



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 Union 323 Executive Board Meeting

ST. PAUL, MN

December 18, 2025

IN ATTENDANCE:

Local President: Jeff Larsen

Vice President: Dean Abatte

Treasurer: Jarred Hoover

MN SEBM Representative: Shane Ryden

ND SEBM Representative: Brock Engstrom

Recording Secretary: Aaron Kobes

Local President Jeff Larsen called the meeting to order at 9:52 A.M.

Recording Secretary Aaron Kobes took the roll call.

Review of the Previous Minutes

ND SEBM Brock Engstrom made a motion to accept the minutes. The motion was seconded by Vice President Dean Abatte, the motion carried unanimously.

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

- Local 323 Compliment
 - Local 323 Membership is currently at 98.72%
- Local activities
 - 2025 National Agreement
 - 2025 Organizing Drive
 - Mail Handlers Benedit Plan (MHBP) – 2025 Open Season

Branch Issues

- Mail Processing Changes, Staffing and Jurisdictional Disputes
- Rochester S&DC – Rochester has scheduled a LDRC

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

Additional Branch Activities

- St. Paul Labor Management Meeting - September 25th
- Saint Paul Steward and Branch Meeting – September 27th
- Saint Paul Labor Management Meeting – October 2nd
- NDC Steward and Branch Meeting – October 4th
- Minneapolis Steward Meeting – November 1st
- Saint Cloud Branch Meeting – November 8th
- Saint Paul Peak Season Meeting – November 12th
- Saint Paul Labor Management Zoom Meeting – November 14th
- NDC LDRC Meeting – November 26th
- NDC Labor Management Meeting – December 10th

Upcoming S&DC Activations

- Duluth, MN S&DC (current plant) – May 16, 2026
- Bismarck, ND S&DC (current carrier annex) – March 31, 2026 (previously May 16, 2026)
- Eagan, MN S&DC (current station) – Placed on Hold (previously October 3, 2026)
- Chanhassen, MN S&DC (current carrier annex) – October 31, 2026

Upcoming Events

- Fiscal Year Change – January 1st
- Annual Audit – February 2026
- Local Executive Board – March 26, 2026

Local President's Expense Report

Local President Jeff Larsen submitted for review his Expense Report. Recording Secretary Aaron Kobes motioned to authorize the Local President's expenses for the time frame given and was seconded by MNSEBM Shane Ryden. The motion carried unanimously.

Local President's Agenda Items

- Organizing Drive

Local President Jeff Larsen proposed that the 2025 Organizing Drive continue conclude at the end of the year (December 31st), the motion was seconded by Vice President Dean Abatte. The motion carried unanimously.

Treasurer's Report

Local Treasurer Jarred Hoover submitted the Local's Expenses and Profit and Loss Statements. ND SEBM Brock Engstrom moves to authorize expense account for time given by Treasurer. The motion was seconded by Recording Secretary Aaron Kobes, the motion carried unanimously.

Executive Officer's Report

- Vice President Dean Abatte reports that the St. Paul LDRC meetings with the APWU are continuing despite an APWU cancellation. As a result, the inventory for Lives and THS are still awaiting the APWU's signature. The Minneapolis Branch received a remand from RDRC concerning non-machinable outsides, which expands during peak season. The APWU has taken the position that it is their priority operation, with management's position being that they are unsure of when peak season is. Subsequently, there was an exchange of position papers on the matter, with a mutual agreement to differ the December meeting to January.

Reporting as Minneapolis Branch President, Vice President Abatte that he and Chief Shop Steward/Treasurer Jarred Hoover have worked tirelessly to get Mail Handlers into Login.gov and successfully join the MHBP. Additionally, there is a new Plant Manager, Jake Turner, as well as a move of the box operation to customer service at the end of the year.

- MNSEBM Shane Ryden reports that a second LDRC for the Rochester facility is scheduled for January, and additionally reports that, after viewing operations within the facility for three (3) days, there is more Mail Handler Bargaining Unit work than Clerk. In the Duluth Branch all inventories have been signed in addition to seeing a rise in Mail Handler reports on contractual violations. The St. Cloud installation has yet to have an inventory signed for the SIPS machine. Finally, at the Mankato installation there is an increase in grievances being moved to Step 2 because of a supervisor being unwilling to reach settlements at Step 1.
- Recording Secretary Aaron Kobes reporting as Minneapolis/St. Paul NDC Branch President stated that there is a new Acting Plant Manager, Christopher Oxie who has expressed desires to make operational changes. Specifically, he has stated that he wants to get rid of the FRS and Universal Sorter in exchange for a USS. Additionally, the onboarding of MHAs continues, nearing fifty (50), while a steady stream of conversions is taking place at the pace of two (2) to six (6) a month.
- NDSEBM Brock Engstrom reports that Fargo will be under one (1) building by January 2027.

Open Discussion

NDSEBM Brock Engstrom motioned to adjourn the Local Executive Board Meeting. The motion was seconded by Local President Jeff Larsen. The motion was carried, and the meeting was adjourned at 11:46 A.M.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read 'Aaron Kobes', written in a cursive style.

Aaron Kobes

Recording Secretary Local 323

National Postal Mail Handlers Union



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December 18, 2025

Local President's Report Local Executive Board

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Local 323 Complement:

The Local 323 bargaining unit complement as of Pay Period 25 is 864 (757 MN & 107 ND). Membership as of this Pay Period is 853.

Local Issues:

- **2025 National Agreement**

The 2022 National Agreement expired on September 20th and there's nothing being watched more closely than the continuing negotiations over the terms of the 2025 National Agreement. In particular, the Union's efforts to repair an obviously broken pay scale and eliminate the proportional COLA. The most recent Contract Update (#12) indicates that the parties are focusing primarily on these items. Whether the ongoing discussions will result in a tentative agreement or whether will be going to arbitration remains to be seen.

- **2025 Organizing Drive**

The 2025 Local 323 Organizing Drive will be concluding at the end of the year. The payment for enrolling a non-member will return to \$50.00 at that time. Until then, any Member who recruits a non-member into the Union will receive a \$100.00 check from the Local Union once the dues withholding has commenced. The 1187 Forms needed to enroll non-members into the Union as well as a list of the non-members in your Branch are available from your Branch Union office. The time to receive the additional incentive will be gone soon; so now it is the time to double your efforts.

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

- **Mail Handlers Benefit Plan (MHBP) – 2025 Open Season**

The Local 323 MHBP marketing team comprised of myself, Dean Abatte, Delicia Johnson, Kathy Schultz, Brian Blatchford, and Mike Alvarez, attended this year’s open season seminar in Phoenix, AZ, on October 11th and 12th. During this event, your Local 323 MHBP marketing team was recognized for outstanding performance and awarded Local Union of the Year for promoting the 2025 Mail Handlers Benefit Plan. Pictures from the MHBP Seminar have been posted to the photo galleries on the website.

We carried the momentum of our award-winning performance into this year’s open season and hit the ground running. Postal and Federal facilities were saturated with marketing materials which had been internally created; and despite the difficulties caused by the government shutdown, our marketing team remained focused on promoting the benefits of the MHBP to all Postal and Federal employees. We spared no effort during this year’s open season and look forward to seeing the results.

Branch Issues:

- **Mail Processing Changes, Staffing, and Jurisdictional Disputes**

The Local Union continues to take the steps necessary to ensure that Mail Handlers are performing Mail Handler work. Progress has been made in the metro area facilities, and we continue to work on similar issues within other facilities. This includes implementing an appropriate jurisdictional inventory as well as pursuing the additional staffing required to run the operations. In one facility, management concluded that they could create their own jurisdictional assignments rather than abide by a national level craft determination issued Postal Service headquarters. A dispute was filed and subsequently appealed in that location. New equipment will continue to be deployed in facilities throughout the Local Union, and we will continue to dispute any implementation which is improper.

- **Rochester S&DC**

After struggling to secure a response from management, an LDRC meeting has been scheduled for the Rochester S&DC. This meeting will take place in early January and MN SEBM Shane Ryden will be our representative. We’ll see where we go from here. If I were to hazard a guess, it would be that there are going to be disputes and appeals filed.

- **Additional Branch Activities**

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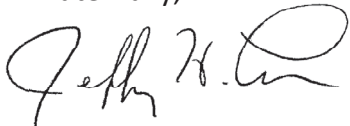
Upcoming Events:

Fiscal year change – January 1st

Annual Audit – February 2026

Local Executive Board – March 26, 2026?

Fraternally,



Jeff Larsen
Local President