



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 29, 2015

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 11:35 a.m.

The Local Executive Board reviewed the previous meeting minutes from March 26, 2015. Recording Secretary Dean Abatte motioned to accept the minutes and was seconded by NDSR Brock Engstrom. No objections, the motion carried unanimously.

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

- Local 323 Compliment (Combined Membership 638)
- Legislative Conference
- Duluth Rally
- Data Security Breach update

Branch Activities

- Minnesota Branches
- North Dakota Branch Issues
- Labor Management Meetings



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

Local President Jeff Larsen submitted for review his Leave Hours and Time Sheet for 2015.

Treasurer's report:

Local Treasurer John Frey submitted in absentia the Local's Balance Sheet and Profit and Loss Statements. NDSR Engstrom motioned to authorize the expenses of the Local Union for the time frame enumerated. The motion was seconded by VP Schultz, motion carried.

President Larsen opens the floor for general discussion, comments, questions, hearing none, NDSR Engstrom motions to adjourn the Local Executive Meeting.

VP Kathleen Schultz motioned to adjourn and was seconded by Treasurer John Frey. Meeting adjourned at 1:09

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 29, 2015

Local President's Report

Local 323 Complement:

The Local 323 career complement as of PP-12-15 is 584 (531 MN & 53 ND) and the MHA complement is 86 (76 MN & 10 ND). Combined Membership is 638.

Local Issues:

- **Legislative Conference**

The National Postal Mail Handlers Union conducted the 2015 Legislative Conference on May 12th and 13th in Washington, DC. In attendance for Local 323 were Vice President Kathy Schultz and North Dakota State Executive Board Member Brock Engstrom. Both met with their respective Congressional Delegations in order to ensure that the voice of the Local 323 Membership was heard on a wide range of important Postal Issues. Following our participation in the Legislative Conference it became readily apparent that our Congressional Representatives have been given a broader view of Postal issues; so, this endeavor can be considered a success.

- **Duluth Rally**

On May 27th, Vice President Kathy Schultz and I attended a rally sponsored by all Postal Unions in Duluth, MN. The changes made to service standards resulted in significant delays to the delivery of mail in that area. Add to that the proposed consolidation of mail processing operations and the local community was not pleased with the prospect of a future degradation in mail service.

This resulted in a significant turnout of stakeholders. This rally was headlined by Congressman Rick Nolan who outlined Congressional efforts on Postal issues. Representatives from the Mayor's office, the local labor community, concerned mailers, as well as representatives of all Postal

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Union's (including yours truly) also spoke regarding the need to restore service standards and end the folly of consolidation.

- **Data Security Breach**

Once again we're responding to a data breach. This time the Office of Personnel Management was the location of the compromise; and consequently, this has the potential to impact Federal as well as Postal employees.

The National Union recently sent out a settlement agreement that has been reached between the Postal Service and all four postal unions, including the NPMHU, affirming the right of the unions to bargain with the Postal Service over a massive data security breach that took place in 2014. This places us in a better situation to address these matters; although, everyone is frustrated by having to address this issue so soon.

This is a matter that has been receiving attention, and will continue to be receiving attention, at both the National and Local levels.

Minnesota Branches:

- **Metro Branches**

The delay of the AMP consolidations has left the metro area facilities in a situation where they will neither be receiving additional mail to process, nor receiving people from the impacted installations. While the dynamics of each facility issues may be unique, they generally all revolve around staffing.

The Minneapolis Branch is working to address issues related to the installation of a low cost tray sorter and seeking to have withheld residual positions filled by MHA conversions. The NDC is grappling with forced overtime for non-list regulars and with an unrelenting workload being assigned to MHAs. In St. Paul the facility is preparing to receive a Small Parcel Sorter System for which Mail Handlers have recently been designated as the primary craft. This again is a staffing matter in which we can pursue MHA conversions. In fact, we continue pursuing MHA conversions in all installations as a matter of permanent industry.

- **Out-State Branches**

While the Rochester Branch experienced consolidation years ago, the St. Cloud, Duluth, and Mankato Branches have been on the bubble, so to speak, for several years. Similar to the Metro Branches, the Mail Handlers in these facilities are experiencing issues related to staffing. The daily transportation of Duluth Mail Handlers to work in the Metro has stopped; yet, the Mail Handlers in Mankato are now involuntarily working

their off day. Suffice it to say that the delay of the AMP consolidations is also creating new issues we must address in the outstate facilities.

North Dakota Branches:

The Minot facility was consolidated into Bismarck in April. ND State Executive Board Member Brock Engstrom continues pursuing grievances related to this action. Tad Fink has stepped down as the Steward in Bismarck and I like to thank him for his efforts on behalf of Mail Handlers over the years. Brock Engstrom will be overseeing grievance processing in Bismarck. Any Bismarck Member interested in submitting an application for a Representative position should contact Brock at the Fargo Branch office.

On May 2nd, I was in attendance at a Fargo Branch meeting. A broad range of topics were reviewed with the Members in attendance and, as always, the Representatives of the Fargo Branch continue to be responsive to their concerns.

- **Labor-Management Meetings**

Same deal, I'm attending all the Labor – Management meetings I can fit into my schedule.

MHA Issues:

Recently management in the Northland district twice violated the district MHA percentage. This resulted in a couple of grievances which produced some MHA conversions and a modest monetary remedy. All bargaining unit members (FTRs and MHAs) who were on the rolls during the applicable periods will be included in the grievance payout. Recording Secretary and Minneapolis Branch President Dean “El Gato” Abatte is currently in the process of implementing these settlements with the District Labor – Relations office.

We now have more than two years of contract administration experience with the MHA category; and, with the expiration of the 2011 National Agreement looming on the horizon, it's time to take that experience and evaluate the progress we've made, the progress we need to make, and the paths that lead to our objectives.

These will be some of the MHA issues we need to consider:

- Conversions
- Facility and District Percentages
- Maximization Criteria
- Leave Issues
- Health Benefit Plans

Upcoming Events:

Saint Cloud Branch Meeting – Pending
Semi Annual Meeting of the Local Unions – August
General Membership Meeting – September

Fraternally,

Jeff Larsen
Local President

cc: All Branches
File