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

Jeff Larsen
Local President

Aaron Kobes
Vice President

Delicia Johnson
Recording Secretary

Jarred Hoover
Treasurer

State Executive Board Members

Shane Ryden
Minnesota

Brock Engstrom
North Dakota

Branch Presidents

Jarred Hoover
Minneapolis

Edward Yun
St. Paul

Aaron Kobes
NDC

Brock Engstrom
Fargo

Minutes of the Local Union 323 Executive Board Meeting

ST. PAUL, MN

October 2, 2026

IN ATTENDANCE:

Local President: Jeff Larsen

Vice President: Aaron Kobes

Treasurer: Jarred Hoover

MN SEBM Representative: Shane Ryden

ND SEBM Representative: Brock Engstrom

Recording Secretary: Delicia Johnson

Guests: Patrick Duray- American Income Life

Local President Jeff Larsen called the meeting to order at 9:51 A.M.

Recording Secretary Delicia Johnson took the roll call.

American Income Life

- Mailing to all Local 323 members
- All members covered
- No unsolicited contact unless card mailed back
- Child safe ID kit
- Health service discounts
- Wills, legal documents
- Electronic copies

Review of the Previous Minutes

MN SEBM Shane Ryden made a motion to accept the minutes. The motion was seconded by Vice President Aaron Kobes, the motion carried unanimously.

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

- Local 323 Compliment
    - Local 323 membership is 897 (777 MN & 120 ND)
- Local activities
    - 2026 Metro Area Picnic
    - Semi-Annual Meeting of Local Unions (SAMLU)- Minneapolis

Upcoming Equipment Deployment

Parallel Induction Linear Sorter (PILS)

- St. Paul P&DC (PILS-1) - Installed
- Fargo, ND P&DC (PILS Lite) - September 2026
- St. Paul P&DC (PILS-2) – October 2026

2026 Laborers' International Union of North America (LIUNA) Delegate Election and Convention

2026 Local 323 Election and Installation of Officers

One contested position – Recording Secretary

Delicia Johnson elected

Mail Handlers Benefit Plan (MHBP) – 2026 Open Season

Branch Activities:

- **Branch Events and Visits**
  Labor management meetings:
  NDC – 9/30/26
  St. Paul P&DC - 10/1/26

Upcoming Events (See President's Report for full report)

Local Union Council Meeting – TBD

Metro Area Steward Training – TBD

MHBP Open Season Seminar – San Diego – October 2026

PSHB/FEHB Open Season – November 9 to December 14, 2026

2026 Steward's Dinner- December 5th

Local Executive Board – December 17th (tentative)

Local President's Expense Report:

Local President Jeff Larsen submitted for review his Expense Report. ND SEBM Brock Engstrom motioned to authorize the Local President's expenses for the time frame given and was seconded by MN SEBM Shane Ryden. The motion carried unanimously.

Local President's Agenda Items

- Administrative Issues
    - Membership Review
    - Payroll changes
    - Tax Review
- MHBP Open Season
- Upcoming Activities
    - Arbitration Hearing
    - Meeting Schedule

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 account for time given by Treasurer. The motion was seconded by Vice President Aaron Kobes, the motion carried unanimously.

Executive Officer's Report

- Vice President Aaron Kobes reporting as Minneapolis/St. Paul NDC Branch President reported that there is an ongoing grievance with the APWU for falsifying records on the HERO profile. He is newly appointed to get shirts printed for the Local members for purchase.
- Treasurer Jarred Hoover reporting as Minneapolis P & DC president had first meeting with PM Jake Turner. Potential of new machines coming to Minneapolis to increase volume of mail to building.

Open Discussion

Vice President Aaron Kobes motioned to adjourn the Local Executive Board Meeting. The motion was seconded by Local Treasurer Jarred Hoover. The motion was carried, and the meeting was adjourned at 11:33 A.M.

Respectfully Submitted,

Delicia Johnson

Delicia Johnson

Recording Secretary Local 323

National Postal Mail Handlers Union

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Local President's Report
Local Executive Board

Local 323 Complement:

The Local 323 bargaining unit complement as of Pay Period 18-26 is 897 (777 MN & 120 ND). Membership during that Pay Period was 865.

2025 National Agreement:

We're still waiting to hear what the hearing schedule will be for the arbitration over the terms of the 2025 National Agreement. As previously reported, the National Union declared an impasse on June 5, 2026, and notified the Postal Service that it was invoking the dispute resolution procedures under the Postal Reorganization Act.

Any updated information will be sent out as soon as received.

Local Activities:

- **2026 Metro Area Picnic**

The 2026 Metro Area Picnic was held on Sunday, July 12th, at Como Park in St. Paul. This year marked the return of the "Yo – Yo Guy" and the Members in attendance enjoyed his exciting performance. In addition, a representative from the Mail Handlers Benefit Plan was there to answer Member questions.

There was a slightly lower turned out which was attributed to the rather hot day. Still, when all was said and done, the event was a complete success. Members and their families had an enjoyable day of fun, fellowship, and prizes.

This event would not be possible if not for the hard work of the volunteers. As such, I would like to express my thanks to picnic coordinator Dean Abatte (Chef Boy-Are-Dean) as well as to the picnic

team of Jarred Hoover, Shane Ryden, Delicia Johnson, Anab Mohamed, Jonta McPherson, and Jordan Yaritz.

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

  From August 17th through 19th, Local 323 hosted the second SAMLU of 2026 in Minneapolis. Local Officers formed a team to manage the extensive preparation and staffing required for the event. All Local 323 Officers attended, and all Local 323 Representatives had the opportunity to participate during the first two days.

  The event followed the customary agenda, with reports from the National President, National Secretary-Treasurer, NPMHU Legislative Director, and Contract Administration Department (CAD). The CAD presentation also included reports from the Article 12 Task Force and on RI-399. The SAMLU CAD report is available for download in the Mails and Shop Steward Resource section of the National Union's website. Aetna also presented a report on the Mail Handlers Benefit Plan.

  Several Local 323 Representatives and I attended a meeting of the NPMHU Women's Committee; and on the final day, Officers attended a training session on upcoming changes to Department of Labor annual filing requirements.

  The Officers of Local 323 who helped with the preparation and staffing of the SAMLU deserve a rousing round of applause. Attendees from across the country have provided uniformly positive feedback.

- **Upcoming Equipment Deployment**

  Additional mail-processing equipment is being deployed or scheduled for deployment at Local 323 facilities. Local 323 Representatives have scheduled LDRC meetings to address related issues, ensure proper jurisdictional assignments, and complete the required inventory pages. Additional meetings will be scheduled as needed, and appeals will be filed as necessary to achieve these objectives.

  Parallel Induction Linear Sorter (PILS) upcoming deployments:

  - St Paul P&DC (PILS-1) – Installed
  - Fargo, ND P&DC (PILS Lite) – September 2026
  - St Paul P&DC (PILS-2) – October 2026

- **2026 Laborers' International Union of North America (LIUNA) – Delegate Election and Convention**

  Shortly after the last meeting of the Local Executive Board, the Judges of Election retrieved, certified, and counted the ballots to determine the second Delegate who

would accompany the Local President to the LIUNA convention. Vice President Aaron Kobes was elected to serve as the second Delegate.

I would like to express my gratitude to Judges of Election Jason Chavez from the NDC Branch, Peter Gray from the St. Paul Branch, Jonta McPherson from the Minneapolis Branch, as well as Alternate Judge of Election Edward Yun from the St. Paul Branch for stepping up to serve the membership in this capacity.

Vice President Aaron Kobes and I attended the LIUNA Convention from August 21st through the 24th. While the Mail Handlers division is a small part of LIUNA, they never fail to make us feel welcome and the presentations are always inspirational. I'm proud to be a part of LIUNA.

- **2026 Local 323 Election and Installation of Officers**

  On Friday, July 17th, the Judges of Election retrieved, certified, and counted the ballots for the 2026 Local 323 Election of Officers. There was one contested position. Congratulations to Delicia Johnson on her election as Local 323 Recording Secretary.

  The Local 323 Officers elected were sworn in on August 1st by National Secretary – Treasurer Kevin Tabarus.

- **Mail Handlers Benefit Plan (MHBP) – 2026 Open Season**

  This year's PSHB/FEHB Open Season runs from November 9th through December 14th. The Local 323 marketing team will attend the MHBP Open Season Seminar next week, October 9th and 10th. Significant plan changes and rate increases are expected for 2027, and the MHBP has asked Local Unions not to market the plan or attend health fairs during this year's Open Season.

  The most significant change is MHBP's consolidation of plan options and elimination of the Consumer Option in both FEHB and PSHB. In 2027, MHBP will offer only the Standard Option under FEHB and the Value Plan and Standard Option under PSHB. Members who do not make an active selection during Open Season will be automatically enrolled in the FEHB Standard Option or the PSHB Value Plan, as applicable.

  MHBP premiums will also increase significantly in 2027, exceeding the program-wide average. Benefit changes have not yet been made public but are also expected.

  Although significant and unwelcome, these changes are intended to ensure the plan's long-term sustainability.

Branch Activities:

- **Branch Events and Branch Visits**

  My attendance at Labor – Management meetings has continued to be sporadic due to a hectic schedule. Still, I've visited every metro-area Branch several times. Also, I continue to serve as our LDRC representative at the NDC; and as always, I continue to work with Officers, Branch Representatives, and Members, to address specific issues daily.

Upcoming Events:

Local Union Council Meeting – TBD

Metro Area Steward Training - TBD

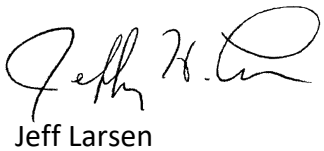
MHBP Open Season Seminar – San Diego – October 2026

PSHB/FEHB Open Season – November 9 to December 14, 2026

2026 Steward's Dinner – December 5th

Local Executive Board – December 17th (tentative)

Fraternally,



Jeff Larsen
Local President

cc: All Branches
File