



# 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 August 15, 2019

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 meeting to order at 10:00 a.m.  
Recording Secretary Dean Abatte took a roll call of Officers present.

### IN ATTENDANCE:

**Local President:** Jeff Larsen

**Vice President:** Kathleen Schultz

**Recording Secretary:** Dean Abatte

**Treasurer:** John Frey

**MN SEBM:** Shane Ryden

**ND SEBM:** Brock Engstrom

**NDC Branch President:** Michael 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 December 28, 2018.  
Fargo Branch President Tollefsrud motioned to accept the minutes of the previous meeting and was seconded by ND SEBM Engstrom. The motion carried.

### Presidents Report:

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

- Local 323 Complement
- National Negotiations
- Final COLA of 2016 National Agreement
- Legislative issues
- 2019 Scholarship Award
- Upcoming Events

## **Treasurer's Report**

Review of the Profit and Loss Statement.

## **Officer Reports**

**MN SEBM** – Reports of continued challenges with issues in St. Cloud.

**ND SEBM** – Reports a Backlog of Step Two grievances as very few are being resolved at Step one.

**NDC** – Branch President Straiton would like to acknowledge those that stepped up while he was absent. A special thank you to Mike Alverez for coming out of retirement to fill the gap.

**St. Paul** – Another report of a backlog of Step 2's as not much getting resolved at Step One. The belief is that Management is purposely staffing MH positions with Clerks as they have nowhere else to place them.

**Minneapolis** – APBS moving from Basement to the 3<sup>rd</sup> floor and the conversion of MHAs to UAR positions and the increase in discipline for attendance.

**Fargo** – Managements continued push for attendance reviews, Vacant positions, Mail Volume and OT low, RI 399 payments (time frame?)

## **Agenda Items**

Bylaws of Mail Handlers Local Union No. 323. President Larsen drafted and presented several proposed changes to the Bylaws.

- Proposed Change

Section 7.1 Salaries

- A. The Members of the Local Executive Board shall receive a monthly salary of \$275.00**
- B. The Branch Presidents of this Local shall receive a monthly salary of \$275.00.**
- C. Any Officer who is Branch President as well as a Member of the Local Executive Board shall receive both salaries.**

- Proposed Change

Section 8.1 Payment Schedule

**Effective 2019 the payment schedule for Local 323 Stewards is as follows:**

<b>Chief Steward</b>	<b>\$700.00</b>
<b>Steward</b>	<b>\$625.00</b>
<b>Alternate Steward</b>	<b>\$150.00</b>

Stewards with less than a full calendar year of service shall have their payment pro-rated. A former Steward with less than a full calendar year of service, who remains a Regular Member or who retired as a Regular Member, shall also receive a pro-rated payment.

President Larsen provided some background into the history of part-time Officer salaries and Steward payments. He noted that neither of these have been changed since 2004. A motion was made by ND SEBM Engstrom to accept the proposed changes to Officers' salaries and Steward payments. The motion was 2<sup>nd</sup> by MN SEBM Ryden, motion carried.

- Proposed New Section

Section 7.2 Benefits

**D. Part-time Officers employed in facilities outside the Minneapolis/St. Paul metropolitan area shall be eligible to receive up to twelve (12) hours of compensation for time spent attending meetings of the Local Executive Board or Local Union Council. Such compensation will be paid at the straight time hourly rate.**

A motion to accept proposal of Section 7.2 Benefits was made by NDSR Engstrom and 2<sup>nd</sup> by Recording Secretary Abatte, motion carried.

- Proposed Change

Section 12.2 Death Benefits

**Upon notice of death of any Regular Member of the Local Union, their spouse, child, parent or sibling, the Local Union will provide a floral arrangement or donation. The cost of floral arrangements or donations shall be an amount which will be determined from time to time by the Local Executive Board. A more costly arrangement or donation shall be considered by the Local President under special circumstances.**

A motion to accept proposed change to section 12.2 Death Benefits was made by Recording Secretary Abatte and 2<sup>nd</sup> by Vice President Schultz, motion carried.

- Proposed Change

Section 12.3 Signing up New Members

**\$25.00 shall be paid to any Regular Member who signs up a new Member to**

**the Local Union using PS Form 1187. This is not applicable to new Members signed up during orientation.**

A motion to accept proposed change to section 12.3 Signing up new members was made by Fargo BP Tollefsrud and 2<sup>nd</sup> by Treasurer Frey, motion carried.

A brief discussion occurred over whether President Larsen's pay should be increased. President Larsen expressed his wish that pay increases remain directed toward part-time Officers and Stewards. No changes were made to President Larsen's pay.

### **2020 NPMHU National convention**

A motion was made to send a total of Six (6) Delegates to the 2020 National Convention. This Delegation will consist of Five (5) elected Delegates plus the Local President. The motion was made by MN SEBM Ryden and 2<sup>nd</sup> by Fargo BP Tollefsrud. Motion carried.

ND SEBM Engstrom motioned to adjourn, NDC BP Straiton 2<sup>nd</sup>, motion carried, and meeting adjourned at 2:42 p.m.

Respectfully Submitted,

Dean Abatte  
Recording Secretary Local 323  
National Postal Mail Handlers Union

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



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August 15, 2019

## Local President's Report Local Union Council

Jeff Larsen  
*Local President*

Kathy Schultz  
*Vice President*

Dean Abatte  
*Recording Secretary*

John Frey  
*Treasurer*

State Executive  
Board Members

Shane Ryden  
*Minnesota*

Brock Engstrom  
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*St. Paul*

Mike Straiton  
*NDC*

Gary Tollefsrud  
*Fargo*

### Local 323 Complement:

The Local 323 career complement as of Pay Period 15-19 is 650 (570 MN & 80 ND) and the MHA complement is 92 (77 MN & 15 ND). Combined Membership is 679.

### National Negotiations

As everyone is aware, the National Union is currently engaged in negotiations with the Postal Service over the terms of the 2019 National Agreement. These negotiations have been underway since June 27<sup>th</sup> and several contract updates have been posted on the web. The contract updates are also being posted on the Local Union's web site. The 2016 National Agreement expires on September 20<sup>th</sup>.

The result of the negotiations over the contract will have a direct impact on our lives in the workplace. Whether that result comes from a negotiated agreement or an arbitrator's award, the 2019 National Agreement will establish the future wages and rules we work under. I've always believed a negotiated agreement is preferable to placing our future in the hands of an arbitrator. In part, because it allows both parties to control the outcome, and in part, because it allows each Member a voice in their future through a ratification vote. Still, I understand that there are deal breakers which require that we invoke the unpredictable process of arbitration. Time will tell which direction we are going.

### Final COLA of 2016 National Agreement

The final cost-of-living adjustment (COLA) under the 2016 National Agreement has been determined to be \$624.00 and will become effective the second full pay period following release of the July 2019 Consumer Price Index. This COLA provides an annual increase of \$624 for all Steps



in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement. Update wage charts will be circulated as soon as they become available.

### **Legislative Issues**

The financial condition of the Postal Service continues to receive the attention of numerous media outlets and the Postmaster General remains tasked to develop a 10-year plan which will place the Postal Service on a sustainable path. The details of the Postmaster General's draft plan have come to light, and it contains many troubling items. Proposals concerning changes to retirement contributions, leave benefits, Medicare integration, and changing delivery frequency to 5-days, are included. These things cannot be accomplished without Congressional action. Consequently, the Postmaster General's 10-year plan is as much a legislative agenda as a business plan. A final version of the Postmaster General's plan will be presented sometime in the future to the House Oversight Committee. Certainly, we want to see the Postal Service on a sustainable path moving forward; however, we will oppose any effort to accomplish this by placing the burden on the back of our Membership. We'll be watching for further developments after Congress returns from their summer recess.

### **2019 Scholarship Award**

The 2019 Local 323 Scholarship Matt Lopez has been awarded to Daniel Yi. Daniel is the son of Minneapolis Branch Member Hung Yi. The Members of the Local Union Council wish Daniel the best in the pursuit of his education.

### **Upcoming Events:**

Local 323 Branch Steward Training – September  
Expiration of the 2016 National Agreement – September 20<sup>th</sup>  
SAMLU Washington, DC – September 30<sup>th</sup> – October 2<sup>nd</sup>  
FEFA Retirement Seminars – October 27<sup>th</sup> and 29<sup>th</sup>

Fraternally,

Jeff Larsen  
Local President

cc: All Branches  
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