

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)

January 19, 2022 @ 2:30pm
(Microsoft Teams)

Meeting #23

In Attendance:

CUPW

Marc Roussel
Jim Moffatt
Joanne Gomerich

Canada Post

Nicole Arbic
Josée Louisseize
Simran Grewal - Absent

Introductory remarks: CUPW is requesting that the Uniform Committee meetings for both Urban and RSMCs be combined into one (1) meeting, as the agenda and minutes are the same topics.

DESCRIPTION	ACTION
<u>NEW RAIN CAPE (ITEM # 73)</u> <u>CPC 19.12.73</u> The prototype rain cape was presented to the Committee members. The rain cape will be wear tested. 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. 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. <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. <u>CPC 20.08.73</u>	

<p>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, 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></p> <p>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></p> <p>No further updates. Wear testing of the high visibility rain cape is in progress.</p> <p><u>CPC 21.05.73</u></p> <p>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></p> <p>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><u>CPC 22.01.73</u></p> <p>Available for ordering in Fall 2022. Samples will be sent to uniform committee members once available.</p> <p>Item to be closed.</p>	
<p>KEY CHAIN LANYARD</p> <p><u>CPC 19.12.93</u></p> <p>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</p>	

send it to the Uniform Committee. CPC cannot comment on the safety aspect and limited to the design color on this item.

Action: Take away request and follow up with H&S.

CPC 20.03.93

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.

CPC 20.08.93

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.

CPC 20.11.93

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.

CPC 21.02.93

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.

CPC 21.05.93

No further updates on the lanyard, still under review between H&S, Engineering Team and uniform supplier.

CPC 21.09.93

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><u>CPC 22.01.93</u> The Uniform Program team indicated that they have looked at various key chain design including reducing the tensile strength, but the test results were not satisfactory. When the key chain was initially introduced it was tested and deemed safe.</p> <p>CUPW have raised concerns from employees that they are stuck to the CMB, cannot escape in case of emergency, and it's starting to be slippery due to weather climate. The CMB key secured to the CMB module is as per policy to ensure module doors are not all open at the same time.</p> <p>The lanyard is not part of the uniform program and/or collective agreement, any further concerns should be raised at the NJHSC.</p> <p>Formal test results to be shared with CUPW uniform committee.</p>	
<p><u>HV QUILTED JACKET</u> <u>CPC 21.05.101</u> CPC presented design of the HV Quilted Jacket. Samples will be made available once they are available.</p> <p><u>CPC 21.09.101</u> The HV Quilted jacket will be made available for ordering towards Spring 2022.</p> <p><u>CPC 22.01.101</u> Available for ordering in the Fall 2022. Samples will be sent to uniform committee members once available. Item to be closed.</p>	
<p><u>HV POLO LONG SLEEVES</u> <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><u>CPC 22.01.103</u> Uniform Program team to follow up with Supplier.</p>	

<p>INNER JACKET FOR THE RAIN JACKET</p> <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>MILKWEED JACKET</p> <p><u>CPC 22.01.105</u> 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="324 1255 376 1312" data-label="Image"> </div> <p>Logistik_CPC_MilkweedInsulation.pdf</p>	

Next Meeting to be Scheduled for April 13, 2022