



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 Council Meeting

St. Paul, MN

September 5, 2024

Local President, Jeff Larsen called the meeting of the Local Union 323 Council to order at 10:35 A.M. Recording Secretary, Aaron Kobes took Roll Call.

IN ATTENDANCE:

Local President - Jeff Larsen

Vice President - Dean Abatte

Recording Secretary - Aaron Kobes

Treasurer - Jarred Hoover

ND State Representative - Brock Engstrom

Fargo Branch President - Brock Engstrom

St. Paul Branch President - Ed Yun

Minneapolis Branch President - Dean Abatte

NDC Branch President - Aaron Kobes

Review of the Previous Minutes:

The Council reviewed the minutes from the previous meeting held October 26, 2023. Minneapolis Branch President/Vice President Abatte motioned to accept the minutes of the previous meeting and was seconded by Treasurer Hoover. The motion carried.

President's Report:

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

- Local 323 Complement
- Local Activities
 - Metro Area Steward Appointments
 - Membership Recruitment
 - Grievance Activity

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

- Dispute Resolution Procedures
- Postmaster General's 10-Year Plan
- Moving Forward
- Upcoming Events
 - Local Executive Board – September 26th
 - Metro Area MHPB Seminar Preparation Meeting – October 8th
 - FEFA Retirement Seminar – November 3rd & 5th
 - SAMLU 4th- 6th
 - FEHB Open Season – November 11th – December 9th
 - 2024 Steward Dinner – November 30th
 - Local Executive Board – December (Date TBD)

Officer Reports:

Treasurer's Report – Review of the Profit and Loss Statement, Year to Year Comparison.

Fargo Branch/ND SEBM – The Postal Service plans for AMP, per 408, on the Outgoing mail from Bismark/Grand Forks into Fargo will be on hold until January 1, 2025.

MPLS Branch/Vice President – Spoke with Shaun from the MHPB at the 2024 NPMHU Convention and voiced displeasure at the performance of their representatives that worked the Open Season the prior year. Discussed the new artwork and embroidery on the MHPB shirts for the Local 323 representatives that will be attending the MHPB seminar and in the field. Reported on the FEFA seminar at the 2024 NPMHU Convention and spoke to representatives of FEFA in hopes of correcting issues of prior FEFA seminars wherein representatives were presenting information incorrectly or inefficiently. Finally, at the Minneapolis facility there has been an influx of FPARS, for which there is not currently an Inventory. Minneapolis APWU has been filing cross craft grievances, claiming ownership; there is a potential RI 399 dispute based in operational change.

St. Paul Branch – Very high grievance activity, with four-hundred and forty-four (440) cases so far this year. A THS grievance has been filed. Mail Handlers at the L&DC have had their Bids abolished and issued 1723's until October 13th, 2024, the Mail Handlers have been moved to Tours 1 and 3, with five (5) Mail Handlers for each Tour. There are reports that drivers and management are doing Mail Handler work at the LNDC facility. At the St. Paul P&DC seven (7) MHAs were converted within the week prior to the meeting, with four (4) new MHAs being brought on, and all MHAs getting thirty-two (32) hours a week. There was also a joint training session between the St. Paul P&DC and the Minneapolis/St. Paul NDC regarding violations of the Transportation Agreement that is occurring daily.

NDC Branch – MHAs getting only twenty-four (24) hours a week. An influx of grievances having to do with dignity and respect, supervisors/204bs have been mistreating members of the Craft.

Those items reserved for the Local Union Council:

- **Proposal to Amend Article 12, Section 12.3 of Local 323 Bylaws**

Local President Jeff Larsen made a motion to amend Article 12, Section 12.3 of the Local Bylaws which pertains to signing up new Members. Specifically, the language proposed stated:

Section 12.3 Signing up New Members

\$5025.00 shall be paid to any Regular Member who signs up a new Member to this Local Union using form 1187. This is not applicable to new Members signed up during orientation.

The Local Executive Board reserves the right to supplement this amount during organizing drives or when deemed necessary to enhance Member recruitment.

This motion was seconded by ND SEBM/Fargo Branch President Engstrom. The motion carried unanimously.

- **Proposal to Amend Article 12, Section 12.10, of Local 323 Bylaws**

Vice President/Minneapolis Branch President Abatte made a motion to increase the amount a retiring member receives from the Local from \$100.00 to \$200.00. This motion was seconded by Recording Secretary/NDC Branch President Kobes. The motion carried unanimously.

Vice President/Minneapolis Branch President Dean Abatte made a motion to adjourn. This motion was seconded by Local President Larsen. The motion carried, and the meeting was adjourned at 2:17 P.M.

Respectfully Submitted,



Aaron Kobes,

Recording Secretary Local 323

National Postal Mail Handlers Union

cc: All Branches
File



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

September 5, 2024

Local President's Report Local Union Council

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

Local 323 Complement:

The Local 323 bargaining unit complement as of Pay Period 17-24 is 752 (685 MN & 67 ND). Membership is 736.

Local Activities:

- **2024 Organizing Drive**

The 2024 Local 323 Organizing Drive will soon be coming to its conclusion. While the Local Union will continue to provide a monetary incentive under the provisions of our Bylaws, the opportunity to receive the \$100.00 enrollment incentive will expire at the end of September. Until then, any Member who recruits a non-member 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.

With the Organizing Drive drawing to its conclusion, it should be noted that 13 Members have received checks for enrolling 12 non-members (2 Members decided to split the incentive for 1 enrollee).

Local 323 continues to rank high among the NPMHU Local Unions in terms of Membership percentage; however, as long as there are non-members there is room for improvement.

- **2024 National Convention**

Turning to a recent activity, there is perhaps no event greater in significance than the quadrennial NPMHU National Convention. The Local 323 Delegation consisted of myself, Vice President Dean Abatte, Recording Secretary Aaron Kobes, Treasurer Jarred Hoover, ND State Executive Board Member Brock Engstrom, and St. Paul Branch President Edward Yun. During the five days of the Convention, the Delegate debated and voted

on proposed amendments and resolutions assembled by various Committees. At the forefront were the recommendations and report of the Constitution Committee. The National and Uniform Local Union Constitutions are the organic law of our organization under which the National and Local Unions operate. While there were no earth-shattering changes made to either the National or Uniform Local Union Constitutions, the Delegates nonetheless adopted amendments which will allow our Union to function more efficiently and effectively.

The Delegates also received reports and recommendations from the Resolutions Committee and the Legislative and Political Committee. The Resolutions put forth at the Convention are probably best described as a list of good ideas. They represent the issues and goals we strive towards and help us define the culture of our Union. The work of the Legislative and Political Committee will be coming to the forefront later this year. Indeed, an argument could be made that the Postal Service has 535 CEO's (i.e., Congress). The Legislative and Political Committee identifies both legislation we should support and legislation we should oppose. This is also true with respect to the candidates we should support for office. It should be noted that no monies received from Member dues are ever used to support or oppose any candidate for political office; and, it has long been the philosophy of the NPMHU to support candidates who support our issues and the Postal Service irrespective of party affiliation. Funds donated to support political candidates are provided solely through the voluntary contributions of Members made through the Mail Handler Political Action Committee (PAC). If you are interested in supporting our issues and our allies on Capitol Hill, you might want to consider joining the PAC. There's more information available on the National Union's website and in every Mail Handler magazine.

Additionally, the Delegates received the reports of the National President and National Secretary – Treasurer. These reports were, of course, of great importance. They included contract administration accomplishments and collective bargaining goals as well as Membership trends and the financial condition of the National Union. To be sure, there was too much covered to be detailed here. Fortunately, the reports of the National Officers as well as all the Committee reports and recommendations are available at convention.npmhu.org. You will also see many pictures of the Delegates at various events. Daily Convention updates were posted on the National website at npmhu.org. Pictures of the Local 323 Delegation at the Convention will be posted on our website in the near future.

I consider myself fortunate to have been part of a Delegation which conducted itself with the appropriate decorum and professionalism. Perhaps more importantly, I was proud that the Local 323 Delegation remained true to its pledge of making every decision based on what was in the best interest of the Members of Local 323.

- **Grievance Activity**

The number of grievances being processed by the Branches continues to be high in both States. Fewer and fewer grievances are being resolved at Step 1 of the grievance – arbitration procedure. Most grievances require an appeal to Step 2 for resolution. Many of these resolutions result in Mail Handlers receiving the requested relief. Yet, there are still many cases which must be appealed to Step 3 and, if denied at that level, placed on the arbitration docket. Most of these grievances involve substantial disciplinary actions or significant contractual violations. The scheduling of arbitration hearings has recently produced a few favorable settlements as well as some disappointing results.

- **Dispute Resolution Procedures**

The Local Union remains committed to ensuring that Mail Handlers perform Mail Handler work. This is particularly important as new equipment is being developed and deployed. We will continue to aggressively pursue disputes when appropriate and endeavor to secure written jurisdictional agreements at the Local Dispute Resolution Committees in each installation. We must secure binding agreements which may be used to enforce our rights should management assign another craft to our work. The last several years have seen significant progress on this front, and we stand ready to face whatever challenges lay ahead.

- **Postmaster General's 10-Year Plan**

The Postmaster General has placed a pause on changes resulting from the implementation of his 10-year plan. Although, there seems to be more of a pause in some areas than others. We remain ever prepared and ever vigilant on this front.

- **Moving Forward**

The Local Union will be moving forward with further computer and technological initiatives in the next couple of months. Arbitration hearings are continuing to be scheduled, and more training is on the horizon. I will be continuing to work with the Representatives of each Branch as the future unfolds.

Upcoming Events:

Local Executive Board – September 26th

Metro Area MHBP Seminar Preparation Meeting – October 8th

MHBP Open Season Seminar – October 11th & 12th

FEFA Retirement Seminar – November 3rd & 5th

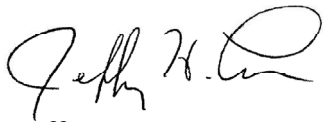
SAMLU – November 4th – 6th

FEHBP Open Season – November 11th – December 9th

2024 Steward Dinner – November 30th

Local Executive Board – December ?

Fraternally,

A handwritten signature in black ink, appearing to read "Jeff H. Larsen". The signature is fluid and cursive, with the first name "Jeff" being the most prominent.

Jeff Larsen
Local President

cc: All Branches
File