

the Vindicator

COLUMBUS OHIO AREA LOCAL

SERVING COLUMBUS AND CENTRAL OHIO

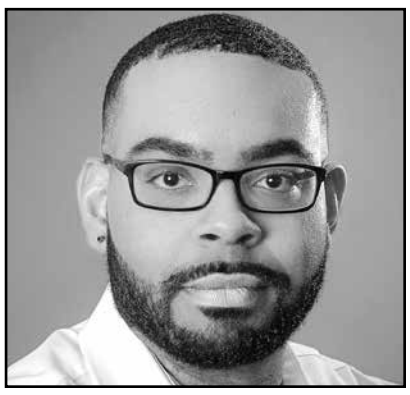
Volume #54, Issue #9

October 2026

AREA OFFICES

Amlin	Brice	Circleville	Frazeysburg	Grove City	Johnstown	Magnetic Springs	New Albany	Pleasantville	Reynoldsburg	Stoutsville	Union Furnace
Alexandria	Canal Winchester	Coshocton	Fredericktown	Harrisburg	Kilbourne	Marysville	Newark	Powell	Rockbridge	Sugar Grove	Unionville Ctr.
Baltimore	Conesville	Delaware	Fresno	Haydenville	Lancaster	Milledgeville	Pataskala	Prospect	Rushville	Summit Station	Wash. Ct. Hse.
Bloomingburg	Carbon Hill	Dublin	Gambier	Hilliard	Logan	Mt. Vernon	Pickerington	Radnor	Sedalia	Thornville	Westerville
Bremen	Carroll	Etna	Groveport	Jeffersonville	London	Murray City	Plain City	Raymond	South Solon	Thurston	West Jefferson
											West Lafayette

The President's Message . . .



by Xaviare Reed

The midterm election is right around the corner, and as we prepare for the demands of the holiday peak season, we are also entrusted with an important mission: protecting our democracy by ensuring that every ballot entrusted to the Postal Service is handled properly and dispatched in a timely manner.

This election season is an opportunity to reflect on the importance of voting and the role our union plays in protecting the integrity of the mail. Through bipartisan efforts, the APWU has worked to raise awareness and support candidates who have demonstrated a commitment to protecting the sanctity of the mail and preserving a strong, reliable public Postal Service. As postal workers, we understand firsthand how essential our work is to the communities we serve and to the democratic process.

Our local has ballot monitors assigned to all tours on the workroom floor to help ensure ballots are accounted for and dispatched as required. However, protecting the vote is not solely the responsibility of our ballot monitors. **It is the responsibility of every postal worker.** Every employee has a role to play in ensuring that ballots are handled properly and dispatched on time. We must all remain vigilant and take responsibility for speaking up when something isn't right.

If you observe ballots lingering in the plant or at any postal facility beyond the scheduled dispatch time, do not ignore the issue. Notify the union hall as well as your respective ballot monitor so the concern can be addressed promptly. Every ballot matters, and every postal worker has a responsibility to help ensure that ballots continue moving through the mail stream without unnecessary delays.

This responsibility speaks to a larger principle that extends beyond election season: solidarity. We are strongest when we recognize that our actions affect one another and that protecting the interests of the public, our coworkers, and our craft requires all of us to do our part. When one employee speaks up about a problem, the entire workforce benefits. When we look out for one another, we strengthen not only our workplace but also our union.

As we enter peak season, we know the demands of the job can be overwhelming. Long hours, increased workloads, and the everyday challenges of working for the Postal Service can take a toll on all of us. There will be difficult days, frustrating moments, and times when it feels like the pressure never lets up. During those times, it is important to remember that none of us must face these challenges alone.

Solidarity is more than a word we use at union meetings or during contract negotiations. It is a commitment to stand together, support one another, and recognize that we share a common interest in the success and well-being of our members. It means lending a hand when a coworker needs help, speaking up when something isn't right, and remembering that we have more in common with one another than the things that may divide us.

Just as we depend on one another to ensure ballots are dispatched on time, we depend on one another to get through the busiest and most challenging times of the year. Our unity is one of our greatest strengths. When we stand together, we are better equipped to address workplace challenges, protect our rights, and maintain the sense of community that makes our union strong.

But solidarity isn't only about the work we do or the battles we fight. It is also about taking the time to enjoy one another's company and celebrate the community we have built together.Just because peak season can be stressful doesn't mean we can't have fun! Our local has a long-standing tradition of bringing members and their families together through events such as the Ohio State–Michigan Football Party, the Children's Christmas Party, and our Winter Social for adults, which wraps up the holiday festivities.

I encourage all members to take advantage of these opportunities to connect with fellow union members, build friendships, and enjoy the sense of community that makes our local special. Our union is about more than the workplace and the issues we fight for every day. It is also about the relationships we build, the families we bring together, and the support we offer one another through both good times and difficult ones.

I also want to recognize and thank our union officers, committee members, and local retiree chapter for the time, effort, and dedication they put into making these events possible. These traditions don't happen on their own. They are made possible by people who volunteer their time and energy because they believe in bringing our members together. Their commitment is another example of solidarity in action.

As we head into the holiday season, I encourage everyone to remain vigilant in our work, support our fellow employees, and make time to enjoy the fellowship our local has to offer. We may not always agree on everything, and we may face challenges that test our patience and resolve, but we must never lose sight of what brings us together.

In difficult times, solidarity is not just our strength it is our responsibility to one another. Whether we are ensuring that every ballot makes it out on time, standing up for a coworker, or gathering with our union family to celebrate the holidays, we demonstrate what it means to be part of something bigger than ourselves. Let's finish this year by looking out for one another, standing together, and taking pride in the work we do and the union we continue to build. I look forward to seeing everyone at our upcoming events. Stay safe, stay strong, and remember we are stronger together…

Xaviare Reed
President

Health Plan Open Season is November 9 – December 14, 2026

Please note: The Federal Benefits Open Season ends at 11:59 pm Eastern Time on Monday December 14, 2026 for the Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS). Open Season for the Federal Employees Health Benefits Program (FEHB) and Postal Service Health Benefits Program (PSHB) ends at 11:59 pm, per the location of your electronic enrollment system, on Monday December 14, 2026.

the Vindicator

OFFICERS AND STAFF
at Your Service:

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Brenda Hudson.....Clerk Craft Director
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Constitution Committee ..... Cameron Taylor
Budget Committee.....TBD
Entertainment Committee.....TBD

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Vickie Allen and Rhonda Daniels – Union Hall Secretaries

STEWARDS AND REPRESENTATION
VIEW MOST-UPDATED STEWARD ROSTERS AT
APWU232.ORG/STEWARD-ROSTERS

CITYGATE CLERK CUBICAL
Phone: 614-472-0595.....Fax: 614-473-0690
Citygate Maintenance Cubical
Phone: 614-472-0596.....Fax: 614-473-0690
Twin Rivers Cubicle
Phone: 614-469-4290..... No Fax

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Contact your Officers and/or Stewards by going to APWU232.org or by scanning the QR Code below:

EDITORIAL POLICY

The *Vindicator* is published monthly and is the official publication of the COLUMBUS AREA LOCAL/APWU, 610 Lancaster Ave., Reynoldsburg, OH 43068, 614-501-1900.

"Opinions expressed in the Vindicator are those of the individual authors and not necessarily those of the C.O.A.L. The Editor reserves the right to approve or disapprove material submitted for publication, and to make any necessary changes. Material that is defamatory, engages in personal attacks, or otherwise violates the law will not be published. Articles may be submitted in person to the Editor and/or President, or may be emailed to the Editor. The deadline for all articles is the 7th of every month."

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

I want to take this opportunity to update our membership on several important matters affecting our employees, our union operations, workplace safety, and our continued responsibility to protect the rights of every postal employee.

The work of this union depends on communication, representation, accountability, and solidarity. I encourage every member to stay informed, speak up when something does not appear right, and reach out to your union representatives when you need assistance.

1. UNION REPRESENTATION — KNOW YOUR RIGHTS

I want to extend an open invitation to any member who needs union representation, whether you work in one of our **city stations, plant operations, or area offices**.

If management does not provide you with union representation when you are entitled to it, **ask for a steward or representative**.

If you ask for representation and management does not provide assistance, please contact me at: **apwu232local@gmail.com**

I will work to identify and connect you with the appropriate steward assigned to your unit.

Members should not hesitate to ask questions when they are unsure about their rights or when they believe management is not following the applicable procedures. Communication is essential. The sooner the union is made aware of an issue, the sooner we can determine the appropriate course of action.

Know your rights. Ask questions. Contact your union.

2. SPECIAL RECOGNITION — LOCAL UNION SECRETARY

I would like to give a special shout-out to **Christina Chatman, our Local Union Secretary**, for the outstanding work she continues to do on behalf of this union.

Maintaining accurate union financial records and handling the administrative responsibilities of the local are extremely important duties. These responsibilities help ensure that our union remains organized, accountable, and able to continue serving its membership.

Thank you, Christina, for your dedication and for the work you do behind the scenes to keep the business of this union moving forward.

3. STEWARD TRAINING — SEPTEMBER 11, 2026

On **September 11, 2026**, our union conducted steward training for our stewards.

The training was a success and provided an opportunity for our representatives to review important responsibilities and procedures, including:

- Proper procedures for filing grievances.
- Protecting employees' contractual rights.
- Understanding the steward's role when dealing with management.
- Recognizing potential violations.
- Properly documenting workplace issues.
- Communicating with employees and management.
- Ensuring that employees receive the representation to which they are entitled.

Training our stewards is essential because stewards are often the first line of defense for our members.

I want to salute every steward who accepts the responsibility of representing our employees. Being a steward requires time, dedication, knowledge, and a willingness to stand up for fellow employees.

Thank you to all of our stewards for taking on this responsibility.

4. MAIL INCIDENT REPORTING TOOL — MIRT / HAZMAT

What is MIRT?

The **Mail Incident Reporting Tool (MIRT)** is an electronic reporting tool used within the Postal Service's Hazardous Materials (HAZMAT) program to document mail-related incidents.

MIRT was originally launched on **October 14, 2012**, and replaced certain hard-copy reporting processes, including the former PS Form 1770, *Mailpiece Spill or Leak Incident Report*, and PS Form 6813, *Non-Mailable Item Fact Sheet*.

Why is MIRT important?

The purpose of incident reporting is to ensure that mail-related spills, leaks, and other incidents are properly documented and addressed.

On **September 17, 2026**, I completed HAZMAT training with the **U.S. Postal Inspection Service**.

One of the important issues discussed is the need for appropriate MIRT procedures at facilities where incidents may occur.

What needs to happen at our facilities?

At applicable **plant areas, offices, and city stations**, employees need to know:

- Where the MIRT reporting process is located.
- Who is responsible for making the report.
- What procedures must be followed when an incident occurs.
- Who must be notified.
- How the incident is documented.
- What safety procedures must be followed following a spill, leak, or other HAZMAT-related incident.

Employees should not be left wondering what to do after an incident occurs.

Proper reporting and communication are important parts of protecting employees, the public, and the mail.

5. EQUIPMENT MOVING TO TWIN RIVERS

Another matter that has come to our attention involves equipment being moved to the **Twin Rivers facility**. The equipment identified for relocation includes:

- **6 CIOSS machines** — 3 from Citygate and 3 from other locations.
- **1 AFSM 100** from another location.
- **1 LCREM**, reportedly from Citygate.
- **4 shredders**, reportedly including equipment from Citygate.

The equipment is expected to be located on the **second floor of Twin Rivers**.

From a staffing perspective, additional equipment and operations can create opportunities for clerk work. Our union will continue to monitor these changes and pay attention to how the movement of equipment affects staffing, assignments, working conditions, and bargaining-unit work.

As these changes take place, communication with the membership will remain important.

6. SAFETY MATTERS — DUBLIN POST OFFICE

Safety continues to be one of our most important responsibilities.

A grievance has been filed concerning conditions at the **Dublin Post Office** involving the employee restrooms.

Restroom Conditions

It was brought to my attention that both the **men's and women's employee restrooms** have been unavailable for an extended period.

Instead of having access to functional indoor restroom facilities, employees have reportedly been directed to use portable toilets located outside the building.

This raises significant concerns regarding:

- Sanitation.
- Employee safety.
- Accessibility.
- Weather exposure.

Continued on page 4

This Election Season, the Stakes Have Never Been Higher . . .

(This article appeared in the September/October 2026 issue of The American Postal Worker magazine, written by Judy Beard, Legislative & Political Director)

On Nov. 3, the people of this country will elect House representatives and senators to represent them in the 120th Congress, which begins in January 2027. Governors, state delegates, countless local offices, and ballot measures will also be voted on. These elections will have a direct impact on each of our daily lives.

As postal workers, we have so much at stake in this election. The Postal Service is running out of money, our role in the election mail process has been called into question, Board of Governors nominees who support privatization are moving forward, and problematic solutions have entered the conversation about how to "fix" the Postal Service, like:

- Eliminating six-day delivery;
- Restructuring the workforce by increasing the number of pre-career employees and decreasing the number of career employees;
- Enacting hiring freezes to an already understaffed system;
- Attacking our collective bargaining rights so the Postal Service doesn't have to negotiate in good faith over wages and benefits;
- Eliminating the Federal Employees Retirement System (FERS) for new employees;
- Changing the current workers' compensation structure of the Postal Service to mirror the private sector;
- Outsourcing middle mile and retail network jobs to the private sector, eliminating good union jobs; and
- Cutting off retiree health benefits for new and non-vested employees.

To counter these attacks, we need to elect a Congress that will fight for the mission of a public Postal Service, but not at the expense of workers' benefits or the universal service mandate.

APWU members need to be involved by voting and educating our friends and family on the issues. Because, even if you have no interest in politics, politics affect you. Engaging in our legislative and political fights does not mean you care any less about fighting for strong collective bargaining, grievances, or arbitration. On the contrary, being involved in these fights means you care so much about the gains we have made as a union that you are willing to fight on every front to protect those rights.

Let me be clear: We cannot win our political fights without you.

The collective legislative gains we have made over the past decade were made possible by two things: An active membership and a broad coalition of support for postal issues in Congress.

Legislative gains like:

- The Postal Service Reform Act of 2022, which eliminated the pre-funding mandate;
- The Social Security Fairness Act, which eliminated the Windfall Elimination Provision and Government Pension Offset;
- USPS funding, which converted a $25 billion government loan to a grant during COVID;
- Paid leave during COVID, which made sure that postal workers could qualify for emergency paid leave during a time of national crisis as we kept the country connected.

We can achieve so much when we work together. I am not just calling on you to make a plan to vote on Nov. 3, I am calling on you to stay involved in our legislative fights throughout the new session of Congress. Build relationships with your lawmakers, regardless of their party affiliation or committee assignment. Support the Legislative/Political Department on our days of action and engage with fellow union members who have been hesitant to get involved.

Because when we fight together, we win!

Call Your Representative: Raise the Borrowing Limit for USPS



The Postmaster General says USPS could run out of money within a year. But this is a situation, not a crisis — because a common-sense solution exists. Congress created this problem, and Congress can fix it.

An immediate step Congress can take is to raise the Postal Service's borrowing limit.

This limit has been stuck at $15 billion since 1992, when USPS expenses were half what they are today. Adjusted for inflation alone, the borrowing limit should be between $35–40 billion. Unlike private companies, USPS cannot access traditional lines of credit. Instead, it can only borrow from the U.S. Treasury, and only up to the 1992 cap. Raising the limit would give the Postal Service the breathing room it needs to keep operating while longer-term reforms move forward.

Call the APWU Legislative Hotline at 844-402-1001 and tell your Congressional representative to raise the Postal Service's borrowing limit from $15 billion to $35–40 billion.

Grievance Procedure

Learn about what a grievance is, and the process involved in resolving one.

Article 15 of the Collective Bargaining Agreement governs the grievance procedure between the APWU and the U.S. Postal Service.

A grievance is defined in Article 15 as a:

> "dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment."

This is a very broad definition and you should never let a postal supervisor or manager tell you that you do not have grounds for a grievance. If you have questions about whether or not you have a grievable issue, you should request "union time" from your immediate supervisor so they can arrange for you to meet with a union steward.

Steps in the Grievance Procedure

The grievance procedure consists of four steps:

- Step 1 is where an individual (grievant and/or steward) meets and discusses the issue with their supervisor. If the issue is not resolved, it moves to the next step.
- Step 2 is where a union official meets with a Postal Service official if a resolution was not reached during Step-1.
- Step 3 is where an APWU National representative meets with an Area USPS official if a resolution was not reached at Step-2.
- Step 4 is when the APWU and the USPS enter into a binding arbitration in front of a neutral arbitrator, selected jointly by the parties, to hear the grievance.

In order for a grievance to be considered "timely" it must be first discussed ("filed") at Step-1 within 14-days of when the employee or the union first learned, or may reasonably have been expected to learn, of the issue.

If you believe you may have a grievance or if you are unsure whether or not you have a grievance, please contact your state or local union representatives.

Vice President's Message . . . *Continued from page 2*

- Privacy.
- Dignity.
- Working conditions.

On **September 20, 2026**, information was also brought forward indicating that clerks and supervisors had been going to a nearby Turkey Hill location to use restroom facilities.

This situation requires attention.

Employees should have access to safe, sanitary, and reasonably accessible restroom facilities while they are performing their duties.

The union has raised this matter through the grievance process, and we will continue to pursue appropriate corrective action.

Management has an obligation to maintain a safe and healthful workplace. The continued lack of functional employee restroom facilities can negatively affect employees' working conditions, morale, health, and productivity.

Safety is not optional.

7. LUNCH RELIEF AND LUNCH BREAKS — GAHANNA CITY GATE

Another issue brought to my attention concerns lunch relief for retail clerks at the **Gahanna City Gate unit**.

Employees have reported waiting extended periods for lunch relief and, in some cases, being asked to take their lunch after working more than seven hours.

Why is this important?

Lunch scheduling and relief responsibilities are management issues. Employees should not be expected to solve management's staffing or relief problems themselves.

Where an employee is required to work beyond the applicable contractual or legal lunch-break requirements, the union should be notified so that the circumstances can be reviewed under the applicable collective bargaining agreement and grievance procedures.

The union's position is that employees should not be required to routinely sacrifice their contractual lunch rights because management has failed to arrange adequate relief.

What should employees do?

If you are repeatedly being delayed from taking your scheduled lunch because relief is not provided:

1. Notify your steward.
2. Document the date and time.
3. Document when relief was requested.
4. Document when relief was actually provided.
5. Keep track of the circumstances surrounding the delay.
6. Notify the union if the problem continues.

It is management's responsibility to arrange appropriate relief.

8. OUR RESPONSIBILITY AS A UNION

These issues demonstrate why an active and informed union is necessary.

Whether the issue involves:

- Representation.
- Safety.
- HAZMAT procedures
- Grievances.
- Staffing.
- Equipment changes.
- Lunch relief.
- Working conditions.
- Contract enforcement.

Members need to know thatthey have a voice.

At the same time, our union representatives must continue educating themselves, communicating with members, documenting problems, and enforcing the applicable contractual protections.

A strong union is built through participation.

9. FINAL MESSAGE

I want to thank our stewards, officers, and members who continue to put in the work every day.

We may not always agree on every issue, but we must remain committed to communication, representation, and protecting the rights of our members.

If you have an issue in your workplace, **do not remain silent and do not assume someone else will report it**.

We will make sure your concern is brought to the appropriate union representative and addressed through the proper process.

Continue to stay informed. Continue to stand together. Continue to protect one another.

THE STRUGGLE CONTINUES.

In Solidarity,
Amobi Nwokejiobi
Executive Vice President
APWU Local 232

The Lost Art of Shutting the Hell Up . . .

Somewhere along the way, people forgot one very important life skill: shutting the hell up. The workroom floor is not high school. It is not Facebook. It is not a group chat. It is not a popularity contest. This is a career, and real things happen here that affect people's lives, paychecks, discipline records, reputations, and families.

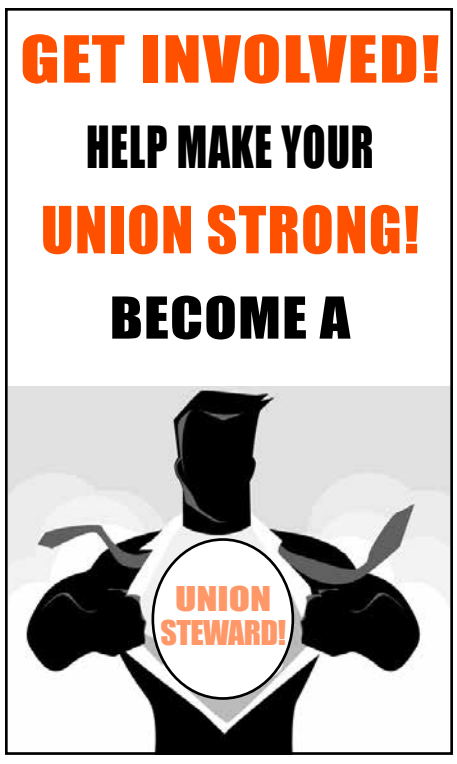
A union should be built on trust. That means members, stewards included, cannot allow every situation to turn into gossip. Not every rumor needs to be repeated. Not every conversation needs an audience. Not every personal issue needs to become workroom-floor entertainment. When people run their mouths just to feel important, they can cause real damage.

Now, there is one place where I fully support talking: a Pre-Disciplinary Interview. That is the time to speak but speak smart. Give facts, explain your side, and correct the record, but do it in a way that protects you. If you need to talk, talk. Tell them about your day, your routine, your cat, your life story if you have to give them so much harmless information that they start wondering why they're even having the PDI in the first place. Keep them writing, keep them listening, but most importantly, do not incriminate yourself. Say what helps you, avoid what hurts you, and make sure anything that goes on the record works in your favor.

Outside of that, learn the art of silence. Sometimes the smartest person in the room is not the loudest one. It is the one listening while everybody else is giving away free information. We are not here to be famous on the floor. We are here to work, protect each other, and go home.

So before you repeat something, ask yourself: does this help anybody, or am I just running my mouth? If it does not help, leave it alone. Because sometimes it is better to say nothing at all than to look like a damn fool talking too much.

Evan Correa



EAP
When you need it!
Counseling, Consultation, Coaching
Make the Call!
USPS Employee Assistance Program
1-800-327-4968 • (1-800-EAP-4-YOU)
TTY:1-877-492-7341 • www.EAP4YOU.com

2026 Penalty Overtime Exclusion Period

In accordance with Article 8, Sections 4 and 5 of the APWU Collective Bargaining Agreement, penalty overtime rules are not applicable for a consecutive four-week period each year during December. The "Penalty Overtime Exclusion" period for calendar year 2026 will begin Pay Period 26-2026, Week 1 (November 28, 2026), and end Pay Period 27-2026, Week 2 (December 25, 2026).

Penalty Overtime Exclusion Period
(November 28, 2026 – December 25, 2026)

In Sympathy

The members of Local 232 wish to express our condolences for your loss.

Union member Tia L. Bridgeforth. She lost her father, Isaac S. Bridgeforth, who passed away October 3, 2026. He was a supervisor who worked at 030, Express Room, Dock

New Top Steps Took Effect Sept. 19 [For Employees Hired After 2011]

Reposted from APWU.org.

The pay schedule changes under the 2024-2027 Collective Bargaining Agreement will be implemented on September 19, 2026. For employees covered by the main agreement who are on the post-2011 pay schedule in Grades 4-7, a new top stop step will be added. Officially, the change applies to workers in Rate Schedule Codes (RSCs) P7, K7, and C7.

Employees in these RSCs will now progress to the following top steps:

- Grade 4 Top Step J
- Grade 5 Top Step L
- Grade 6 Top Step M
- Grade 7 Top Step M

"Starting with the 2015 national negotiations, the leadership of the APWU has always made reclaiming the top steps a priority in negotiations. These new top steps are another example of the APWU working to claw back the full pay scale for our members", Industrial Relations Director Charlie Cash said.

"Every step we reclaim means more money in our members' pockets and higher lifetime earnings," said APWU President Jonathan Smith. "As we prepare for our next round of negotiations, the APWU will continue fighting to make sure postal workers get the wages and benefits they deserve."

Under the terms of the agreement, once the new steps are implemented, employees will reach the new top step after 36 weeks in the current stop of the respective grade. Any time spent in the current top step, **including time in that step prior to implementation,** will count towards the step waiting period calculation for advancement to the new top step.

This means that an employee who is currently in the top step for Grades 4-7 and has been in that top step for at least 36 weeks on September 18, 2026, will be moved the new top step in their grade on September 19, 2026.

In terms of real dollars, that means:

- Grade 4 Step I employee moves to Step J, an increase of $1,196
- Grade 5 Step K employee moves to Step L, an increase of $1,125
- Grade 6 Step L employee moves to Step M, an increase of $1,062
- Grade 7 Step L employee moves to Step M, an increase of $1,004

The Industrial Relations Department has identified about 1,125 employees currently in the top steps of these grades who will move to a new top step upon implementation.

For these employees, with the most recent COLA of $1,414, the additional step, and the 1.5% pay increase due on November 14, 2026, will result in overall increases of approximately $3,500 to their annual pay in just over two months. Depending on the grade, this equates to annual salary increases of between 4.5% and 5.1%.

This change does not just apply only to employees who are currently in the top steps. Any employee who is currently in these grades, is converted to a career position in these grades, or is hired directly into one of these grades will benefit from these changes as well.

These employees will now have a new top step they can reach, providing them additional lifetime earnings. The Industrial Relations Department has identified over 109,000 employees who will eventually progress to one of these new top four steps.

Over the years, the APWU has successfully made significant changes to the pay provisions of the employees in the new pay schedule.

Grade 3 was completely eliminated in the 2024-2027 contract. Grade 8 saw the elimination of all the lower steps and new top step P was added in the 2021-2024 contract, putting all Grade 8 employees on the same pay scale.

In the 2010-2015 contract, the new pay schedule's top step was five steps below the top step of the old pay schedule in Grades 5-7 and six steps below the old pay schedule's top step in Grade 4.

Upon implementation of the new steps this year, the APWU will have reclaimed—with no concessions on full COLA for all career employees—three steps in Grades 6 and 7, two steps in Grade 5, and one step in Grade 4 as well as eliminated the lowest step in grade 4.

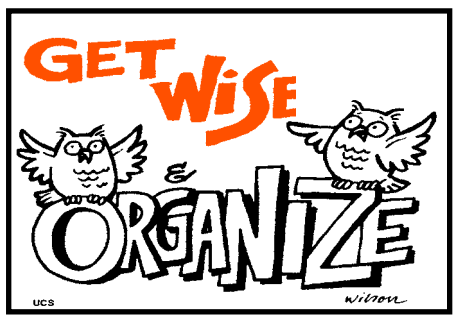
These changes can mean tens of thousands of dollars in additional pay over the lifetime of an employee. With each pay increase, COLA added to the annual salaries, or additional step reclaimed, further general wage increase in the next round of bargaining will be calculated on a higher dollar level before. Each increase in the annual salary, no matter how small, adds up for each general wage increase.

As the APWU moves into negotiations in 2027, we will be prepared to negotiate an economic package that benefits all those we represent. Reclaiming more top steps will remain a continued demand in negotiations.

KNOW YOUR RIGHTS TO UNION REPRESENTATION!

Weingartner Rights: "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without union representation present, I choose not to answer any questions."

(This is my right under the 1975 U.S. Supreme Court Weingartner decision)





THE GAME. THE RIVALRY. THE TRADITION.



APWU LOCAL 232

ANNUAL FOOTBALL PARTY

TAILGATE • CHEER • WATCH THE RIVALRY

10:30 AM	12:00 PM
TAILGATING STARTS	KICKOFF

SATURDAY NOVEMBER 28,2026

AT THE UNION HALL:
610 LANCASTER AVE REYNOLDSBURG OH 43068

The Vindicator

610 Lancaster Avenue
Reynoldsburg, Ohio 43068
ADDRESS SERVICE REQUESTED

12

NON-PROFIT ORG.
U.S. POSTAGE
PAID
PERMIT NO. 1373
COLUMBUS, OH



WORD SEARCH

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

BAT
BLACK
BOO
BROOMSTICK
CANDY
CAT
CAULDRON
CHOCOLATE
COSTUME
CREEPY
DOORBELL
FRIGHT
GHOST
GRAVEYARD
HALLOWEEN
HAUNTED
JACK O LANTERN
MONSTER
OCTOBER
PUMPKIN
SCARY
SKELETON
SPIDER
SPOOKY
TOMBSTON
TREAT
TRICK
VAMPIRE
WITCH
ZOMBIE

UNION YES

Mark Your Calendars !!!

NOVEMBER 2026

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

DECEMBER 2026

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

PLEASE ATTEND YOUR UNION MEETINGS!

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

Quotes of The Month

October is a hallelujah! reverberating in my body year-round...
~ *John Nichols*

October's poplars are flaming torches lighting the way to winter.
~ Nova Beir

I wish that every day was Saturday and every month was October.
~ *Charmaine J. Forde*

A boy who loved Autumn. A girl who was forever October. ~ *Nitya Prakash*

October was always the least dependable of months...full of ghosts and shadows. ~ *Joy Fielding*

October is a symphony of permanence and change. ~ Bonaro W. Overstreet

It must be October, the trees are falling away and showing their true colors.
~ *Charmaine J. Forde*

"The clear light that belongs to October was making the landscape radiant.
~ *Florence Bone*

APWU WORKING FOR YOU

Services Available For APWU Members At No Charge Or At Substantial Discounts

SERVICES

Fax: Free at Union Hall. For emergency use only. Not to take the place of the postal service.
Copying: *Limited Copying available at the Union Hall at no charge.*
Website: apwu232.org
Notary Service: Available by appointment only

ITEMS OF INTEREST

Aprons: Male Denim $11.00 - Female Denim $12.00
T-Shirts: Black and Red – New - $10.00
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. Go to www.TicketsatWork.com, then click "Become a Member" to fill out your information. When asked to enter a Company Code you will type in KIAPWU.

"It Pays to Belong"