



Mail Handlers Local Union No. 323

1602 Selby Ave., Suite 5 St. Paul, MN 55104
(651) 646-2827 Fax (651) 646-0991 LocalOffice@local323.org

Minutes of the Local Union 323 Executive Board Meeting ST. PAUL, MN June 27, 2014

Jeff Larsen

Local President

Kathy Schultz

Vice President

Dean Abatte

Recording Secretary

John Frey

Treasurer

State Executive

Board Members

Shane Ryden

Minnesota

Brock Engstrom

North Dakota

Branch Presidents

Dean Abatte

Minneapolis

Gerald LaBarre

St. Paul

Mike Straiton

NDC

Gary Tollefsrud

Fargo

IN ATTENDANCE:

Local President: Jeff Larsen

Vice President: Kathleen Schultz

Recording Secretary: Dean Abatte

Treasurer: John Frey

MN State Representative: Shane Ryden

ND State Representative: Brock Engstrom

Local President Jeff Larsen called the Executive Board to order at 11:19 a.m. Roll call was taken by Recording Secretary Dean Abatte.

The Local Executive Board reviewed the previous meeting minutes from March 28, 2014. Vice President Kathy Schultz motioned to accept the minutes and was seconded by Treasurer John Frey. There were no objections and the motion carried unanimously.

Local President Jeff Larsen reports: (see attached for full report)

- Contract Admin
- Load Leveling
- Local Elections

Branch Activities

- Fargo
- Duluth
- Rochester
- Labor Management

Local President Jeff Larsen submitted for review his Expense Report and Time Sheet. VP Schultz moves to authorize the Local Presidents expenses for the time frame reported. NDSR Engstrom seconded, motion carried unanimously.

Local President Jeff Larsen submitted for review his Leave Hours for 2013.



Treasurer John Frey reports:

Treasurer John Frey submitted for review the Local's Profit and Loss Statement. V.P. Kathy Schultz motioned to authorize the expenses of the Local for the time frame enumerated. The motion was seconded by NDSU Engstrom, motion carried.

President Larsen opens the floor for general discussion, comments, questions, hearing none, V.P. Kathy Schultz motions to adjourn the Local Executive Meeting.

Recording Secretary Abatte seconds, Motion carries meeting adjourns at 12:30 pm.

Respectfully Submitted,

Dean Abatte
Recording Secretary Local 323
National Postal Mail Handlers Union

cc: **Local Union Council**
Branch Leaders
File



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June 27, 2014

Local President's Report

Local 323 Complement:

The Local 323 career complement as of PP-12-14 is 598 (536 MN & 62 ND) and the MHA complement is 76 (65 MN & 11 ND). Combined Membership is 625.

Local Activities:

- **Contract Administration**

The last several months have seen a great amount of activity for Local 323 and its Representatives. Much of this activity involved MHA conversions and the offering of retreat rights to Mail Handlers excessed from their installations. The first facility to see MHA conversions in the Northland District was the NDC Branch; and, now that process is moving forward in Saint Paul Branch as well. The facilities in the Dakotas District have been converting MHAs for some time. It is expected that the conversion process will continue in both Districts and will involve a group of MHAs on each occurrence.

The conversion of MHAs has required the administration of certain contractual provisions in a manner uniquely suited to the circumstances. An MHA who has not completed two 360 day appointments prior to conversion must serve another 90 day probationary period. During this probationary period the newly converted full-time regular does not enjoy the full status of the position. In particular, they do not have seniority rights for the purpose of bidding. Nonetheless, they may be assigned to residual duty assignments. The assignment of these probationary full-time regulars is accomplished by offering them their preference by relative standing rather than by seniority. This may seem like a distinction without a difference; but, it is the contractually proper implementation.

Retreat rights are in the process of being implemented for Mail Handlers who have been excessed from the Minneapolis, Rochester, Saint Cloud,

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and Mankato Branches. We have, for the most part, seen a uniform approach; although, there may be circumstances which will have to be addressed in the grievance procedure. In any event, the completion of this process will open the door to MHA conversions in those Branches.

- **Load Leveling – Function 1 Baseline**

As previously reported, the Northland District is one of several Districts participating in the load leveling pilot program. So far the impact of this program has been specific to individual installations. Some Branches are experiencing changes while others don't even notice the program exists. To the extent that changes are being made, the Branch Representatives and I have made every effort to ensure that the impact to individual Mail Handlers is minimized.

- **Local Elections**

The Local Executive Board and Local Union council were re-elected by acclamation. Our thanks go out to the Members who volunteered to serve as judges for this event. The re-elected Officer will be installed on July 30th.

Branch Activities:

- **Fargo Branch Meeting**

On April 26th I was in attendance at a meeting of the Fargo Branch. This meeting was well attended and it was particularly encouraging to see a number of MHAs taking interest in the Union.

- **Duluth Branch Meeting**

On May 3rd I was in attendance at a meeting of the Duluth Branch. While this meeting was sparsely attended, there were good discussions regarding the concerns of the Branch Members.

- **Rochester**

On May 16th MN State Executive Board Member Shane Ryden and I traveled to Rochester to retrieve Union property from the old plant. In addition, we met with Steward Jim Crawley about issues concerning the Rochester Branch. During this meeting we also congratulated Jim on his upcoming retirement. Jim took on the mantle of Steward during some difficult times, we appreciated his efforts, and he will be missed.

- **Labor-Management Meetings**

I'm still attending almost all of them. This includes the monthly meetings at the NDC, numerous weekly meetings in Saint Paul, and one meeting in Minneapolis.

Upcoming Events:

Scholarship Announcement – July 20th
SAMLU Washington, DC – August 21st – 23rd
General Membership Meeting – September

Fraternally,

Jeff Larsen
Local President

cc: All Branches
File