

General Rules For Electing Officers In American Postal Workers Union Local 232 Reynoldsburg, OH

Pursuant to a Voluntary Compliance Agreement (VCA) signed on January 9, 2026, with American Postal Workers Union (APWU) Local 232, APWU Local 232 will conduct new nominations and a new election for the offices of President, Vice President, and Secretary-Treasurer by April 24, 2026, under the supervision of the Secretary of Labor. The Office of Labor-Management Standards (OLMS) of the U.S. Department of Labor is responsible for assuring that the election is conducted in accordance with Title IV of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) and, in accordance with that responsibility, has established the following rules for the supervised election.

1. Election Supervisor

Senior Investigator Brandon Kramer has been appointed Election Supervisor and has the authority and responsibility for implementing all aspects of the supervised election. All questions, correspondence, or protests should be directed to him/her at the following address:

Brandon Kramer, Election Supervisor
Cincinnati-Cleveland District Office
1885 Dixie Highway
Suite 220
Fort Wright, KY 41011

2. Application of APWU 232 Constitution/Bylaws

The election will be conducted, insofar as lawful and practicable, in accordance with the provisions of the APWU Constitution dated July 18, 2024, and the APWU Local 232 Constitution dated September 17, 2025.

3. Officers to be Elected

As provided in the VCA, new nominations and a new election will be conducted for the offices of President, Vice President, and Secretary-Treasurer.

4. Term of Office

The term of office will be for the remainder of the unexpired term which will end on March 15, 2028. Installation for those elected will occur at the April 15, 2026 membership meeting.

5. Eligibility to Hold Office

Section 401(e) of the LMRDA provides that every member in good standing shall be eligible to be a candidate and to hold office subject to reasonable rules uniformly imposed.

Section 504 of the LMRDA prohibits persons convicted of certain crimes, such as robbery, bribery, extortion, etc., from holding union office for a period of 13 years after conviction or the end of imprisonment, whichever is later.

In accordance with Article 12, Section 3 of the APWU Local 232 Constitution, any person who has been a member in good standing of APWU Local 232 and who maintained that membership for eighteen (18) months at the time of the nomination meeting on February 18, 2026, is eligible to run for office. To run for an elected office position within APWU Local 232, all candidates must sign the Certificate for Candidacy and LMRDA Section 504 Certification forms and provide it to the Election Supervisor by the beginning of the nominations meeting on February 18, 2026. Nominations must be made by email to **DOL-APWU-LOCAL-232-ELECTION@dol.gov** and must be received by February 17, 2026, at 5:00 PM.

The period of August 18, 2024 to February 18, 2026 is the eighteen (18) month period for determining candidate eligibility.

Section 504 of the LMRDA prohibits persons convicted of certain crimes, including robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, and violations of Title II of the LMRDA, from holding office for 13 years after conviction or the end of imprisonment, whichever is later.

6. Nominator Eligibility

In accordance with Article 3, Section 1 of the APWU Constitution, any non-supervisory employee, regardless of level or grade, within the jurisdictional claim of the APWU is eligible for membership. Those accepted for membership shall pay full per capita tax plus whatever dues may be required by their local union. A member's good standing status shall not be affected by the fact that a paycheck for the payroll period in which dues deductions are made is insufficient to permit such dues deductions by reason of illness, injury, military leave, pregnancy leave, lay-off, disciplinary suspension, lockout or strike.

In accordance with Article 10, Section 1(a) of the APWU Constitution, to be eligible for nomination, the candidate must be a member in good standing, and an American Postal Workers Union represented collective bargaining unit employee or a full dues paying retiree of an American Postal Workers Union represented collective bargaining unit craft.

In accordance with Article 10, Section 2(b) of the APWU Constitution, any employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory, or EAS position for the equivalent of a two-week period in a year shall be ineligible to hold office at any level of the APWU or to be a delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position. Any member who has submitted an application for a managerial, supervisory, or EAS position shall withdraw such application prior to acceptance of nomination for any office in the APWU.

In accordance with Article 10, Section 2(c) of the APWU Constitution, any member who voluntarily, after August 31, 1984, holds, accepts or applies for any managerial or supervisory position, EAS position or the PASS Program or any other supervisory program, for any period of time, whether one (1) day or a fraction thereof, either detailed, acting, probationary or permanently after being elected or appointed to any office, shall immediately vacate any office held by that member in the national, local, area local, district council, state or regional organization, any department of the APWU, the Postal Press Association, or any subordinate body of the APWU which receives financial support or uses the name of the American Postal Workers Union.

APWU Local 232 members serving in a temporary supervisory position (204-B) are eligible to vote in the election, but they may not qualify for a nomination to office.

7. Nomination Notice

A nomination notice will be mailed to APWU Local 232 members for the President, Vice President, and Secretary-Treasurer positions, on February 5, 2026. The notice will advise members of the offices to be filled, and the date, time, and place of the nomination meeting as well as the proper form for submitting nominations. The notice will also be posted on the APWU Local 232 website, the union Facebook page, and emailed to all members. OLMS will authorize the nomination notice prior to the mailing.

8. Nomination Meeting

The APWU Local 232 nomination meeting will be conducted:

Date: February 18, 2026

Time: 7:00 PM

Place: APWU Local 232 Union Hall
610 Lancaster Avenue
Reynoldsburg, OH 43068

The OLMS Election Supervisor will attend and supervise the conduct of the nominations, but the meeting will be chaired by Election Chairman Joseph Mercer. No quorum will be necessary. Before the nomination meeting, the Election Committee will compile a list of members in good standing who are eligible to be nominated.

Nominations will be closed Wednesday, February 18, 2026, at the APWU Local 232 membership meeting. Nominations must be in writing and emailed by COB, 5:00 PM, Tuesday, February 17, 2026, to DOL-APWU-LOCAL-232-ELECTION@dol.gov. If nominated by a third party, OLMS will contact the individual to provide notification of their nomination. The written nominations for each office will be read at the nomination meeting. By the beginning of the February 18, 2026 Union Meeting, all nominated candidates must declare in writing, by signing the Certification for Candidacy and

LMRDA Section 504 Certification forms, of their intention to accept or decline their nomination to an elected position in APWU Local 232. If a nominated candidate has not accepted or declined, their name will be stricken from nomination. The Certification for Candidacy and LMRDA Section 504 Certification forms will be available beginning on January 30, 2026, at the Union Office and by emailing **DOL-APWU-LOCAL-232-ELECTION@dol.gov**. The completed forms can be emailed to the election supervisor at **DOL-APWU-LOCAL-232-ELECTION@dol.gov** prior to the nomination meeting.

In accordance with Article 11, Section 3(b) of the APWU Constitution, in the event only one (1) eligible candidate is nominated for an office, the Secretary-Treasurer shall cast one (1) ballot for each nominee whereupon the Election Committee shall declare the nominee(s) duly elected to the respective position.

Candidate positioning on the ballot shall be determined by alphabetical order, using the candidate's last names.

9. Election Notice

The election notice will be included in the mail ballot package that is mailed to all APWU Local 232 members on March 10, 2026. The election notice will be posted on the APWU Local 232 website and Facebook page. OLMS representatives will supervise the mailing of the election notice.

The notice must include the offices to be filled, voter eligibility requirements, the term of office, and the mail balloting procedures. The election notice will advise that any member not receiving a ballot after the fifth day of mailing, should email OLMS @ **DOL-APWU-LOCAL-232-ELECTION@dol.gov**. The election notice will include that a replacement ballot package can be requested up to 5:00 PM on April 9, 2026, but requesting later in the period could result in the ballot being received after the tally. The election notice will advise that the election is being conducted under OLMS supervision pursuant to a VCA and outline the method and deadline for filing election protests with OLMS. The election notice must be authorized by OLMS prior to the mailing.

10. Determining Candidate Eligibility

The Election Committee in conjunction with Department of Labor representatives will review union records to verify the eligibility of all nominees. Each nominee will be advised of the Committee's determination by email.

11. Campaign Literature

The LMRDA requires that all candidates be treated equally regarding the opportunity to campaign. In addition, Section 401(g) of the LMRDA provides that any money received by APWU Local 232 or any other labor organization by way of dues, assessments, or similar levy, or monies of any employer may not be used directly or indirectly to support the candidacy of any person in a union officer election. This prohibition extends to equipment, vehicles, office supplies, records, and personnel of APWU Local 232 or any

other labor organization and to employers, whether or not they employ APWU Local 232 members. Accordingly, union officers and employees may not campaign on time paid for by the union.

It is a violation of federal law for a candidate to receive monies or use of the union/employer owned or leased equipment such as telephones, fax machines, and copy machines or supplies such as envelopes, stamps, or paper.

The LMRDA also prescribes that members, in the exercise of the right to support candidates of their choice, may not be subjected to penalty, discipline, or reprisal of any kind by a labor organization or its members.

12. Distribution of Campaign Literature

The campaign period for this election will continue from today's date (02/06/2026) to the ballot tally date on April 10, 2026.

APWU Local 232 will comply with any reasonable request by a candidate to distribute campaign literature at the candidate's expense. All campaign literature needs to be authorized by the election supervisor prior to distribution. No one will censor campaign literature. Candidates must maintain all campaign-related invoices and transaction receipts.

If sending campaign literature, the candidate(s) will provide the material to be mailed in a sealed envelope or postcard, with proper postage affixed. The campaign literature must have a return address to the undeliverable United Parcel Service (UPS) mailbox in Columbus, Ohio, with address: Box 104, 118 Graceland Boulevard, Columbus, Ohio 43214. Any candidate or group of candidates that wish to have a mailing should contact OLMS at: **DOL-APWU-LOCAL-232-ELECTION@dol.gov** to set a date and time for the mailing. At least a three-day notice is required for mailings. This is due to scheduling of the mailing with the union. Candidate(s) can request mailings to the membership at large, or specific Departments within the membership. Any questions must be directed to OLMS at: **DOL-APWU-LOCAL-232-ELECTION@dol.gov**. All candidates requesting a mailing of their campaign literature will incur the expense for the mailing labels and for the Election Committee members leave reimbursement: \$150.00 for General Membership List, \$100.00 for Clerk Craft List, \$50.00 for Maintenance Craft List, and \$25.00 for Motor Vehicle List. The payment is to be made in the form of a U.S. Postal Service money order (made payable to APWU Local 232), prior to the start of the mailing. Self-adhesive address labels will be made available for each candidate's mailing.

Candidate(s) may submit one campaign article, at no charge, to be included in the ballot package mailing on March 10, 2026. All articles are subject to the following rules: The article must be submitted to OLMS at: **DOL-APWU-LOCAL-232-ELECTION@dol.gov**, no later than 12:00 PM, Wednesday, February 25, 2026. It shall be four hundred (400) words maximum, typed, and single spaced. The article will be mailed with the ballot package and will be sorted by officer position and then alphabetically, using the candidates' last names.

No one can campaign while they are engaged in work for the employer or union, nor can they campaign to anyone engaged in work for the employer or union. To avoid inadvertent violations, all APWU Local 232 written communication(s) to the membership must be authorized by the election supervisor in advance at **DOL-APWU-LOCAL-232-ELECTION@dol.gov**.

Candidates may not campaign on union affiliated social media sites. Candidates and their supporters may not use mail, email addresses, and phone numbers, that were collected by union officers or employees in the course of their union duties or are utilized during the normal course of union business. If you are unsure whether a contact list you have compiled or have access to is a union or personal list, please contact OLMS at **DOL-APWU-LOCAL-232-ELECTION@dol.gov** for guidance before using the list to campaign in any way.

Candidates, and their supporters, must be off the clock to hand out campaign literature to members. No one is permitted to leave campaign literature in break areas, swing rooms, cafeterias, APWU bulletin boards, or United States Postal Service (USPS) employee bulletin boards. No one is permitted to post any advertisements on union or postal property, including bulletin boards, walls, and doors.

It is USPS policy that non-postal personnel are not permitted on postal property to campaign. USPS policy limits access to all workrooms and restricted areas to authorized on-duty Postal Service employees and authorized contractors. All other individuals, including union officers, are restricted unless they have legitimate business on the floor and are properly escorted. This policy can be found in the USPS Administrative Support Manual, Section 273.121.

13. Inspection of Membership List

Once within 30 days of the election, each candidate has the right to inspect a list containing the names and last known addresses of all APWU Local 232 members subject to a collective bargaining agreement. No candidate is entitled to a copy of the list.

All candidates can make one request to inspect a list containing the names and last-known addresses of all members of APWU Local 232 by appointment only. The request to inspect the membership list must be made to **DOL-APWU-LOCAL-232-ELECTION@dol.gov**. OLMS will schedule a time with the APWU Local 232 election committee for the inspection.

14. Voter Eligibility

Section 401(e) of the LMRDA provides that every member in good standing shall have the right to vote for or otherwise support the candidate of their choice.

All APWU Local 232 active members, as of March 1, 2026, will be mailed a ballot package. Members who cast their ballot, but are not in good standing as of April 9, 2026, at 12:00 PM, would not have their ballot counted. The Election Committee in coordination

with APWU Local 232 will compile the latest list of all members in good standing for the April 10, 2026 counting of the ballots. The election notice will be mailed to all members.

APWU Local 232 members serving in a temporary supervisory position (204-B), are eligible to vote in the election. All other management officials are ineligible to vote in the election, regardless of their status as dues-paying members.

No new members taken in after March 1, 2026, will be eligible to vote.

Retirees that are full dues paying members (local and national dues) are eligible to vote.

15. Ballot Preparation and Mailing

APWU Local 232, Lanz Printing, and the Election Supervisor will design the official ballot package. The printing of the ballot package will be done by Lanz Printing. The acquisition, custody, control, and distribution of ballots will be conducted by OLMS. The ballot return envelopes will be pre-addressed, postage paid, to the official UPS mailbox in Columbus, Ohio, obtained specifically for the election. Ballot packages shall be mailed to members at least fifteen (15) days in advance of the date ballots will be counted. The ballot packages sent to the members must have a return address, requiring return within five (5) days if undeliverable. The cost of all election materials will be borne by APWU Local 232.

On March 10, 2026, OLMS, APWU Local 232's election committee, and any observers will meet at APWU Local 232, located at 610 Lancaster Avenue, Reynoldsburg, Ohio, 43068, at 10:00 AM, to prepare the election materials and ballots for mailing. Each member eligible to vote will be mailed:

- one ballot sheet with voting instructions (the ballot will be on the front, and the voting instructions will be on the back.)
- one #9 secret ballot envelope marked "SECRET BALLOT ENVELOPE"
- one #10 return envelope addressed to the APWU Local 232 UPS mailbox, with member name and identifying number (the identifying number will correspond to the member's number on the eligibility list and will be used only for ballot control purposes.)

The voting instructions will advise a member to mark his/her ballot by pencil/pen, seal it in the secret ballot envelope, and place the secret ballot envelope in the return envelope addressed to the Election Committee. The voter must mail the envelope to be received no later than 10:00 AM on April 10, 2026.

APWU Local 232 will attempt to update member addresses from the last mailing sent out for any addresses that come back undeliverable. When an undeliverable ballot is returned, OLMS will call/research for an updated address. A log will be kept, and ballots will be re-mailed as soon as possible. OLMS will maintain possession of all ballots.

The election notice mailed to all APWU Local 232 members and posted on the union's website will advise that any member not receiving a ballot package by March 15, 2026 through 5:00 PM on April 9, 2026 (last day prior to election) should email OLMS at DOL-APWU-LOCAL-232-ELECTION@dol.gov. The election notice will contain a warning that requesting later in the period could result in a late vote.

16. Collection and Tally of Ballots

Precisely at 10:00 AM on April 10, 2026, the APWU 232 Election Committee, OLMS representatives, and interested candidates or their observers will pick up the ballots from the Columbus, Ohio UPS mailbox. UPS will be instructed that ballots are not to be released under any circumstances until the scheduled time. After picking up the ballots, OLMS representatives will transport them to the tally site at the APWU Local 232 union hall for the ballot tally that will take place at 11:00 AM.

The Election Committee will tally the ballots under the supervision of OLMS representatives. The counting process will continue non-stop until completion. Before counting the ballots, the Election Committee will verify that all ballots are from eligible members, using an updated eligibility list. Each voter's name will be marked off the eligibility list to ensure that no member casts more than one ballot.

After voter eligibility is checked, the outer envelope will be opened and the secret ballot envelopes removed. After mixing, the secret ballot envelopes will be opened and the ballots stacked for counting purposes. These procedures will ensure ballot secrecy. During the counting of ballots, only the Election Committee and OLMS representatives will physically handle the ballots. However, candidates or their observers will be permitted to watch the entire counting process. All ballots, counted and uncounted, will be always kept in the view of the observers. The election notice will state that write-in votes will not be counted. If more than the allowable number of choices are marked, the ballot may be declared invalid, for that office. No comments should be written on the ballot.

The candidate who receives the greatest number (plurality) of votes cast will be declared elected. In case of a tie vote, the outcome of the election will be determined by a coin flip, under the supervision of the OLMS Election Supervisor.

17. Observers

Each candidate is entitled to have observers present at the various stages of ballot mailing and tally. An observer must be a member of APWU Local 232, and a candidate may act as his/her own observer. No ballot-related function will take place without OLMS representatives present, and observers will be given notice and opportunity to attend.

18. Installation of Officers

Newly elected officers will be installed at the April 15, 2026 membership meeting.

19. Preservation of Records

APWU Local 232 will post the results of the election on the APWU Local 232 website and Facebook page. APWU Local 232 will preserve all election records for a period of one year.

20. Election Protests

In order to be acted upon, all protests concerning the conduct of the election must be in writing and received by the OLMS Election Supervisor at **DOL-APWU-LOCAL-232-ELECTION@dol.gov** by 12:00 PM on April 20, 2026.

In conclusion, it should be clearly understood that all phases of the nominations and elections of APWU Local 232 officers are subject to U.S. Department of Labor supervision. No aspect should be conducted without prior consultation with and approval by the OLMS Election Supervisor or his designated representatives.

It should also be noted that the above rules and regulations are not all inclusive. Additional election rules or clarifications may be promulgated by the OLMS Election Supervisor as needed during the nomination and election period.