



# 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 December 27, 2013

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*

Local President Jeff Larsen called the Executive Board to order at 11:04 a.m. Roll call was taken by Recording Secretary Dean Abatte.

### 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

President Larsen called the meeting to order at 11:04 a. m.

The Local Executive Board reviewed the previous meeting minutes from September 28th, 2013. NDSR Brock Engstrom 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)

- Local 323 Complement
- Local Negotiations
- Open Season Activities
- Local 323 Dental Program
- Status of Consolidations
- North Dakota Branch issues
- Labor Management Meetings

Local President Jeff Larsen submitted for review his Expense Report and Time Sheet. MNSR Shane Ryden moves to authorize the Local Presidents expenses for

the time frame reported. Vice President Kathy Schultz 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. NDSR Brock Engstrom motioned to authorize the expenses of the Local for the time frame enumerated. The motion was seconded by V.P. Kathy Schultz, motion carried.

**Officers Reports:**

MNSR Shane Ryden reports on the continued cross craft violations at the St. Cloud facility. PSE's have been performing Mail Handler duties for months. Grievances have been filed and he is working closely with the Stewards from that facility regarding these issues. In a ploy to grab work, the APWU has filed cross craft grievances attempting to secure work that has been performed by the Mail Handler craft for decades.

NDSR Brock Engstrom reports the success of a recent filing at the Grand Forks facility that had a settlement payment of \$40k.

**Action items:**

The lease contracts for the locals copiers have been terminated. The Executive Board determined it to be cost effective to purchase new copiers at approximately \$500 ea. rather than continue to lease copiers at a yearly cost of approximately \$9k.

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

Brock Engstrom seconds, Motion carries meeting adjourns at 12:00 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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December 27, 2013

## Local President's Report

### Local 323 Complement:

The Local 323 career complement as of PP-26-13 is 613 (553 MN & 60 ND) and the MHA complement is 87 (80 MN & 7 ND). Combined Membership is 613.

### Local Activities:

- **Local Negotiations**

Local Negotiations have been completed in the Minneapolis, St. Paul, NDC, and Bismarck Branches. Final copies are currently being prepared for printing. While it was not the Local Union's desire to seek extensive changes during this round of Local Negotiations, the process nevertheless resulted in clarifications and revisions which the Members of the respective Branches will find beneficial.

- **Open Season Activities**

Local 323 has once again been busy attending open season health fairs throughout the States of Minnesota and North Dakota. Our experienced marketing team is comprised of Kathy Schultz, Brock Engstrom, and Brad Kaluza. They have recently completed their voyages which were aimed at providing the Mail Handlers Benefit Plan with extensive exposure. Thanks go to each of them for a job well done!

- **Local 323 Dental Program**

In addition to the Mail Handlers Benefit Plan, Local 323 continues to offer our Dental Program to the Regular Membership as well as Postal and Federal employees who chose to affiliate as Associate Members. This year's plan was offered with a modest increase in premium. I continue to serve as the plan administrator for this program. This dental plan is available to all Members including MHA's. Any newly hired Members who are interested in this plan should contact me at the Local Office.

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

*BMC*

Gary Tollefsrud

*Fargo*



## **Branch Activities:**

- **Status of Consolidations**

Management had previously indicated that no action would be taken with respect to the consolidations of these installations until sometime in 2014. As of this date, no timetable has been provided concerning the potential consolidations of Mankato, St. Cloud, and Duluth.

MN State Executive Board Member Shane Ryden and Rochester Steward Jim Crawley continue working together in processing grievances resulting from the Rochester event. In St. Cloud, Shane is working with Chief Steward Jackie Bailey to address similar issues.

- **North Dakota Branch Issues**

The North Dakota facilities of Bismarck and Fargo have been the first facilities within Local 323 to see MHAs converted to career employees. These MHA conversions illustrate the manner in which the National Agreement produces different results depending on the size of the installation. The decision of the arbitration panel eliminated the position of part-time flexible (PTF) in installations of 200 or more man years. This has produced a result where the MHAs converted in the 200 man year installation of Fargo were placed into full-time regular (FTR) positions. Conversely, the MHAs converted in the less than 200 man year office of Bismarck became PTFs; and, this will require follow-up to pursue their conversion to FTR. The installation in Grand Forks is presently adding career Mail Handlers as well as MHAs.

Additional grievances have been filed in North Dakota seeking answers to other issues concerning MHAs. North Dakota Executive Board Member Brock Engstrom has served as the point man in this regard and he should be commended for his efforts. One of these grievances challenges management's placement of residual duty assignments into eReassign when MHAs are available for conversion and another protests a casual receiving more hours than an MHA during the course of a service week. These grievances have been processed through the steps of the grievance – arbitration procedure, appealed to regional arbitration, and then appealed to the step 4 national level procedure for interpretation.

- **Labor-Management Meetings**

I'm continuing to attend Labor-Management meetings in the Minneapolis, the NDC, and St. Paul Branches as my schedule permits. So far this year I've attended several monthly meetings at the NDC and numerous weekly meetings in Saint Paul.

**A Final Thought:**

I would be remiss if I did not express my personal gratitude to all of the Members who served as Officers, Chief Stewards, Stewards, and Alternate Stewards during 2013. Without their efforts it would be impossible to accomplish our goal or representing the Membership. Thanks to all of you.

**Upcoming Events:**

Fiscal Year Change – January 1<sup>st</sup>

Metro Area Branch President's Meeting – January 13<sup>th</sup> 11:00 A.M. at the Local Office

Fraternally,

Jeff Larsen  
Local President

cc: All Branches  
File