

**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)**

**November 24, 2016 @ 11:00am**  
**( N0180d)**

**Meeting #07**

**In Attendance:**

**CUPW**

Marc Roussel  
Johanne Gomercich (Guest)  
Carl Girouard (Absent)  
Chris Pleasants (Absent)

**Canada Post**

Luc Lafrance  
Josée Louisseize  
James Kerr

DESCRIPTION	ACTION
<p><b>RED POLO</b> <b><u>CUPW 15.06.01</u></b></p> <p>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.</p> <p>The Corporation confirmed that the material in the red polo was identical to the polo created for urban employees.</p> <p><b><u>CUPW 15.09.01</u></b></p> <p>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.</p> <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>Luc Lafrance / Josée Louisseize</p>

<p><b><u>CUPW 15.12.01</u></b> 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><b><u>CUPW 16.02.01</u></b> 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><b><u>CUPW 16.05.01</u></b> 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&amp;S and CSA group company to determine which class CPC uniforms falls under.</p> <p>The union asked to have a H&amp;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>Luc Lafrance / Josée Louisseize</p>
<p><b><u>CUPW 16.09.01</u></b> The CUPW asked the Corporation to explain its opinion on the class required for high-visibility clothing. The CPC said the CSA had published a new standard for high-visibility clothing in December 2015. Many other employers were currently adding reflective elements to employee clothing. The CUPW asked for a copy of the CSA tool for deciding the level of reflectivity required for clothing. The CUPW would get a copy of the grid. The CUPW asked if our choices needed to be confirmed by the CSA. 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. The parties suggested this item (visibility class 1, 2 and 3) be discussed at National Joint Health &amp; Safety Committee meetings.</p>	<p>Luc Lafrance / Josée Louisseize</p>

<p><b><u>CUPW 16.11.01</u></b>  <b>The parties will have a discussion on December 6 at the National Joint Health and Safety Committee meeting regarding this topic.</b></p>	<p><b>Luc Lafrance / Josée Louiseize</b></p>
<p><b>UNIFORMS &amp; SEX CHANGE</b>  <b><u>CUPW 16.05.04</u></b>  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><b><u>CUPW 16.09.04</u></b>  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>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><b><u>CUPW 16.11.04</u></b>  <b>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.</b></p> <p><b>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.</b></p>	<p>CUPW/CPC</p> <p>CUPW/CPC</p>

<p><b>DAMAGED UNIFORMS IN FORT McMURRAY</b>  <b><u>CUPW 16.05.05</u></b>  CPC informed CUPW that there are in total 12 RSMC employees affected by the Fort McMurray wildfire.</p> <p>CPC will send the list of employees to CUPW.</p> <p>CPC will determine the best way to provide a new set of CPC garments to the employees affected.</p> <p>CPC also explained that the re-issuing of garments will not incur a point deduction.</p> <p>CPC will keep the union informed of progress.</p> <p><b><u>CUPW 16.09.05</u></b>  CPC provided CUPW with the report and informed that every employee has been taken care of and we will continue to do so.</p> <p><b><u>CUPW 16.11.05</u></b>  <b>No other requests, CPC and the Union have chosen to close the item.</b></p>	<p>Luc Lafrance  Josee Louisseize</p> <p>Luc Lafrance  Josee Louisseize</p> <p><b>ITEM CLOSED</b></p>
<p><b>RSMC BASEBALL CAP</b>  <b><u>CUPW 16.09.06</u></b>  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><b><u>CUPW 16.11.06</u></b>  <b>CPC informed CUPW that we are still in progress.</b></p>	<p>Luc Lafrance  Josee Louisseize</p> <p><b>Luc Lafrance  Josée Louisseize</b></p>

**NEXT SUGGESTED DATES:**

Early February 2017