



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 March 26, 2015

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 11:35 a.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

NDC Branch President: Michael Straighton

St. Paul Branch President: *Absent*

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 19, 2014. NDSR Brock Engstrom motioned to accept the minutes of the previous meeting and was seconded by MNSR Shane Ryden. The motion carried.

Presidents Report:

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

Local Activities

- Fiscal year change
- Local 323 Dental Plan
- Semi-Annual Meeting of the Local Unions (SAMLU)

Branch Activities



- Minnesota Branches
- North Dakota Branch Issues
- Labor Management Meetings

Treasurers Report

Local Treasurer John Frey submitted the Local's Balance sheet and Profit and Loss statement for review by the Board and Council. NDSR Brock Engstrom motioned to authorize the expenses of the Local Union for the time frame enumerated. The motion was 2nd by Recording Secretary Abatte, motion carried.

Fargo Branch President Tollefsrud Reports:

(See attached)

NDC Branch President Mike Straighton Reports:

(See attached)

Mpls. Branch President Dean Abatte Reports:

(See attached)

Open Discussion

Business Cards

PAC Fund Drive - Kathy Schultz discussed organizing a PAC drive to get the membership more involved and informed. She cited concerns with the current bill before the house and its intent to strip negotiated CBA benefits. She encouraged all to visit and enroll at N.A.R.F.E. for the latest updates as it relates to issues concerning all Postal and Government employees.

Branch Office equipment – New Wi-Fi routers for the Branch offices. Brief overview of the Branch multi-function copiers that took the place of the expensive lease contracts. The Local Union has seen a great savings due to the change.

V.P. Kathy Schultz motioned to adjourn, Fargo Branch President Tollefsrud 2nd, motion carried and meeting adjourned at 1:00 pm.

Respectfully Submitted,

Dean Abatte
Recording Secretary Local 323
National Postal Mail Handlers Union

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



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March 26, 2015

Local President's Report

Local 323 Complement:

The Local 323 career complement as of PP-6-15 is 625 (559 MN & 67 ND) and the MHA complement is 79 (67 MN & 12 ND). Combined Membership is 621.

Local Activities:

- **Fiscal Year Change**

January 1st marks the beginning of a new fiscal year for the Local Union. This requires many actions to be taken in order to ensure that the Local Union remains in compliance with the Uniform Local Union Constitution as well as with all applicable laws and regulations. The following is an outline of the actions taken:

- Issuance of W-2's to employees (all Representatives)
- Filing of W-2's with both States
- 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 1096 to IRS

Following these in-house activities we prepare for the annual audit. Legacy Professionals conducted our audit on March 2nd and 3rd. The completion of this audit provides us with the information necessary to submit our annual filings with the Department of Labor, the IRS, and the States of Minnesota and North Dakota. This process is currently ongoing. The Local Union's LM-2 was recently received and a copy has been provided to all Executive Board Members for their review. Local Treasurer John Frey and I will complete the uploading of our LM-2 to the Department of Labor. Additional filings with the IRS and the States aren't due until May 15th. Everything is progressing according to schedule and this process will conclude with Legacy Professionals reviewing these items with Local Executive Board in the future.

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- **Local 323 Dental Program**

The beginning of the year also marks the start of the enrollment period for the Local 323 Dental Program. Local 323 offers the Dental Program to the Regular Membership as well as Postal and Federal employees who chose to affiliate as Associate Members. During late January of each year the Local Union begins a process of billing Associate Members dues which are required to maintain eligibility for the program. That process is currently nearing completion. I continue to serve as the plan administrator for this program.

Please note that this plan is available to MHA's upon their enrollment in the Union.

- **Semi-Annual Meeting of the Local Unions (SAMLU)**

The first SAMLU of 2015 was held from February 5th through the 7th in San Francisco, CA. I was accompanied to this meeting by Vice President Kathy Schultz. The attendees were surprised when informed of the imminent retirement of National President John Hegarty. I expressed congratulations to Brother Hegarty on behalf of the Membership of Local 323 and thanked him for his friendship over his many years in office. Paul Hogrogian will be succeeding John. We wish Paul the best and we will support him through the upcoming challenges.

In addition, the meeting agenda included the reports of the National Officers, the Litigation Report, the Legislative and Political Report, the Contract Administration Report, the Mail Handlers Benefit Plan, as well as reports from the Article 12 and Discipline Task Forces.

It was also mentioned during the SAMLU that the 2011 National Agreement will be expiring in May of 2016. Those who have been around for a while know what that means; there will be a call for contract proposals.

Branch Activities:

- **Minnesota Branches**

The Postal Service appears to be going forward with the proposed consolidations of Duluth, St. Cloud, and Mankato in 2015; although, the exact schedule could be flexible. I have attended Branch meetings in Mankato and Duluth in order to address the Member's concerns. A Branch meeting will be scheduled for St. Cloud in the near future.

- **North Dakota Branch Issues**

The Minot facility remains slated for consolidation in April. ND State Executive Board Member Brock Engstrom has been addressing issues related to this action.

- **Labor-Management Meetings**

I've attended several Labor – Management meetings since my last report. These meetings were at the NDC, Saint Paul, Duluth, and Mankato facilities.

Upcoming Events:

Saint Cloud Branch Meeting - Pending
General Membership Meeting – May
Announcement of Local 323 Scholarship – May

Fraternally,

Jeff Larsen
Local President

cc: All Branches
File

MINNEAPOLIS BRANCH REPORT

March 26, 2015

Branch President Dean Abatte

Minneapolis reports a compliment of career Full Time Regulars of 158, Non career MHA's of 22.

Management continues with its plan of changing Mail Handlers start times throughout the Mpls Facility.

Cross craft violations have been challenged through the grievance procedure producing favorable results for the craft. Some of the issues grieved are the continued violation of Clerk Expeditors Loading and Unloading trucks regularly on the Dock, Clerks dumping mail on the 3rd floor Flat prep belts and the transportation of mail from the Cart area to automation.

Labor Management meetings have discussed the rumored potential of the SPBS moving from the Minneapolis Facility to the NDC or St. Paul facility. The potential move is the desire to increase the size of the machine to double its current state and the inability to do so in the current location without major facility deconstruction. Management informed that while they have approval for the move, nothing has been set in stone to actually do so at this time. Also discussed was the possibility to bring the Standard LCTS back to Mpls. No word on this actually going through.

NDC BRANCH REPORT
March, 2015
Prepared by: Mike Straiton, Branch President

Change. That seems to be the operative word at the NDC. It has been for some time. It remains so today. If you are not a person who is equipped to deal with change, then working at the NDC could be a frustrating existence. Occasional change is a fact of life. But here at the NDC, it seems to be a way of life.

Since the last NDC Branch Report, most Mail Handlers have endured a change of their start time. For some, the change was little more than a minor inconvenience. For others, the change of start time has created some level of hardship. Fortunately, despite it looking bleak at one point, no Mail Handler had their duty assignment abolished.

Still reeling from the start time changes, Mail Handlers are currently confronted with the possibility of still more changes. An Automated Parcel & Bundle Sorter (APBS) may or may not be coming our way. Our Low Cost Tray Sorter (LCTS) may or may not be headed elsewhere to make room should it be determined that the aforementioned APBS is to be deployed at the NDC. Moves such as these may or may not result in changes to the duty assignments of some Mail Handlers.

One day, Management speaks of increasing the complement of Mail Handlers at the NDC. The next day, Management says that they might not be able to replace those Mail Handlers who have recently left us, or are about to. This seems to change with the wind.

One day, Management is talking about the need to reel in the heavy amount of overtime being scheduled. The next day they are imposing mandatory overtime on non-OTDL, non-Volunteer Mail Handlers. Yes, this seems to change from day to day as well.

In closing, NDC Mail Handlers can only wonder what impact (more changes) the "Plant Consolidations" might have on operations at the NDC.



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BMC

Gary Tollefsrud
Fargo

Memo from Local 323

Date: Thursday, March 26th, 2015

To: Council Members

From: Gary Tollefsrud

RE: Branch President Report

1 – Complement – 39 Full-time Regulars / 7 MHA's & 2 Casuals. Goal is 40 Regulars & 8 MHA's.

2 – Annex facility moved from North Fargo to Moorhead. New location supposedly temporary.

3 – New Building – Rumored for late 2015/early 2016. Undecided as to annex only or entire relocation.

4 – 4/walls concept – Unable to achieve consistent delivery - performance scores declining.

5 – Vacation Planning – 3 rounds of choice vacation periods complete.