



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

September 25, 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 A.M.

Recording Secretary Aaron Kobes took the roll call.

Review of the Previous Minutes

There were two notes regarding the previous minutes; in one instance Treasurer Jarred Hoover's name was misspelled and in another instance MN SEBM Shane Ryden noted that his report concerned the LCTS and not the LCUS. ND SEBM Brock Engstrom made a motion to accept the minutes. The motion was seconded by Vice President Dean Abatte, the motion carried.

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

- Local 323 Compliment
 - Local 323 Membership is currently at 98%
- Local activities
 - 2025 National Agreement
 - 2025 Organizing Drive
 - Mail Handlers Benedit Plan (MHBP) – 2025 Open Season

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

Branch Issues

- Mail Processing Changes and Increased Staffing
- Rochester S&DC

Additional Branch Activities

- THS Training (St. Paul) – July 14th
- Duluth Branch Meeting – July 16th
- THS Implementation Meeting (St. Paul) – July 24th
- St. Paul/NDC Facility visit (Tour 1) – August 21st
- St. Paul Religious Accommodation Meeting – September 4th
- NDC Labor Management Meeting - September 10th
- Mankato Branch Meeting – September 20th

Upcoming S&DC Activations

- Duluth, MN S&DC (current plant) – May 16, 2026
- Bismarck, ND S&DC (current carrier annex) – October 3, 2026
- Eagan, MN S&DC (current station) – October 3, 2026
- Chanhassen, MN S&DC (current carrier annex) – October 31, 2026
- Burnsville, MN S&DC (current AO) – January 23, 2027
- Stillwater, MN S&DC (current carrier annex) – January 22, 2028

Upcoming Events

- St. Paul Labor Management Meeting – September 25th
- St. Paul Steward and Branch Meeting – September 27th
- NDC Steward and Branch Meeting – October 4th
- MHBP Open Season Seminar – October 10th and 11th
- FEHBP/PSHBP Open Season – November 10th through December 8th
- 2025 Steward Dinner – December 6th – Saint Paul Hotel
- Local Executive Board – December 18th

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 Recording Secretary Aaron Kobes. The motion carried unanimously.

Local President's Agenda Items

- Organizing Drive

Local President Jeff Larsen made a motion to close out the Organizing Drive at the end of October. Vice President Dean Abatte opposed the motion, and a discussion amongst the members of the Board ensued. Local President Jeff Larsen then made an amended proposal

to have the Organizing Drive continue until 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 MNSEBM Shane Ryden, the motion carried.

Executive Officer's Report

- Vice President Dean Abatte reporting as Minneapolis Branch President stated that Minneapolis Plant Manager Randy Elsen being briefly replaced by Victor Leon and ultimately Jake Turner. Additionally, Minneapolis management is having issues properly filling out and filing paperwork (CA-1/CA-16) and accident reports when an employee is injured on the job.

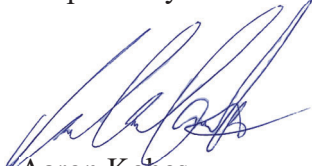
Reporting as the LRDC representative at the St. Paul P&DC, Vice President Abatte reported that all parties have signed the Inventory for the SIPS Plus machine and that management and the NPMHU has signed the Inventory for the THS, and the APWU has requested to see the diagram of the operation before signing. The NPMHU and management have additionally signed Inventory for Lives, with the APWU abstaining from signing thus far.

- MNSEBM Shane Ryden reported that the Mankato facility is currently in the process of getting a SIPS machine, and the St. Cloud facility has made a proposal to get a SIPS machine. The Rochester facility has nearly around-the-clock Mail Handler work; MNSEBM has been attempting to set up an LRDC meeting.
- Recording Secretary Aaron Kobes reporting as Minneapolis/St. Paul NDC Branch President stated that the NDC is having similar issues with management filing accident reports and Department of Labor paperwork correctly/timely. It was also stated that there are efforts being made to have a joint meeting with the APWU, safety and management to resolve this issue. Additionally, there have been eleven (11) new MHAs brought into the facility this week, with an additional twenty-one (21) scheduled for the next pay period.

Open Discussion

Recording Secretary Aaron Kobes motioned to adjourn the Local Executive Board Meeting. The motion was seconded by Treasurer Jarred Hoover. The motion was carried, and the meeting was adjourned at 12:01pm.

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

Local 323 Complement:

The Local 323 bargaining unit complement as of Pay Period 18-25 is 751 (663 MN & 98 ND). Membership as of this Pay Period is 740.

Local Activities:

- **2025 National Agreement**

The 2022 National Agreement expired on September 20th. Despite not reaching a tentative agreement by this deadline, the National Parties have agreed to continue negotiations. This seems to suggest that there is a possibility that a negotiated agreement may still be reached. Negotiations will continue until a tentative agreement is reached, or one of the parties concludes that further negotiations are futile. The procedures contained in the Postal Reorganization Act would then be followed to resolve the bargaining impasse.

National President Hogrogian held a zoom meeting with the Local Unions on September 24th to discuss the situation. Time will tell which direction we end up going. Further updates will be provided as things develop.

- **2025 Organizing Drive**

The 2025 Local 323 Organizing Drive will be ending soon. 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 payment for enrolling a non-member will return to \$50.00 following the end of this year's organizing drive.

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

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

This year's open season for health insurance will occur from November 10th through December 8th. The Local 323 marketing team is preparing to hit the ground running and will be attending the MHBP Open Season Seminar in October. Once again, Local 323 will be marketing the MHBP to Postal employees participating in the Postal Service Health Benefits Program and Federal employees participating in the Federal Employees Health Benefits Program.

Branch Issues:

- **Mail Processing Changes and Increased Staffing**

Several changes are being made to mail processing operations in the facilities throughout the Local Union. The piece of equipment that is commonly being deployed currently is the Single Induction Parcel Sorter or SIPS. The SIPS has two versions, the SIPS and the SIPS Plus. The difference between these versions is the number of holdouts to which the machine can sort. Regardless of which version is deployed, management is required to staff this piece of equipment consistent with a national level craft determination issued by the Postal Service. SIPS or SIPS Plus machines have been, or are currently being deployed in St. Paul, Duluth, Mankato, and Waite Park. The Local Union is taking the steps necessary to ensure that Mail Handlers are performing the functions to which they're entitled. New equipment will continue to be deployed, and the Local Union will address each operation in turn.

Along with the deployment of new equipment comes the need for additional Mail Handler staffing. The staffing in many Branches has been increased to account for operational needs, and the Local Union is pursuing additional career conversions as well as the posting of full-time duty assignments as warranted. This will be an ongoing process.

- **Rochester S&DC**

The Local Union is continuing to evaluate the need for Mail Handler staffing at the Rochester S&DC. MN SEBM Shane Ryden is our representative for this new facility. This is another issue that is ongoing. Currently, information is being evaluated, a work floor observation has been conducted, and an LDRC meeting is pending.

- **Additional Branch Activities**

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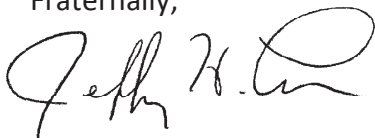
MHBP Open Season Seminar – October 10th and 11th

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2025 Steward Dinner – December 6th – Saint Paul Hotel

Local Executive Board – December 18th?

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 more prominent.

Jeff Larsen
Local President