

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)

March 21, 2017 @ 11:00am
(N0080d)

Meeting #08

In Attendance:

CUPW

Marc Roussel
Carl Girouard
Chris Pleasants

Canada Post

Luc Lafrance
Josée Louisseize
James Kerr (Absent)
Glenys Peters (Replacement)

DESCRIPTION	ACTION
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 Louisseize
<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 Louisseize

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

<p>high-visibility clothing in December 2015. Many other employers were currently adding reflective elements to employee clothing.</p> <p>The CUPW asked for a copy of the CSA tool for deciding the level of reflectivity required for clothing.</p> <p>The CUPW would get a copy of the grid.</p> <p>The CUPW asked if our choices needed to be confirmed by the CSA.</p> <p>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.</p> <p>The parties suggested this item (visibility class 1, 2 and 3) be discussed at National Joint Health & Safety Committee meetings.</p> <p><u>CUPW 16.11.01</u></p> <p>The parties will have a discussion on December 6 at the National Joint Health and Safety Committee meeting regarding this topic.</p> <p><u>CUPW 17.03.01</u></p> <p>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 weartest this summer probably late August with 100 RSMC employees, although it might not be realistic as this is a complicated garment to produce.</p> <p>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</p>	<p>Luc Lafrance / Josée Louisseize</p> <p>Luc Lafrance / Josée Louisseize</p>
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<p>H&S. The union is concerned that 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.</p> <p>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.</p>	
<p>UNIFORMS & SEX CHANGE <u>CUPW 16.05.04</u> The union brought forward a sensible subject of transgender change at Canada Post.</p> <p>The Union requests CPC to protect the rights and privacy of the employees who are engaged in this process. CPC advised the Union that the Committee will work with the Privacy team to establish a discrete process for employees that are in the process of a sex change.</p> <p>The union mentioned that points should not be deducted from an employee's first order.</p> <p>CPC acknowledged and will review this request.</p> <p><u>CUPW 16.09.04</u> CPC confirmed that no information is asked of employees who are completing a gender transition. When a transitioning employee informs the Corporation, Human Rights will contact the employee to offer support. During this conversation, the Human Rights team will ask the transitioning employee if changes to the uniform are necessary. Human Rights will then inform a member of the Corporate Wardrobe team of the changes (if needed), who will in turn enter the changes in the system to ensure the employee gets the proper uniform.</p>	<p>CUPW/CPC</p> <p>CUPW/CPC</p>

<p>The union suggests a memo be sent to the employees. This memo will indicate who to contact to speed up the process and explain the steps to follow. It further request a simple process; the uniform is ordered and sent to the employee. The goal is to make it easy for members.</p> <p><u>CUPW 16.11.04</u> CPC explained that employees who are in the process of transitioning may contact any CPC representative who will forward the request to the Human Rights Group as per the accommodation policy.</p> <p>If a new uniform is required, the information will be communicated to the uniform group that will change the gender of the employee on the form sent to Logistik. Employees who change uniforms will not be charged any points.</p> <p><u>CUPW 17.03.04</u> No further info to add</p>	<p>ITEM CLOSED</p>
<p>RSMC BASEBALL CAP <u>CUPW 16.09.06</u> CPC informed CUPW that we are in the process of changing the material and style of the baseball cap due to too many complaints that the hat is too warm. The color will remain red for RSMC's.</p> <p>CPC will keep the union informed of the progress.</p> <p><u>CUPW 16.11.06</u> CPC informed the union that the baseball cap will have mesh reflectivity on the side of the hat.</p> <p>The trial will be done in July and August with 100 RSMC employees.</p>	<p>Luc Lafrance Josee Louisseize</p> <p>Luc Lafrance Josée Louisseize</p>