



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 Council 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 to order the Local Union 323 Council at 1:01 p.m. Recording Secretary Dean Abatte took roll call.

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

BMC Branch President: Mike Straiton

St. Paul Branch President: Gerald LaBarre

Minneapolis Branch President: Dean Abatte

Fargo Branch President: Gary Tollefsrud

Review of the Previous Minutes:

The Council reviewed the minutes from the last meeting on September 28, 2012. NDSR Brock Engstrom motioned to accept the minutes of the previous meeting and was seconded by Treasurer John Frey. The motion carried.

Presidents Report:

President Larsen provided the Council a copy of the President's report. (See attached copy).

Local Activities

- Local Negotiations
- Open Season Activities
- Local 323 Dental Program

Branch Activities

- Labor Management Meetings
- Status of Consolidations
- North Dakota Branch issues

Officers Reports

Fargo Branch President Tollefsrud Reports:

2013 saw a conversion of 5 MHAs to FTR and remain as UAR. The current compliment is at 36 FTR and 4 MHA.

Management has made efforts to fill the compliment with additional MHA's. Retention of newly hired MHAs has been unsuccessful.

Overtime remains a constant issue. The OTDL remains inactive as all are non-list. Before making OT calls on Casuals, volunteers are requested.

APBS – Fargo still expects to receive the machine soon. Currently there is no space available at the Fargo Annex.

St. Paul Branch President Gerald LaBarre Reports:

The St. Paul Office has accepted 6 transfer requests to fill residual vacancies within the facility.

There continues to be a shortage of working PIV. This is an ongoing issue that remains on the Labor Management agenda for discussion.

Recently the Express Mail operation has moved to the St. Paul facility. As it arrives at the Dock, Mail Handlers have been informed of their rolls in processing this high priority operation.

Minneapolis Branch President Dean Abatte Reports:

The current compliment is 169, 152 FTR and 17 MHAs.

The retreat issue remains active in the Mpls facility. Currently 43 Mail Handlers remain excessed waiting to retreat back to the Mpls Facility. With the addition of the MHA designation to the Mail Handler craft via arbitrator ruling, Management has been hiring MHAs on a regular basis. This has triggered many phone calls from those waiting to retreat asking why they have not retreated prior to Management hiring. A grievance was filed last year and is moving through the grievance procedure.

Lack of good working PIVs has seen a dramatic drop. The issue has been raised with Management. Conversations regarding this issue will continue until resolution.

The new LMOU language for the Mpls Facility has been completed and implementation of the new OTDLs is expected to be rolled out by Q2 of 2014.

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 1st

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

Fraternally,

Jeff Larsen
Local President

cc: All Branches
File