



Mail Handlers Local Union No. 323

1602 Selby Ave., Suite 5 St. Paul, MN 55104
(651) 646-2827 Fax (651) 646-0991 www.local323.org

Minutes of the Local 323 Executive Board Meeting

ST. PAUL, MN

March 28, 2024

Jeff Larsen
Local President

Dean Abatte
Vice President

Aaron Kobes
Recording Secretary

Jarred Hoover
Treasurer

State Executive
Board Members

Shane Ryden
Minnesota

Brock Engstrom
North Dakota

Branch Presidents

Dean Abatte
Minneapolis

Edward Yun
St. Paul

Aaron Kobes
NDC

Brock Engstrom
Fargo

IN ATTENDANCE:

Local President: Jeff Larsen

Vice President: Dean Abatte

Recording Secretary: Aaron Kobes

Treasurer: Jarred Hoover

MN SEBM Representative: Shane Ryden

ND SEBM Representative: Brock Engstrom

Local President Jeff Larsen called the meeting to order at 10:30 A.M.

Recording Secretary Aaron Kobes took the roll call.

Review of the Previous Minutes

The Board reviewed the minutes from the previous meeting on December 28, 2023. ND SEBM Brock Engstrom made a motion to accept the minutes. The motion was seconded by MN SEBM Shane Ryden, the motion carried.

Form LM – 2 Labor Organizing Annual Report

Local President Jeff Larsen presented Form LM – 2 to the board for review. There were no significant questions beyond clarifications and met with the Board's approval.

Local President's Report (see attached for full report)

- Local 323 Compliment
- Local activities
 - Fiscal Year Change
 - Annual Audit
 - Changes and Administrative Initiatives

- 2024 Organizing Drive
- Mail Processing Facility Reviews
- 2024 NPMHU National Convention – Delegate Election
- Branch Activities
 - NDC Branch Meeting
 - St. Paul Stewards and Branch Meeting
 - NDC Organizing Meeting
 - Facility Visits and Activities

Upcoming Events

- Announcement of the 2024 Matt Lopez Local 323 Scholarship – May 2024
- Local Executive Board Meeting – June 20, 2024

Local President’s Expense Report

Local President Jeff Larsen submitted for review his Expense Report. Vice President Dean Abatte motioned to authorize the Local President’s expenses for the time frame given and was seconded by MN SEBM Shane Ryden. The motion carried.

Local President’s Agenda Items

- Membership Review
 - Local President Jeff Larsen reported that Local 323 is ranked first in the nation for membership.
- Associate Dues
 - Associate Dues are up 17%. Local 323 paid \$1,300 in Associate Dues tax, reduced from \$3,500 due to a previous year carryover of \$2,200.
- MHPB
 - Local President Jeff Larsen brought up the topic for discussion of the need to develop a marketing strategy to expand the Mail Handler Benefit Plan’s consumer base. Vice President Dean Abatte suggested approaching the Letter Carriers.

Treasurer’s Report

Local Treasurer Jarred Hoover submitted the Local’s Expenses and Profit and Loss Statements. ND SEBM Brock Engstrom moved to authorize expense of the Local Union for time frame of the report. The motion was seconded by Vice President Dean Abatte, the motion carried.

Executive Officer’s Report

- Vice President Dean Abatte reporting as Minneapolis Branch President stated that the APWU is filing cross craft violations as they claim that their work is attached to the class of mail rather than the operation. APWU has filed a dispute with the RDRC which has since been remanded and sent to arbitration. Vice President Dean Abatte additionally reports that the ADUS remains unsigned, the t-shirt drive went very well, and we are nearly sold out of all additional shirts ordered, the Local has purchased a freezer for

future picnics, and that he will begin to purchase prizes for the upcoming picnic to correspond with ongoing sales.

- MN SEBM Shane Ryden reports that he is attempting to get Mankato and St. Cloud at full staff through the grievance procedure because of the respective 2 and 1 reverted residuals at those facilities. Additionally, he is working with the Mail Handlers at these facilities to increase efficacy in reporting issues.
- ND SEBM Brock Engstrom reported that the Outgoing mail for the entirety of North Dakota and Western Minnesota goes to Fargo per 408. Additionally, Grand Forks and Bismark will be losing various Maintenance Craft and EAS employees, but the Mail Handler Craft is protected through the established inventory. Management is not hiring MHA's, claiming that they are not being allowed to hire them. Finally ND SEBM Brock Engstrom reported that grievance payouts during peak season were high.

Open Discussion

ND SEBM Brock Engstrom motioned to adjourn the Local Executive Board Meeting. The motion was seconded by Recording Secretary Aaron Kobes. The motion was carried, and the meeting was adjourned at 12:36 P.M.

Respectfully Submitted,

Aaron Kobes

Recording Secretary Local 323

National Postal Mail Handlers Union

cc: All Branches
File



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Local President's Report Local Executive Board

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Local 323 Complement:

The Local 323 bargaining unit complement as of Pay Period 06-24 is 812 (712 MN & 68 ND). Membership is 780.

Local Activities:

- **Fiscal Year Change**

As noted in my first report of each year, January 1st marks the change of the fiscal year for Local 323. Many tasks must be performed for the Local Union to remain in compliance with the Uniform Local Union Constitution as well as the applicable laws and regulations.

The tasks performed included:

- Issuance of W-2's to employees (all Representatives)
- Filing of W-2's with both States (Web Filing - Minnesota)
- Filing of W-2's along with W-3 with the Social Security Administration
- Issuance of 1099's to vendors
- Filing of 1099's along with Form 1096 with the IRS

There was a change requiring the electronic submission of W-2's with the Social Security Administration. Some difficulties were encountered with this submission, and we were required to use a third-party vendor to complete the task. Still, the Local Union remains in compliance with our filing obligations. Local Treasurer Hoover and I will continue working with the accountants to iron out the wrinkles in this process. I expect this filing to go much smoother next year.

- **Annual Audit**

Local Treasurer Hoover and I spent many hours preparing for the annual audit. The audit was conducted on March 12th and 13th. Our accountants, Legacy Professionals, reviewed our records for any issues.

The annual filing of the Local Union's LM-2 with the Department of Labor is scheduled to occur on March 29th. A copy of the LM-2 was emailed to all Members of the Local Executive Board as soon as it became available. Further review of this document will occur during this meeting.

Additional filings with the IRS and the respective States are not due until May 15th. Copies of all filings will be provided to Members of the Local Executive Board for review and comment prior to their submission.

As is our customary practice, Legacy Professionals will attend the next meeting of the Local Executive Board to review and discuss the results of the audit.

- **Changes and Administrative Initiatives**

Treasurer Jarred Hoover and I have held discussions with our accountants about beginning to expand the number of our submissions made electronically. If the difficulties experienced with the change to the electronic submission of our W-2's has taught us anything, it's that we should move in this direction on our own initiative rather than waiting for a State or Federal agency to foist a change upon us. This remains ongoing.

- **2024 Organizing Drive**

During the December meeting of the Local Executive Board, the Board adopted a proposal to provide an additional \$75.00 to any Member recruiting a non-member during the organizing drive. This is in addition to the \$25.00 already provided from the Bylaws of Local 323. Since that time several Members have received a check in the amount of \$100.00 for their efforts.

There is still much work remaining to be done and the organizing drive is ongoing. The topic of non-member recruitment is on the agenda of all meetings when appropriate.

There is no good reason for not belonging to the Union.

- **Mail Processing Facility Reviews**

The Postal Service has been implementing the move of originating mail from the Minneapolis P&DC to the St. Paul P&DC. The 553 originating mail has already been moved and the 554 originating mail is scheduled to move on April 20th. Some machinery is being

moved as well. So far, no Mail Handler positions have been reduced as the result of this change. In all likelihood, the Mail Handler complement in that facility is still understaffed.

By letter dated March 26, 2024, the Postal Service announced that it would be moving forward with their plan to relocate the processing of originating mail from the Bismarck P&DC, the Grand Forks P&DC, and the Dakota Central P&DC (Huron, SD), to the Fargo P&DC. While the letter indicates that some craft positions will be impacted, when considering the large volume of cross-craft grievances being filed in Bismarck and Grand Forks, it seems unlikely that any Mail Handlers will be required to relocate.

The Local Union will continue to pay close attention to any MPFR being implemented.

- **2024 NPMHU National Convention – Delegate Election**

On March 26th, the Judges of Election counted the ballots which determined the Delegates who would represent Local 323 at the 2024 NPMHU National Convention. I would like to express congratulations to the people chosen by the Members to serve in this capacity. Special thanks go to Anab Mohamed, Tony Stickler, and Alejandra Hernandez for their service as Judges of Election.

Branch Activities:

- **NDC Branch Meeting**

On Saturday, February 17th, a meeting of the NDC Branch was held in Eagan. The meeting was attended solely by Representatives. Still, it was a good opportunity to discuss current issues and coordinate future activities.

- **St. Paul Stewards and Branch Meeting**

On Saturday, March 9th, a meeting of the St. Paul Branch Stewards was held in Eagan. This was immediately followed by a St. Paul Branch meeting. The Steward's meeting addressed several ongoing issues and a segment on internal organizing was conducted. The Branch Meeting provided Members an opportunity to bring their concerns about current issues to the table. In addition, a discussion regarding the 2024 Organizing Drive was held with the Members. Each Member was provided with a copy of the non-members list and informed of the additional payment for recruiting them into the Union. Members from both the St. Paul P&DC and the Twin Cities L&DC were in attendance.

- **NDC Organizing Meeting**

On March 19th, a meeting of the NDC organizing team was held at the Local Office. This half-day session focused on further refining the plan to recruit non-members into the

Union. Guided by a PowerPoint presentation, the attendees reviewed and discussed new strategies and new tools designed to enhance our organizing efforts. The NDC organizing team is hard at it and we are beginning to see some results.

- **Facility Visits and Activities**

I am continuing to visit the metro area Branches frequently and attending every Labor – Management meeting that my schedule permits. Whether it’s assisting Representatives, discussing issues with Members, or working on computers, I’m always willing to help.

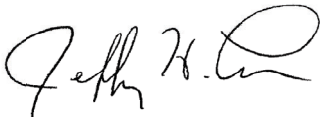
Upcoming Events:

Announcement of the 2024 Matt Lopez Local 323 Scholarship – May 1, 2024

Annual Audit – February 2024

Local Executive Board Meeting – June 27, 2024

Fraternally,



Jeff Larsen
Local President

cc: All Branches
File