

**MEETING MINUTES FOR NATIONAL JOINT UNIFORM COMMITTEE (NJUC)**  
**Between**  
**Canada Post Corporation (CPC) Uniform Program**  
**&**  
**Canadian Union of Postal Workers (CUPW) URBAN & RSMC**

**QUARTERLY MEETING # 81** (Meeting # 80 Deferred by CUPW)

**DATE:** April 17, 2024

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

**COMMITTEE MEMBERS:**

<b>CANADIAN UNION OF POSTAL WORKERS (CUPW - URBAN &amp; RSMC)</b>	<b>CANADA POST CORPORATION (CPC)</b>
Marc Roussel	Olubisi Akindele - Labour Relations - Urban
Joanne Gomercich	Ammy Rivera - Labour Relations - RSMC
Line Doucet	Bhavna Sambi - Corp Uniforms Team
	Anke Adams - Corp Uniforms Team

**AGENDA:**

1. Introduce new committee members
  2. New item: Parka for dock workers at AJPC
  3. Review meeting minutes and action items from meeting # 79
  4. Round Table and confirmation of next meeting date and time.
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**Opening Remarks:** April 17, 2024

The Union has asked to include the following 2 remarks in the uniform committee's meeting minutes:

1. Uniform Committee documentation:
  - a. Meeting minutes:
    - i. are to be provided by the Corporation to the Union in both official languages; and
    - ii. are to capture a running history of the points discussed from all previous uniform committee meetings.
  - b. Uniform committee meeting agendas are to be provided by the Corporation to the Union in both official languages.

2. Uniform Committee meeting conduct: Let the minutes reflect that the Union expects all uniform committee meetings to be administered in a respectful manner and in alignment with the Corporation's Code of Conduct policies.

Item	Details
<b>New: Parka for dock worker at AJPC</b>	<ul style="list-style-type: none"><li>• The Union has informed the committee of a minimum of 20 grievances had been filed by its members working at the Albert Jackson Processing Centre (AJPC). These members perform loose-load work duties in proximity to the dock areas and claim that they should be entitled to corporate uniform jackets.</li><li>• The Union has share a copy of an MOA from 2003 from Joliette, QC related to the AJPC grievances and is requesting the Corporation to review and action the requests for uniform jackets for dock employees at AJPC. <b>*Revised 04-26-2024*: CUPW sent CPC the MOA from the 2003 collective agreement in which the list of mechanized plants and office that would be entitled to garments under table 4 type 2. The AJPC should be added to this list as per point 3 of the MOA.</b><ul style="list-style-type: none"><li>• The Corporate uniform team has requested the Union to provide a list of employee names and employee ID numbers to help verify their uniform eligibility</li></ul></li><li>• The Union has further expressed concerns of poor hygienic practices when uniform items are pooled or shared amongst various employees, as outlined in Article 34.12 of the collective agreement.<ul style="list-style-type: none"><li>• The Corporation has clarified the current practice for ordering outerwear under Article 34, Notes 4 and 6, where:<ul style="list-style-type: none"><li>○ the supervisor submits an order form to the corporate uniform team with the list of employee names and employee ID's requiring a uniform item;</li><li>○ The uniform team will first review if the employee is eligible for uniforms under Article 34, and if yes, will proceed with placing an order for the uniform item requested.</li><li>○ The uniform team honours all requests for uniform items so long as the employee is eligible for uniforms.</li><li>○ Uniform eligibility is based on the job code the employee is assigned to in SAP.</li><li>○ The uniform team does not have the authority to modify any job code or employee information in SAP.</li></ul></li></ul></li></ul>

	<ul style="list-style-type: none"> <li>○ Concerns with job codes shall be raised to the employee's team leader to ensure they are correctly coded to the right job code in SAP.</li> </ul>
<b>New: Aid Supplies for RSMCs</b>	<p><u>April 17, 2024:</u></p> <ul style="list-style-type: none"> <li>• March 5th - inquiry received from CUPW that Aid supplies were currently available to order by CUPW-URBAN members, but missing on the profiles for CUPW-RSMC.</li> <li>• The Corporation reviewed the inquiry further and concluded that this item was not added in 2019 at the time when the RSMC uniforms entitlements was being updated to reflect the same uniform offerings as CUPW-Urban.</li> <li>• The 3 Aid supply items were added successfully to RSMC uniform catalogue, effective date: 04-12-2024: <ol style="list-style-type: none"> <li>1. 248 POUCH FOR AID SUPPLIES KIT / POCHETTE POUR TROUSSE DE MATÉRIEL DE SECOURS</li> <li>2. 272 AID SUPPLIES KIT / TROUSSE DE MATÉRIEL DE SECOURS</li> <li>3. 273 AID SUPPLIES REPLACEMENT KIT / MATÉRIEL DE RECHANGE POUR TROUSSE DE SECOURS</li> </ol> </li> </ul>
<b>Dual Satchel - New Design (Item 82)</b> <<TR_ Re_ TR_ Uniforme sac et poncho.msg>>	<p><u>Sept 14, 2023:</u></p> <p>Corporate Uniforms team consulted our supplier and confirmed that they had not received any other similar complaints regarding the upper strap causing choking hazard on upper chest/neck. As such, no changes are being considered to the current dual satchel neck strap.</p> <p>The committee further discussed possible solutions to help address the employee's concerns:</p> <ul style="list-style-type: none"> <li>• Shoulder strap adjustments: ensure they are properly levelled on the shoulders. If the harness is too loose in the back, and too tight in the front, the upper clasp may ride up.</li> <li>• It is possible that, after several hours of wear, the dual satchel may have shifted or loosened, causing the satchel to slide backwards and the upper chest strap to raise close to the neck.</li> <li>• There could be a defect in the employee's dual satchel.</li> <li>• The hip-belt might not be properly secured. The dual satchel bags should sit snug on the hips without the shoulder straps on.</li> </ul> <p><u>Action Item:</u></p> <ul style="list-style-type: none"> <li>• Corporate uniforms will offer the employee a replacement to see if this helps resolve the concern.</li> </ul>

	<ul style="list-style-type: none"> <li>Employee should raise concerns on Dual satchel adjustments with their supervisor to help review and validate proper wear of the satchel is being followed.</li> </ul> <p>ITEM TRANSFERRED TO NATIONAL JOINT HEALTH AND SAFETY COMMITTEE.</p>
<b>UNIFORM REVAMP FOR MAINTENANCE GROUP 3 AND 4</b>	<p><u>Sept 14th:</u></p> <ul style="list-style-type: none"> <li>The Maintenance Wear-Test survey will be deployed week of September 18th and will be offered by paper mailed out to employees, and electronically.</li> <li>The Survey closing date is set for Friday, October 6th.</li> <li>The survey results will be compiled and shared to CUPW when available.</li> </ul> <p><u>April 17, 2024:</u></p> <ul style="list-style-type: none"> <li>The proposed fabrics are under review by the Corporation's National Maintenance and National Health and Safety teams. Once the fabrics have been finalized, the corporate uniform team will share with the union the timelines on the production and deployment of the newly-designed uniforms.</li> <li>The corporate uniform team shall ship samples of the proposed Maintenance uniform design to Lince Doucet.</li> </ul>
<b>CUPW RETAIL REVAMP (item 102)</b>	<p><u>Sept 14, 2023:</u></p> <ul style="list-style-type: none"> <li>The corporate uniform program presented the Retail uniform design concepts to CUPW and has agreed to move forward with the wear-test in 2024 with these design concepts.</li> </ul> <p><u>Action Item:</u> The Uniform program will raise the concern of omitting shorts for men in the Retail uniform wardrobe to the National Retail Network team.</p> <p><u>April 17, 2024:</u> The corporate uniform team is preparing to administer a 3-month wear-test trial beginning in August 2024. There will be 40 CUPW members included in the wear-test where they will have to opportunity to try on, wash, and repeat the proposed Retail uniforms, and provide their feedback on the appearance, performance and comfort level of the proposed garment design. The corporate uniform team is targeting an August start time, however if any delays in the garment manufacturing, the Corporate uniform team will notify the union.</p>
<b>HV POLO LONG SLEEVES (item #103)</b>	<p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>Per Logistik Unicorp' s Textile department: <ul style="list-style-type: none"> <li><i>All the information we have on HV 100% cotton points out that the 100% cotton natural fiber does not retain the dye intensity colour to meet the Z96-22 standard on high visibility. As soon as</i></li> </ul> </li> </ul>

*the fabric is washed (1st wash), the colour fades and does not meet the standard.*

- The Corporation stated that the HV Short Sleeve Polos was designed for delivery agents to wear in the hot summer months to avoid having to wear double layers (HV Safety vest on top of the blue polo). Long sleeves are not considered as an item worn in the hot summer months.
- CUPW raised concerns of discrimination to the joint committee table for employees with skin conditions that require to cover up and wear long-sleeve shirts in the summer.
  - The Corporation advised CUPW that employees with skin conditions can contact the uniform program to review how best they can be accommodated.
  - The Corporation further reiterated that employees who are allergic to synthetic fibres will not be eligible to order the current HV Polo as it is made out of polyester. Employees with skin conditions can opt to order a short sleeve or long sleeve polo made from 100% cotton fibres.
- CUPW stated that the original request to the Corporation was to develop both a short sleeve and long sleeve HV polo.
- CUPW requests that all uniform items should offered in an HV version.

Action Items - Sept 14, 2023:

- The Corporate Uniform program will review further internally with upper management and the National Health and Safety team.

April 17, 2024:

- Response from David Findlay: Employees who require long sleeve polos can opt to wear the regular long sleeve polo shirt with an HV safety vest.
- The Union finds this response unacceptable, and a cause of concern from a health and safety standpoint, with employees having to wear double layer clothing in the warmer summer months, and increased risk in the HV vest getting caught on an obstacle that could result in causing harm to the employee.
- The Union requested the cost of the short sleeve HV polo and the Uniform Team has advised the Uniform committee members that cost of garments is out of scope from this committee.
- The Union has requested the Corporation to provide an official response, with full explanation, on the reasons why the Corporation will not develop a long sleeve HV Polo.
- The Union stated that historically, the Corporation agreed to developing both a short sleeve and long sleeve version of the HV polo.

<p><b>INNER JACKET FOR THE RAIN JACKET – 209 (ITEM #104)</b></p>	<p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> <li>No new developments; this initiative is still on hold until further notice due to potential of future corporate uniforms program RFP.</li> </ul> <p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>No updates</li> </ul> <p><u>April 17, 2024:</u></p> <ul style="list-style-type: none"> <li>No new developments to report.</li> <li>Any updates on the corporation's uniform RFP shall be communicated by the Corporation's Sourcing Management team.</li> </ul>
<p><b>MILKWEED NORTHERN PARKA (ITEM #105)</b></p>	<p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> <li>Initiative updates: CPC confirmed that 1,200 units in the HV Milkweed Northern Parka will be arriving in January 2024.</li> <li><b>*Revised - April 17, 2024*</b>: CPC confirmed that there is approximately 1,500 units ordered / <b>year in the regular-insulated Northern Parka.</b></li> <li>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.</li> <li>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.</li> <li>CUPW confirmed that they received the sample HV Milkweed Northern Parka Jackets.</li> </ul> <p><u>Action Items 2023-6-08:</u> CPC to send survey results for HV Milkweed Northern Parka wear-test. CPC to share draft communication plan with CUPW prior to launching the Milkweed-insulated garments.</p> <p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>The corporation is working on obtaining the French survey results and will share both EN and FR version when available.</li> <li>The corporation looked into the concept of offering the milkweed parka to employees based on extreme cold regions and confirmed that it is not possible to isolate orders for milkweed parkas based on geographical locations.</li> </ul> <p><u>April 17, 2024:</u></p>

	<ul style="list-style-type: none"> <li>• The corporation is working on obtaining the French version of the Milkweed HV Northern Parka trial survey results from our uniform supplier and will email a copy to the Union once received.</li> <li>• The corporate uniform team has agreed to provide Line Doucet a milkweed parka.</li> <li>• The Corporate uniform team clarified that the milkweed northern parka was a pilot project initiated by supplier Logistik Unicorp where the corporation agreed to deploy a total of 1,200 units starting in October 2023.</li> <li>• The Corporation will provide a sales report that includes the geographical locations and order volumes.</li> <li>• The Corporation has no plans on continuing to offer the Milkweed-insulated Northern Parka and will continue to make available the regular-insulated Northern Parka.</li> </ul>
<b>#676 HV QUILTED JACKET (Item 106)</b>	<p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>• The corporation to provide CUPW the items that have been ordered <u>and</u> shipped.</li> </ul> <p><u>April 17, 2024:</u></p> <ul style="list-style-type: none"> <li>• The Union has requested that item 676 HV Quilted jacket be made available for Group 2 employees (working outside).</li> <li>• The Corporation will review this request internally.</li> </ul>
<b>UNIFORMS FOR EMPLOYEES BACK FROM LEAVE</b>	<p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>• The corporation has confirmed that if an employee is not active in the system, we cannot place an order for uniforms for them.</li> <li>• To accommodate employees returning to work: the employee can place their uniform order online and provide the order number to the corporate uniform team to expedite the order. This accommodation will help reduce the wait time from 30 days to 5 days to ship the order from the supplier's warehouse.</li> </ul> <p><u>April 17, 2024:</u> No updates. The Union has requested to keep this agenda item open.</p>
<b>Item 1421, HV Rain Cape, Unisex</b>	<p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><u>Action Items 2023-06-08:</u></p>

	<p>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.</p> <p><u>September 14th:</u> No updates.</p> <p><u>April 17, 2024:</u></p> <ul style="list-style-type: none"> <li>The Corporate Uniform team has request the Union to share any examples from employees who have experienced issues with the arm hole placement. Pictures to support the claims - front/side/back are recommended to help with the design review.</li> </ul>
<p><b>Fleet Services Clothing Entitlements</b> &lt;&lt;cupw_ca_article 34-Table 6- Exception Notes.pdf&gt;&gt;</p>	<p><b>June 8, 2023:</b></p> <ul style="list-style-type: none"> <li>CUPW tabled a letter from a joint CUPW-Calgary-Local &amp; 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.</li> <li>Per the Collective Agreement, article 34.01, Table 6 "Clothing Entitlement Employees in Groups 3 &amp; 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.</li> <li>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.</li> </ul> <p><b>Action Items 2023-06-08:</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul> <p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>The corporation clarified the current process for requesting uniform items identified as pool items in the collective agreement: <ul style="list-style-type: none"> <li>The supervisor can send an email to the corporate uniform program with the sizes and items needed, and a uniform program agent will place the order on their behalf, at zero points.</li> </ul> </li> </ul> <p><u>Action Items:</u></p>



	<ul style="list-style-type: none"> <li>The Corporation's Labour Relations team will contact Bruce Martin to obtain clarity on the discussions had locally and how the request originated.</li> </ul> <p><b>ITEM CLOSED</b></p>
<b>Uniforms policy for Employees identifying as non-binary</b>	<p><u>June 8, 2023:</u></p> <ul style="list-style-type: none"> <li>CUPW raised a new item with regards uniform entitlements for employees who self-identify as non-binary (neither identify as male nor female).</li> <li>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.</li> <li>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.</li> </ul> <p><b>Action Items 2023-06-08:</b></p> <ul style="list-style-type: none"> <li>CPC Uniforms team to consult Labour Relations to clarify the uniform entitlements policy for non-binary employees</li> </ul> <p><u>September 14, 2023:</u></p> <ul style="list-style-type: none"> <li>Item relates to the collective agreement points entitlements; and is better suited to be addressed with the Corporation's labour Relations negotiations team.</li> </ul> <p><u>April 17, 2024:</u></p> <p><b>ITEM TRANSFERRED TO CANADA POST LABOUR RELATIONS TEAM</b></p>
<b>Round Table:</b>	No comments
<b>Next Meeting</b>	<p><b>Q3</b> - Union members are available to meet July 3rd or 5th; vacation period starting July 15th (7 weeks).</p> <p>The Corporation will review and send the next uniform committee meeting invite.</p>