



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 29, 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: *Absent*

MN State Representative: Shane Ryden

ND State Representative: Brock Engstrom

Local President Jeff Larsen called the Executive Board to order at 09:34 a.m. Roll call was taken by Vice President Kathy Schultz.

The Local Executive Board reviewed the previous meeting minutes from September 30, 2014. Vice President Kathy Schultz motioned to accept the minutes and was seconded by MNSR Shane Ryden. There were no objections and the motion carried unanimously.

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

- Open Season Activities
- Local 323 Dental Plan
- USPS Data Breach
- Lead Clerk Arbitration Decision
- “4 Walls” Concept

Branch Activities

- Fargo Workplace Environment Meeting
- Minnesota Branches
- North Dakota Issues
- Labor Management Meetings

Local President Jeff Larsen submitted for review his Expense Report and Time Sheet. Vice President Kathy Schultz moves to authorize the Local Presidents expenses for the time frame reported. MNSR Shane Ryden seconded, motion carried unanimously.



Local President Jeff Larsen submitted for review his Leave Hours for 2014.

Treasurer's report:

Local Treasurer John Frey submitted in absentia the Local's Balance Sheet and Profit and Loss Statements. NDSR Brock Engstrom motioned to authorize the expenses of the Local Union for the time frame enumerated subject to further review upon the Local Treasurers return from vacation. The motion was seconded by MNSR Ryden, 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.

Agenda Item: Steward Training

NDSR Engstrom 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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December 29, 2014

Local President's Report

Local 323 Complement:

The Local 323 career complement as of PP-25-14 is 607 (543 MN & 64 ND) and the MHA complement is 92 (82 MN & 10 ND). Combined Membership is 618.

Local Activities:

- **Open Season Activities**

Following updated training at the Mail Handler Benefit Plan Seminar, the Local 323 Health Plan Representatives embarked upon another open season attending health fairs throughout the States of Minnesota and North Dakota. Kathy Schultz, Brock Engstrom, and Brad Kaluza, have made every effort to provide the Mail Handlers Benefit Plan with extensive exposure. The open season health fairs have now been completed and we will be receiving the results of our efforts sometime after the 1st of the year.

- **Local 323 Dental Program**

In addition to the Mail Handlers Benefit Plan, Local 323 continues to offer our Dental Plan to the Regular Membership as well as Postal and Federal employees who chose to affiliate as Associate Members. The 2015 plan was offered without a change in benefits or an increase in premiums. I continue to serve as the plan administrator.

- **USPS Data Breach**

The announcement of the data breach indicated the compromise of files containing employee names, social security numbers, dates of birth, addresses, beginning and end dates of employment, and emergency contact information for current employees. In response the Postal Service initiated service talks and provided handouts which informed employees of this situation and described how it would be handled.

Jeff Larsen

Local President

Kathy Schultz

Vice President

Dean Abatte

Recording Secretary

John Frey

Treasurer

State Executive

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Fargo



In addition, by November 20th everyone should have received a letter from the PMG which included an enrollment code for a credit monitoring service that can be utilized free of charge for one year. While the action taken appears to be decisive and timely in this regard, some members of Congress have been highly critical of the Postal Service for not informing employees sooner.

Recently, the Postal Service confirmed the expansion of the data breach to workers compensation files.

This situation is continuing to be monitored and the National Union has requested that we inform them of any Mail Handler or Mail Handler Assistant who believes they have been the victim of any malicious activity resulting from this data breach. In addition, there is an on-line story on the National Unions web site which contains links to informational web sites.

- **Lead Clerks Arbitration Decision**

In early November, it was announced that the National Union prevailed in the arbitration protesting the Postal Service's use of lead clerks to supervise, assign, or direct members of the Mail Handler craft. This decision seems to have put this matter to rest throughout the Local; however, should anyone be experiencing any exceptions they should contact the Local Office.

- **"4 Walls" Concept**

"4 Walls" is the name of management's concept for 24 hour plant operations. Primarily, this concept represents a change in operational windows which has the potential for a future impact to existing duty assignments. Implementation of this concept is contingent on the elimination of service standards which is scheduled to occur on January 5, 2015.

While this will have to be addressed based upon the specific circumstances of each Branch, this is nonetheless a nation-wide initiative. As of the date of this report, I have been in attendance at meetings in the Minneapolis and St. Paul Branches concerning this matter. No immediate impact has been identified and the Officers as well as the Representatives are prepared to address this matter as the situation develops.

Branch Activities:

- **Fargo Workplace Environment Meeting**

In mid-November I traveled to Fargo to attend a meeting concerning the workplace environment in Fargo. This meeting occurred as the result of a grievance settlement by one of our sister Unions and included Area as well as District management personnel.

There were thorough discussions concerning the issues; although, in my opinion it all boiled down to local management taking responsibility for the operation of the facility. Whether anything will change remains to be seen.

- **Minnesota Branches**

Next year's proposed consolidations of Duluth, St. Cloud, and Mankato is still on the table. The Local Union remains prepared address these issues and to ensure that the Mail Handlers in these Branches are afforded all of the contractual rights to which they are entitled.

- **North Dakota Branch Issues**

Management in the Dakotas District has been utilizing some creative measures to provide holiday staffing for the facilities in western North Dakota. This includes temporarily detailing employees within the District, as well as employees from outside the District, to the facilities needing additional staffing. This novel approach to staffing raises several contractual issues. ND State Executive Board Member Brock Engstrom will be assessing each situation and grievances will be filed as warranted.

The Minot facility remains slated for consolidation in 2015 and we are prepared to address that issue when appropriate.

- **Labor-Management Meetings**

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

Upcoming Events:

Fiscal Year Change – January 1st

SAMLU – February 5th – 7th

Annual Audit – March 2nd & 3rd

Fraternally,

Jeff Larsen
Local President

cc: All Branches
File