



the Vindicator

Volume #54, Issue #8 COLUMBUS OHIO AREA LOCAL
SERVING COLUMBUS AND CENTRAL OHIO August 2026

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The President's Message . . .



by Xaviare Reed

Brothers and sisters,

The biggest fight for the future of postal workers is here. The challenges facing our jobs, our wages, our benefits, and our collective bargaining rights are going to continue. We have been fighting these battles since postal workers won the right to collectively bargain in the 1970s, and we should expect that struggle to continue. But being ready for that fight means more than just having a strong contract or a good grievance procedure. It means having an educated, involved, and united membership.

As a labor organization, we must understand something simple: politics affects our jobs. The people elected to Congress and the people appointed to key positions can have a direct impact on the Postal Service, our retirement, our health benefits, staffing, working conditions, and our collective bargaining rights. That doesn't mean every member has to agree on every political issue. It means we need to understand how the

system works and how decisions made in Washington eventually reach the workroom floor. We cannot afford to tune out simply because politics can be frustrating. Our members need to understand the fundamentals.

How does Congress work? Who has authority over the Postal Service? What does the Board of Governors do? How are postal laws changed? What role does the union's Political Action Committee play? Who represents postal workers in our communities? These aren't just questions for union officers. Every member should understand them.

An educated membership is much harder to divide, manipulate, or convince to give up. Our responsibility as a labor organization is straightforward: protect the interests of postal workers. That means protecting our jobs. Protecting our wages. Protecting our benefits. Protecting our right to bargain collectively. And making sure that the people making decisions about the Postal Service understand what those decisions mean for the employees who actually move the mail every day.

We don't have the luxury of sitting on the sidelines. One of our biggest obstacles is when we allow ourselves to become divided. A one-issue approach can sometimes cause us to overlook the bigger picture. We may disagree with someone on one political issue, but that doesn't mean we have to give

up our ability to work together on issues that affect all postal workers. Our strength comes from our collective power. We have thousands of postal employees who vote, who live in congressional districts, who know their communities, and who can make their voices heard. But that power only matters if we use it.

The Postal Service has historically been a bipartisan issue in Washington. That is important because postal workers cannot afford to think that protecting the Postal Service belongs to one political party. Our union's job is not to blindly follow a party. Our job is to stand up for postal workers. When a Democrat supports postal workers, we should recognize it. When a Republican supports postal workers, we should recognize it. And when politicians from either party threaten the interests of postal employees, we should be willing to hold them accountable. Our loyalty should be to our members and the future of the Postal Service.

We also must be realistic about the political environment we are operating in. Billionaires and powerful interests can contribute enormous amounts of money to political campaigns and organizations that support the policies they want. Labor doesn't have those kinds of resources. What we do have is something money cannot buy: people with integrity and morals.

We have our members, our families, our communities, and our

collective voice. Our Political Action Committee is one way we turn that collective voice into political action. And importantly, political action should not be about whether someone has an "R" or a "D" beside their name. It should be about who will stand with postal workers when it matters.

The battles ahead will not be won by union officers alone. They will not be won by stewards alone. They will not be won by PAC contributions alone. They will be won when ordinary postal workers understand their power and decide to use it.

That means learning. It means paying attention. It means talking to our coworkers. It means contacting our elected representatives. It means voting. It means supporting the people who support postal workers and holding accountable those who don't. Most importantly, it means remembering that we are stronger together than we are divided. The challenges ahead are real. But so is our power. Our predecessors fought for the right to bargain collectively. They built the foundation that we stand on today. Now it is our responsibility to protect it and to leave it stronger for the postal workers who come after us. ***The fight is coming. Let's make sure we're ready.***

***In Solidarity,
Xaviare Reed
President***

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FIGHT ON!**

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our public
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APWU





The Vindicator

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Budget Committee.....TBD
Entertainment Committee.....TBD

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APWU232.ORG/STEWARD-ROSTERS

CITYGATE CLERK CUBICAL

Phone: 614-472-0595.....Fax: 614-473-0690
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Phone: 614-469-4290..... No Fax

Union Hall – 614-501-1900
610 Lancaster Avenue
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8:00 a.m. - 4:30 p.m. MON. - Fri.
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EMAIL NEWSLETTER

SIGN UP FOR OUR EMAIL NEWSLETTER TODAY BY SCANNING THE QR CODE BELOW:



Vice President’s Message . . .



by Amobi Nwokejiobi

Greetings, Union Brothers and Sisters,

First and foremost, I would like to extend my deepest condolences to the family, friends, and coworkers of LaShawnta McCurdy. LaShawnta was an outstanding employee who was respected and loved by many throughout the Postal Service. Please keep her loved ones in your thoughts and prayers during this difficult time.

I also want to take a moment to address some of the questions and concerns that many clerks have been asking.

As Vice President, I want everyone to understand that I do not handle grievances directly on the workroom floor. Under our union constitution, I have responsibilities that require my attention in other areas. However, I am always advocating for our members and working to ensure that our employees are treated fairly. When employees approach me on the workroom floor with concerns, I make every effort to direct them to the appropriate shop steward who is responsible for handling grievances and workplace issues. Our goal is to ensure every member receives the representation they deserve.

Mental Health Awareness

Mental health is an issue that deserves our attention and compas-

sion. Many employees are dealing with personal struggles and mental health challenges that are not always visible to others. No one should have to face those battles alone.

If you are struggling, I strongly encourage you to take advantage of the Employee Assistance Program (EAP). It is a confidential resource designed to provide support and guidance during difficult times. Asking for help is a sign of strength, not weakness. Please take care of yourselves and look out for one another.

Labor-Management Meeting Update

On Monday, July 27, we held a Labor-Management meeting with the Plant Manager and the MDO. We addressed several important issues affecting our members.

One of the main topics discussed was the Bundle Sorter. We questioned why clerks whose bids had been abolished and who became unassigned were still being utilized on a machine tied to abolished positions. Management’s response was that they intend to keep the machine operating through Peak Season, after which it will be removed from City Gate. We will continue to monitor this issue and hold management accountable for their decisions.

EEO Complaints

I also want to clarify the union’s role regarding Equal Employment Opportunity (EEO) complaints.

The APWU does not represent employees in filing EEO complaints. Our responsibility is to investigate and file contractual grievances when management violates the collective bargaining agreement. If a grievance establishes that a contractual violation occurred, that documentation may be used by an

employee as supporting evidence in an EEO complaint. However, the union does not file or assume legal responsibility for EEO cases. Employees seeking to pursue an EEO complaint should contact the appropriate EEO representative.

Revised Schedules

Many employees have asked why management is denying requests for revised schedules. According to management, they are denying many of these requests because numerous employees are seeking schedule changes to different tours following the abolishment of positions, and they claim they do not have enough staffing to operate the machines.

My response to management was straightforward: If staffing is truly the issue, why were the PSEs eliminated if additional help is needed?

In my opinion, revised schedules exist to help employees balance their work and personal responsibilities. Every employee’s circumstances are different, and those requests should be considered fairly. If your request is denied or you have questions regarding your rights, I encourage you to seek advice from your local union representative so your individual situation can be reviewed.

Thank you for your continued dedication, professionalism, and support of our union. We will continue to advocate for every member and fight to protect your contractual rights.

The struggle continues.

In Solidarity,
Amobi Nwokejiobi
Vice President
American Postal Workers Union (APWU)

GET WISE



ORGANIZE

UCS

JOIN THE UNION RETIREE CLUB!



• GOOD FOLKS!
• GOOD TIMES!
• GOOD CAUSES!

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STEPS OF DISCIPLINE

The first step of discipline is a “Letter of Warning.”

Despite its name, it is not “just a warning” - it is discipline! If you don’t grieve it, the Letter of Warning will be stuck in your file for two years.

Ask for a steward immediately, the grievance must be filed within 14 days!



DID YOU KNOW?

Maintenance Craft Director’s Message . . .



by Cameron Taylor

Brothers and Sisters,
We are preparing for the APWU’s National Convention, which will take place between August 15 to August 20. Your officers and delegates will go there to represent this Local, help shape the National Union, and to bring back valuable and important information. Next month’s issue of the Vindicator will feature all of that, so look forward to it.
MMO-047-26 – DBCS
If you can’t tell, this is going to be an ongoing issue for some time. We had a Zoom meeting on this topic on July 18, 2026. While the meet-

ing wasn’t as informative as many may have hoped, we did learn more about what happened.
To summarize: there was a pilot program for this new MMO, and there were drafts/proposals over the MMO. That said, it appears the Postal Service skipped a few steps in the drafting/proposal process and went straight to publishing it nationally. This is what ultimately caught the Union off-guard, since the Postal Service apparently circumvented the normal procedure for finalizing and publishing new MMOs.
That said, the Postal Service has already gone back and made a few revisions to the MMO. Most notably are two tasks that have been returned to the ET-10 occupational group.
The National Union has given us instructions on grieving this new MMO on behalf of the MM-7s and the MPE-9s. By the time you read this, some of those grievances will have already been filed. It’s possible that Management will have

the knee-jerk response to remove MM-7s from mail searching and vacuuming the DBCS machines altogether, which would be incredibly short-sighted and would likely result in many of the PM tasks getting bypassed. We will see, however, and attempt to respond accordingly.
Crossing Occupational Groups – Universal Sorter Machine
Another, somewhat similar, issue has been brought to the Union’s attention regarding a number of the routes for the Universal Sorter Machine. Upon reviewing the Preventative Maintenance Checklist, which describes the tasks and gives minimum level requirements, it became clear that Management is in violation, and we have filed two class action grievances so far.
#1 – Parcel Induction Stations: these PM routes have been being performed by MPE-9 employees, despite the fact that the checklist explicitly designates the minimum skill level as ET. This is more work and hours that should help boost

the ET-10 occupational group’s staffing.
#2 – Conveyor Inspection Routes: Also referred to as “belt routes,” these tasks require investigation, troubleshooting, monitoring, and diagnosing – all of which belong to a minimum of Level 9 (MPE-9). These tasks have apparently been getting assigned to MM-7s, which means that the MPE-9s have been bypassed for this work, and that the MM-7s have been underpaid for performing this work. This also has an impact on MPE-9 staffing.
In Closing
Overall, at the upcoming convention, I hope to learn more about the above topics, as well as the changes to the Maintenance testing/interviews that I’m hearing could take effect soon. I’ll make sure to share all of what I learn in the article I write for the next issue of the Vindicator.

In Solidarity,
Cameron Taylor

LOOSE LIPS SINK SHIPS . . .

Every workplace has them. The moment someone gets caught violating a rule, instead of accepting responsibility, they immediately start pointing fingers.
“Well, they were doing it too.”
“What about the person over there?”
“Go look at them.”

That mindset doesn’t help anyone. In fact, it hurts all of us. Here’s a simple example. You’re driving down the freeway. You’re going 80 mph. Another car is right beside you

doing the exact same speed. The police stop you. Do you roll down your window and say,
“Officer, here’s the other driver’s license plate. Go get them too!”
Of course not.
You accept that you got caught. You deal with the ticket, learn from it, and move on. The same applies at work. If you were on your cell phone, out of uniform, away from your assignment, or violating a rule, don’t try to save yourself by throwing another employee under the bus.

Their actions don’t erase yours.
Now let’s be clear.
If management falsely accuses you of something you didn’t do, that’s different. If you followed the rules and management is wrong, the Union will fight for you every step of the way. That’s exactly what we’re here for. But when you know you made a mistake, own it. The Union exists to ensure fairness, due process, and just cause, not to encourage employees to turn on one another. Every time we point fingers at our coworkers instead of taking

responsibility for our own actions, we weaken the trust that makes a union strong.
Loose lips really do sink ships.
Take accountability.
Learn from your mistakes.
Support your coworkers.
And remember: the strongest union is one where members stand together, not against each other.
Evan Correa

AUGUST

MEMBERSHIP

MEETING

RE-SCHEDULED

NOW ON:

AUGUST 27, 2026

6:00 PM

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THANK YOUR

UNION

• Health Care

• Dental

• Vision

• Civil Rights

• Worker’s Comp

• Representation

• Raises

• Breaks

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• Holiday Pay

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• Pensions

• Minimum Wage

• Equal Pay Act

• Weekends

• Paid Vacation

• FMLA

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• Child Labor Laws

• Collective Bargaining

• Wrongful Termination Laws

• Age Discrimination Laws

• Sexual Harassment Laws

• 8 Hour Work Day

• Overtime Pay

• Health and Safety OSHA

• American Disabilities Act

Now come to
a meeting and
get involved in
YOUR Union!



BACK TO SCHOOL

T	U	G	E	C	G	Q	R	L	T	W	Z	K	S	M	W	A	H	X	M	G	Q	P	M
J	L	G	L	N	Q	I	X	V	O	H	U	Y	J	K	I	I	W	F	Z	N	X	B	S
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K	U	R	S	I	C	X	K	Y	V	Q	O	S	C	P	H	V	V	V	K	K	P	E	K

Classmates	Miss Julia	Playground	School Bus	Backpack
Classroom	Homework	Learning	Scissors	Students
Friends	Markers	Pencils	Reading	Science
Teacher	School	Books	Paper	Glue
Math				

UNION YES

Mark Your Calendars !!!

SEPTEMBER 2026

SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	Union Meeting 16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2026

SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	Union Meeting 21	22	23	24
25	26	27	28	29	30	31

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YOUR UNION
MEETINGS!

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610 Lancaster Ave. • Reynoldsburg
at 7:00 P.M.

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Event Hall: *Hall Rental available at a discounted rate for APWU Members.*
Available at Union Hall, 610 Lancaster Ave., Reynoldsburg, Ohio 43068 • (614) 501-1900

**TICKETS—These discounts are better than AAA's and
are exclusively for Members only—It Pays To Belong**

AMC Movie Tickets—\$10.25 each member

All other tickets will be available online through the Tickets At Work website.
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your information. When asked to enter a Company Code you will type in
KIAPWU.

"It Pays to Belong"



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Quotes of The Month

Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American Dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy. ~ *Kenneth Bernstein, teacher and blogger, in a 2011 CNN.com opinion piece on the Wisconsin measure to strip public employees of collective bargaining rights*

Strong, responsible unions are essential to industrial fair play. Without them the labor bargain is wholly one-sided. The parties to the labor contract must be nearly equal in strength if justice is to be worked out, and this means that the workers must be organized and that their organizations must be recognized by employers as a condition precedent to industrial peace. ~ *Supreme Court Justice Louis Brandeis*

The role of a labor union is to ensure that the balance is not tipped in favor of the employer when employees do not receive wages and benefits commensurate with their contribution. ~ *William Burrus*