphasize is being put on indigenous communities and services that we are offering to bring awareness, a logo/brand would be appreciated. CPC mentioned that we must bring the subject to Branding and discuss further on something simple but profound.</p> <p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> • CPC-Uniforms met with Branding and Retail Customer Experience teams regarding proposed concept idea from CUPW to integrate the <i>MyMoney</i> brand in the Retail uniform redesign. • Uniform samples for 1st iteration of design concept has arrived in Ottawa. CPC will review samples with all stakeholders, starting with Branding & Retail, and will plan to review samples with CUPW at next quarterly mtg. <p><u>Action Items 2023-06-08:</u></p> <ul style="list-style-type: none"> • <input type="checkbox"/> CPC to follow-up with Branding & Retail later in June and provide any updates to CUPW re: Go/No Go decision on <i>MyMoney</i> brand integration on Retail Uniforms
HV POLO LONG SLEEVES (item #103)	<p><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 Group 2 - No updates.</p> <p><u>CPC 22.01.103</u> Uniform Program team to follow up with Supplier.</p> <p><u>CPC 22.04.103</u> No updates</p> <p><u>CPC 22.09.103</u> No updates</p> <p><u>CPC 23.02.103</u> 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.</p> <p>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.</p>

	<p>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.</p> <p>June 8, 2023:</p> <ul style="list-style-type: none"> CUPW reaffirmed their position on the request for LS HV Polos for Delivery Agents. This LS option of the HV polo would benefit agents and provide protections from the UV Rays during the hot summer months, and coverage/warmth during the early Spring and late Fall time periods. CUPW inquired on current cotton uniform entitlement policy. CPC confirmed that the policy still remains intact where our supplier will switch the employee into the cotton uniform allocation upon receipt of the medical certificate stating that the employee has an allergic condition to synthetic fibres. The cotton uniform allocation provides uniforms made out of natural fibres for next-to-skin items only. This excludes the HV Polo as this item is made out of primarily synthetic materials. CPC advised CUPW that, per our supplier's subject matter expertise in the textile industry, cotton material does not hold HV colour properties well enough as compared to synthetic materials. <p>Action Items 2023-06-08:</p> <ul style="list-style-type: none"> <input type="checkbox"/> CPC will take this back and follow-up with Dave Findlay - Director, Addressing and Delivery + Uniforms to confirm where this item stands and provide CUPW with updates on any go/no go decision for a LS HV Polo for Delivery Agents. <input type="checkbox"/> Re: Cotton HV Material - CPC to confirm with CUPW how long could cotton material hold HV properties for?
INNER JACKET FOR THE RAIN JACKET – 209 (ITEM #104)	<p><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><u>CPC 22.01.104</u> To be reviewed in 2022.</p> <p><u>CPC 22.04.104</u> 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</p> <p><u>CPC 22.09.104</u> No updates</p>

	<p><u>CPC 23.02.104</u></p> <p>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.</p> <p>#209-Quilted liner with reflectivity #507-Inner vest with reflectivity #508-Inner jacket with reflectivity</p> <p>June 8, 2023:</p> <ul style="list-style-type: none"> No new developments; this initiative is still on hold until further notice due to potential of future corporate uniforms program RFP.
MILKWEED NORTHERN PARKA (ITEM #105)	<p><u>CPC 22.01.105</u></p> <p>- Late 2021, Canada Post provided information on wear testing an insulated northern parka with biosourced material. Copy of presentation is below.</p> <p>- 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%</p> <p>- 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.</p> <div data-bbox="599 1150 675 1234" data-label="Image"> </div> <p>Logistik_CPC_Milkw eedInsulation.pdf</p> <p><u>CPC 22.04.105</u></p> <p>The uniform supplier has consolidated the survey results, 87 employees responded.</p> <p>We must send a sample of the parka to Marc and Jim.</p> <p>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.</p> <p>*****</p> <p>Regular Hv parka</p> <p>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.</p>

	<p><u>CPC 22.09.105</u> Possibility of rolling out the northern parka with milkweed insulation for winter season 2024. Any extra parkas to send one to Jim and Marc.</p> <p><u>CPC 23.02.105</u> CPC will send a copy of the milkweed survey –</p> <p>June 8, 2023:</p> <ul style="list-style-type: none"> Initiative updates: CPC confirmed that 1,200 units in the HV Milkweed Northern Parka will be arriving in January 2024. CPC confirmed that there is approximately 1,500 units ordered / year. CPC is working on a communication plan and consulted CUPW on how best to deploy these Milkweed-insulated Northern parka jackets. It was suggested to prioritize employees from Northern regions with more recurring, extreme cold temperatures vs. Southern, warmer regions. CUPW inquired on subsequent orders for more Milkweed units once the initial 1,200 units are depleted. CPC stated that they will work with our supplier to closely monitor and quality and performance issues with the initial batch and then determine if more units will be feasible. CUPW confirmed that they received the sample HV Milkweed Northern Parka Jackets. <p>Action Items 2023-6-08:</p> <ul style="list-style-type: none"> <input type="checkbox"/> CPC to send survey results for HV Milkweed Northern Parka wear-test. <input type="checkbox"/> CPC to share draft communication plan with CUPW prior to launching the Milkweed-insulated garments. <p>Target employees from Northern part of Canada : WPG, vs. Van , Tor, Ham.</p>
#676 HV QUILTED JACKET (Item 106)	<p><u>CPC 23.02.106</u> CPC advised CUPW that the quilted jacket is being deployed. CPC will send one to CUPW committee members</p> <p>June 8, 2023:</p> <ul style="list-style-type: none"> CPC confirmed that the HV Quilted jacket was launched Mid-May 2023 and announced in the Uniform Program Spring/Summer 2023 newsletter. <p>Action Items 2023-06-08:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Send Joanne a female HV Quilted Jacket (Marc already requested and received male HV quilted jacket). <input type="checkbox"/> CPC to confirm how many have been ordered vs. shipped since item was announced.
HV T-SHIRT	<u>CUPW 23.02.107</u>

	<p>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.</p> <p><u>June 8, 2023:</u> CUPW requested to remove this item from the National-Joint Uniform Committee meeting minutes as it is part of the National Joint Health and Safety committee meeting agenda.</p> <p>ITEM CLOSED</p>
UNIFORMS FOR EMPLOYEES BACK FROM LEAVE	<p><u>CUPW 23.02.108</u> 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.</p> <p>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.</p> <p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> • CUPW reiterated concerns employees face when they do not have a uniform on their first day of return back to work from an extended leave and the impacts it has on employee's mental health. • CPC reiterated that the uniform program bases uniform eligibly using the twice-weekly HR data file that contains the most current information on employees' status. The process is automated, system-driven, and there is no automated way to activate employees' uniform accounts prior to their first day of return to work. <p>Action Item 2023-06-08:</p> <ul style="list-style-type: none"> • <input type="checkbox"/> CPC will take this back and explore further if and how we can improve the uniform ordering process for employees returning from extended leave.

3. New Items brought forth by CUPW:

Item 1421, HV Rain Cape, Unisex	<p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> • CUPW raised concern with placement of arm-holes in the rain cape: holes are placed very low, causing restriction in motion in the upper body/arms/shoulders area. CUPW requesting to raise the arm holes and/or make them bigger to improve range of motion in the arms and shoulders. <p>Action Items 2023-06-08:</p>
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	<ul style="list-style-type: none"> □ CUPW to share with CPC feedback from regional CUPW representative, Michele Coté, who participated in the past wear-test (dated May 2021). □ CPC to review rain cape design, survey results and assess how best to address this concern.
Fleet Services Clothing Entitlements	<p>June 8, 2023:</p> <ul style="list-style-type: none"> CUPW tabled a letter from a joint CUPW-Calgary-Local & CPC Fleet Services consultation, dated April 20, 2023, with both parties agreeing that Fleet/Mechanics work outside regularly but are not provided clothing for them to work outside regularly. Per the Collective Agreement, article 34.01, Table 6 "Clothing Entitlement Employees in Groups 3 & 4) and Note 6: parkas are to be made available on either an individual or a pool (shared) basis for employees working outdoors and exposed to outside elements. CPC confirms that the uniform program has an established process to fulfill order such outerwear items (Parkas + quilted jackets) for groups 3 + 4, under Note 6 of the Collective Agreement. <p>Action Items 2023-06-08:</p> <ul style="list-style-type: none"> [CPC to investigate further the intent and origin of the request, and if any net-new changes are being requested above and beyond today's current practices and processes.
Uniforms policy for Employees identifying as non-binary	<p>June 8, 2023:</p> <ul style="list-style-type: none"> CUPW raised a new item with regards uniform entitlements for employees who self-identify as non-binary (neither identify as male nor female). CPC confirmed that access is granted to the 2nd catalogue of uniforms immediately upon request through our supplier's customer service team. If an employee by default was placed in a male-fitting uniform catalogue and wishes to have access to the female-fitting uniform catalogue, they can simply contact our supplier to gain access to the 2nd catalogue. Points and max quantities are not affected. CUPW is of the understanding that non-binary employees will not only have access to both male and female uniform catalogues, but they would also have double the points. <p>Action Items 2023-06-08:</p> <ul style="list-style-type: none"> [CPC Uniforms team to consult Labour Relations to clarify the uniform entitlements policy for non-binary employees

4. NEXT MEETINGS:

- September 14, 2023 @ 1:00 PM
- January 18, 2024 @ 1:00 PM
- April 18, 2024 @ 1:00 PM
- July 11, 2024 @ 1:00 PM
- October 17, 2024 @ 1:00 PM

Action Items:

- CPC to send meeting invites in Outlook for subsequent meetings.