



the Vindicator

Volume #53, Issue #12

AREA OFFICES

Brice
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Carroll

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Coshocton
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Dublin
Etna

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COLUMBUS OHIO AREA LOCAL
SERVING COLUMBUS AND CENTRAL OHIO

December 2025

The President's Message . . .



by Xaviare Reed

Season's Greetings from Your APWU

As the holiday season is in full effect, we want to take a moment to recognize the hard work, dedication, and professionalism of our APWU members. Throughout the year, and especially during the demanding peak holiday season, postal workers continue to show up for one another and for the public we proudly serve.

The holiday season is a time for reflection, gratitude, and unity. It reminds us of the importance of family, community, and solidarity. These are core values that are at the very heart of our union. Whether you work on the workroom floor, in maintenance, motor vehicle service, clerk craft, or any other craft, your contributions matter and do not go unnoticed.

The holiday rush brings long hours, increased volume, and added pressure. Through it all, APWU members continue to stand strong, ensuring the mail moves safely, accurately, and on time. Your commitment is what keeps the Postal Service running and what gives our union its strength. As we celebrate this season, let us also remember the power of unity. When we stand together, we protect our rights, improve our working conditions, and ensure a better future for ourselves and the next generation of postal workers.

Management Relies on The Bargaining Unit More Than They Admit

Management presents itself as the **sole** driver of efficiency, stability, and success in the workplace. Yet the day-to-day reality tells a different story: management relies heavily on the union to keep operations running smoothly, safely, and fairly.

The union is not an obstacle to productivity it is a stabilizing force. Through collective bargaining, the union establishes clear rules around wages, hours, and working conditions. These agreements reduce confusion, prevent arbitrary decision-making, and create consistency that management depends on to plan staffing, budgets, and operations. Grievances are a contractual right, not a discipline.

When conflicts arise, management should turn to the union to help resolve them. **Stewards and representatives handle grievances**, clarify contract language, and de-escalate tensions before they disrupt the workplace. Without this structured process, minor issues would quickly grow into costly disputes, turnover, or work stoppages.

The Union plays a critical role in workplace safety. Members speak up about hazards, understaffing, and unrealistic workload often long before management notices a problem. By advocating for safe conditions and reasonable expectations, the union helps prevent injuries, burnout, and liability that would otherwise fall squarely on management.

The truth is simple: management fails despite the union – it succeeds in part because of it. A strong union makes the workplace more predictable, safer, and more sustainable for everyone. Recognizing this reality is the first step toward a more honest and productive labor-management relationship.

If we don't continue to balance the scales, we all collectively cease

to exist as a service. If you don't know by now, you are the Union. It is a forever long fight to maintain our structure. Those that impede our common interests will eventually be held accountable.

Pat yourself on the back for a job well done.

WEINGARTEN RIGHTS

Federal labor law gives each employee the right to representation during any investigatory interview which the employee reasonably believes may lead to discipline. This right originated in *NLRB v. J. Weingarten*, U.S. Supreme Court 1975, and is commonly called the "Weingarten rule" or "Weingarten rights."

The Weingarten rule includes the right to a pre-interview consultation with a steward. Federal Courts have extended this right to pre-meeting consultations to cover Inspection Service interrogations. (*Postal Service v. NLRB*, D.C. Cir. 1992). The employee has the right to a steward's assistance, not just a silent presence, during an interview covered by the Weingarten rule. An employee's Weingarten rights are violated when the Union representative is not allowed to speak or is restricted to the role of a passive observer.

Although ELM, Section 665.3 requires all postal employees to cooperate during investigations, an employee with Weingarten rights is entitled to have a steward present **before** answering questions. The employee may respond that he or she will answer questions once a steward is provided.

Ask your steward about Weingarten Rights!

Tri-State Steward School

We have 15 stewards from the plant and Area Offices going to the annual Tri-State Steward school this year.

One of the primary advantages of union steward school is a deeper understanding of the

collective bargaining agreement. Stewards learn how to read, interpret, and apply contract language in real workplace situations. This knowledge helps prevent contract violations, ensures fair treatment of members, and allows stewards to respond quickly and accurately when issues arise. Well-trained stewards are better equipped to protect workers' rights and uphold negotiated standards. A key benefit is learning effective grievance-handling skills. Union steward school teaches stewards how to investigate complaints, gather facts, document issues, and follow proper grievance procedures. This training increases the likelihood of successful resolutions and reduces misunderstandings or errors that could weaken a case.

Tri-State Steward School also enhances communication and leadership skills. Stewards learn how to listen actively, communicate clearly, and advocate confidently on behalf of members. They gain experience in resolving conflicts, facilitating meetings, and working collaboratively with both union leadership and management. These skills not only benefit the union but also help stewards grow personally and professionally.

Under the instruction of Business Agents and the State Presidents, I know for sure that there will be more than enough brought back to our membership.

Craft Seminars will continue this year

If you didn't know already, our local hosted Craft Seminars this past year and will continue to do so for the indefinite future. Craft seminars teach our members how the National Agreement applies to their specific craft. Work rules, overtime rules, seniority, and leave rights and more importantly how to recognize contract violations. This knowledge helps employees

Continued on page 2


**OFFICERS AND STAFF
at Your Service:**
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Ken Bradley	MVS Craft Director
Cameron Taylor	Maintenance Craft Director

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Erica Goins
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Denise Seman - Health Plan Director	apwu.hp.232@gmail.com
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Committee Chairpersons

Safety and Health Committee	Tony George
Election Committee	Eric Hoffman
Constitution Committee	Cameron Taylor
Budget Committee	TBD
Entertainment Committee	TBD

OFFICE STAFF

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

Union Hall – 614-501-1900
610 Lancaster Avenue
Reynoldsburg, Ohio 43068
8:00 a.m. - 4:30 p.m. MON. - Fri.
Union Hall Fax – 614-501-1917

THE VINDICATOR

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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:


The President's Message . . . *Continued from page 1*

protect themselves and prevents management from ignoring or misinterpreting the contract. Our seminars will eventually include union officers and members from other locals around the state. This is a great opportunity for our local

members to meet fellow APWU members.

On behalf of your union leadership, we wish you and your families Happy Holidays, a safe and restful holiday season, and a Happy New Year. May the coming year bring

good health, peace, and continued solidarity.

**In Solidarity,
Xaviare Reed
President**

Clerk Craft Director's Message . . .


By Brenda Hudson

Brothers and Sisters of Local 232,

Happy holidays to all of those who celebrate and those that don't. It has been 10 months since the new officers and some of the past officers have been working together to make some changes to our local for the better. In some areas there are still challenges from the past where we didn't have a smooth and peaceful transition, but we continue to push forward to make sure that our local is strong and that the members needs are met.

With that being said, many of you are facing some awful work environments all over. We are still working with those who are working as stewards to be mindful that your issues are very important to you and they all need to be addressed. Our stewards are workers in the same awful environments as you with the same awful management as you. I'm asking all of you start documenting the problems with names and dates and what is

going on – help us help you better. We don't only have just your issue we have many more members with issues. You can send us an email and most of us check it so we can address who it needs to get to faster. Also, please follow the right process: Ask your supervisor for a steward. If you don't get one, ask again, but don't leave your work areas to see us. Don't give management any reason to discipline you; they are quietly downsizing us.

Now down to our Craft Clerks, the Post Office is trying to eliminate our jobs. I was told by a senior MDO not to call in clerks; we don't need them. Well, last I checked and saw and heard from other clerks, we are working all areas to get their mail out. Clerks working on the APPS, PILS, moving mail around that plant – you need us at this point. They need all hands on deck. Once again, PEAK SEASON is brand new. Please keep doing your jobs as frustrating as they might be. We are customer-driven, and they are the reason we're still in business and have jobs. Please go to the APWU national site and see what the national Clerk Craft Director Lamont Brooks is talking about – it's very important information.

Thank you to all those who are supporting and working in some ways to help better this local. Thank you to all the behind-

the-scenes people. Thank you to the members who have come out to some events. I've watched and seen the members team up and lend a hand to help set up and clean up – even the kids grabbed brooms and chairs. That is what union means – working together. Thank you to the retirees – they hold a lot of information that's helpful to our local – we appreciate you as well. Thank you to the stewards for your work. I know it's not easy everyday, but let's continue to work together and build a strong team.

Some question why don't I get to go to some of the things, President Reed is trying to rotate and send different stewards to things to get them exposure outside of our local and bring in speakers from other areas. This is something that wasn't done before – knowledge is power, and sometimes people don't want you to know what's out there. We need steward to keep training and learning. Training will start to be more accessible in 2026, but the meetings are just as important. Please try to attend, and if you are sent to something, please bring back the information and share it to the members and the other stewards.

In Solidarity for a Stronger Local 232,

**Brenda Hudson
Clerk Craft Director**

Tour 2 Maintenance Steward's Message.....
To all our brothers and sisters of APWU,

As the year comes to an end soon, we have seen many changes in the plant, having old equipment removed, and new equipment installed. As time passes, we have many good friends and colleagues that have retired and moved on from the Post Office this year. May the following holidays be joyful, safe, and happy.

Let us remember those who have passed on from this world before the holiday and the new year, some in our plant and other plants.

Also let us keep in our prayers those who are ill and are not able to return to work at this time. Let our thoughts, our prayers, and our hopes be with their families and friends in this time of happiness and rejoice fullness, because their loved ones are recovering from illness or injuries that they have sustained over the year.

For now, be safe at work, check your work area if you see anything out of place notify upper management or Maintenance to look at it. Your safety at this time of year is the most important thing

we have to look for. Everyone has the right to work in a safe, clean environment so they can go home to their families and celebrate the holidays.

So with that said, Merry Christmas and Happy New Year.

**P.s. GO Bucks!
Chris Wimer
Maintenance Steward**

MONTHLY MEETING POLL

LET US KNOW WHAT DAYS AND TIMES WORK BEST FOR YOU BY SCANNING THE QR CODE BELOW:



United We Stand!
Support our men and women in the military who are fighting for our freedom!
God Bless America!!!

Treasurer for the National Auxiliary APWU-Ohio . . .



by Angie Lyshe

Dear Union Members and Auxiliary Members:

The State Auxiliary would like to wish everyone a safe and happy upcoming Holiday. We see you working hard. Remember, these

are the times when stress is at its highest and can get overwhelming. There are ways to reach out for help if needed. You do have a local EAP that can help. Reach out to your steward if you would like to find out how to access this route. Try to take time for yourself, even if its listening to your favorite podcast on your break or lunch or before getting out of your car into the house, play your favorite song. It's the little things. We all know money can be tight at times, especially if you have kids, make it a family event to make your Christmas gifts instead of buying. I know, our family did that one year just to get

away from the ordinary buying. It was actually a hit and somewhat funny to see what everyone came up with. We had homemade calendars, homemade cookies, knitted scarfs and the kids even made homemade pot holders, bird houses and ornaments. If you present it as if you want to see their creative side, it wont seem so underrated. Again, don't let the Holidays get you overwhelmed. I've seen and heard many times of the "winter blues" aka, depression this time of year. Please reach out to someone if you feel the need to or if you want to talk anonymously, you can even call the number 988 Lifeline

- If you need emotional support, reach out to the national mental health hotline: 988. You matter. Now, just a note for our Auxiliary members, please look out in your mailboxes for a special mailing from the Auxiliary. There is a cut-off response time after you receive the mailing to respond.

Again, Happy Holidays and good luck in our mailing.

Angie Lyshe
Treasurer for the National Auxiliary to the American Postal Workers Union- Ohio

Recording Secretary's Message . . .



by Tina Chapman

Brothers and Sisters,

We are officially in peak season with Christmas just a week away. Speaking of peak season, know your rights when it comes to overtime and work assignments. Management cannot force you to work outside your duty assignment, craft or principal assignment area. If you are instructed to work under any of these criteria, ask for your steward.

Craft employees are the heart of the Postal Service. As we ap-

proach the end of another year, let's not forget or diminish our part in keeping this service chugging along. It is our work, our skills, our training, knowledge and commitment that keep it moving.

I cannot emphasize enough the importance of knowing your rights. Management is responsible for providing what you need to perform your duties safely. Be it, training, tools, time, a safe working environment, etc... This is non-negotiable, it is your right! Demand it.

As co-chair of the entertainment committee, we had our Annual Children's Christmas Party this past weekend at the union hall. It was a festive event fully decorated, including Santa, a winter wonderland backdrop, toys, lunch, cookies, hot chocolate bar, ornament making, etc... A great time for all, even with inclement

weather approaching. Ornament making was a big success!

Special shout-out to President Reed for volunteering his time and photographic expertise in getting the kids pictures with Santa! Also big thanks to the rest of the entertainment committee and the volunteers for all your hard work! We will have pictures posted of the party in the Vindicator and online so be sure to check those out. For those of you who had children that made an ornament, feel free to send us those pictures as well.

I wanted to take a moment to say thank you to our members and all who make this local stronger every day. It is a lot of work, and it takes all of us. I feel very fortunate and proud to represent this great local, so thank you again for the opportunity.

For the new year, I hope to see new faces at the meetings and on

committees and/or volunteering and organizing. The fight continues, will you join us? We are stronger, together!!!

I'll close with this: We continue to stand with you, fight for you and are grateful for your support. We appreciate you; we thank you and wish you a festive, safe, joyous and peaceful holiday to you and yours.

"Alone we can do so little, together we can do so much." Helen Keller.

Stand Strong, Fight On!

In Union,
Tina Chapman
Recording Secretary

OSU vs. Michigan Football Party

The image is a collage of various photos from a football party. It features large Ohio State and Michigan logos on the left and right respectively. The collage includes:

- A woman in a black shirt on the far left.
- A group of people sitting at tables in the top left.
- Two men giving thumbs up in the top center.
- A group of people at tables in the top right.
- A woman in a grey sweatshirt on the far right.
- A group of people at tables in the middle left.
- Two women in Michigan gear at a table in the middle center.
- A group of people at tables in the middle right.
- A woman in a grey sweatshirt on the far right.
- A group of people at tables in the bottom left.
- A display table with Ohio State and Michigan merchandise in the bottom center.
- A group of people at tables in the bottom right.
- A man in a grey sweatshirt on the far right.

Retiree Corner . . .



by Vickie Allen

Season's Greetings, Retirees

Our Annual Christmas Gathering was a wonderful success. We had over 60 retirees join us—good food, good friends, and a day filled with joy.

We tried something new this year: a White Elephant gift exchange, and it was a hit. Thank you, Darlene Vonville, for the great idea. With 30 door prizes, everyone was

able to leave with a gift and a smile.

We also take a moment to honor and remember one of our own, Peggy Wood. May she rest in peace.

Wishing each of you a Merry Christmas and a Happy New Year. Enjoy the season, and we look forward to seeing everyone in March.

*In Solidarity, Vickie Allen,
Retiree President*



Tour 1 MVS Steward's Message...

As we settle into the winter 2025/2026 season, I want to remind everyone that your safety is our most important product. As we all know, the Post Office gives us fifteen minutes to pre-trip our trucks/trailers. While there are no federal regulations governing the amount of time employers must give for pre-trips, we must do the best we can with the time we have. If it takes you a little longer to make sure your truck is

safe, please do so. I would much rather defend you for being late to start your run than defend you for something happening on the road.

Eliut and I are working hard to protect your rights as Postal employees. The top complaints we are receiving are bid displacement, overtime bypass, and crossing crafts. As Eliut has stated, "Peak season does not mean there is no contract". If you are a full-time employee and are taken off

your bid run, let us know as soon as possible. We need to know which supervisor gave you the directive, the time you were notified and how long you were off your bid run.

Here are some points to remember:

- MVS does not do Mail handler work
- Bid jobs are protected for full time employees
- TTO's cannot drive PVO

trucks (crossing occupational code)

- Drivers are not required to unload double stacked pallets/cages

In closing, I wish you all a *Merry Christmas and a Happy New Year. Be safe.*

Joe Kirk
MVS Steward

Staying Strong Through Peak: Protecting Our Work, Our Rights, and Each Other

As we push through the final stretch of peak season, I want to recognize the hard work and dedication of our MVS drivers while also addressing several issues that have surfaced during this demanding time. Even with the increased pressure December brings, the contract does not disappear. We've seen management pull drivers off their bid runs in ways that directly violate Articles 39 and 7.2 of our National Agreement. Your bid assignment is protected work, and if you are displaced (even "just for peak") you should immediately report it to a steward so we can take action.

Tour 1 has also been experiencing improper directives to combine and condense mail before going out on their routes, which is not MVS work but Mail Handler work, making it a clear cross-craft violation that should be reported right away.

I have also secured a resolution confirming that drivers should not be unloading double-stack pallets, as this practice is unsafe and puts drivers at unnecessary risk; any manager continuing to direct drivers to do this is violating both safety and the agreement we secured.

As we approach the end of peak, I want everyone to know that we fully intend to grieve ev-

ery violation committed during this period, whether it involves bid displacement, cross-craft assignments, unsafe directives, or any other form of overreach.

Please also remember to protect yourselves: you do not have to sign anything management puts in front of you, and we have seen how signed paperwork can later be used against employees in discipline. If you are ever unsure, immediately request a steward; Article 17 guarantees your right to representation, and management must provide one in a timely manner. I cannot stress enough how important it is to request a stew-

ard, we are here to support you in every way possible.

Despite the intensity of this season, I hope each of you find time to enjoy Christmas with your families and appreciate the small moments of peace we all earn during such a demanding time. Our strength comes from staying informed, staying united, and standing together to protect our work and our rights.

Eliut Paredes Jr.
MVS Assistant Craft Director,
APWU Local 232
eliutparedes232@gmail.com

 **CLERK CRAFT** 

All PSEs, except in 4-hour RMPOs, are automatically converted to career after two years.

 **DID YOU KNOW?**

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Make the Call!
USPS Employee Assistance Program

1-800-327-4968
TTY: 1-877-492-7341

(1-800-EAP-4-YOU)
www.EAP4YOU.com

Maintenance Craft Director's Message . . .



by Cameron Taylor

Brothers and Sisters,

It's hard to believe we're at the end of 2025 already. This year has really flown by with how much has been happening. I hope everyone has managed to survive yet another peak season, and enjoyed the holidays as much as possible.

Citygate Maintenance – Pre-Arbitration Settlement Re: 2025 Vacation Calendar

It's been nearly a year, but when the vacation calendars went around for 2025 some of you may remember there were a few unilateral rule changes. Those included: 1) summer weeks were to be closed off for second pass, 2) negative A/L balance resulted in the forfeiture of vacation picks, 3) employees were limited to 24 hours to make their choice.

I filed a grievance over these unilateral changes, and we recently received a Pre-Arbitration Settlement which said:

Solely to resolve the instant grievance, the local parties are referred to the following language found in Item 5 of the Columbus LMOU:

"Employees by seniority, not available to sign the roster for choice vacation periods, shall be notified that they have the right to exercise that option for a first choice. A reasonable attempt shall be made to reach the employee by telephone or

mail. This shall be a joint effort by Management and the Union. If these efforts are unsuccessful, the person will be by-passed....

There will be a second pass of the schedule for employees to select, at their option, the remainder of their yearly earned vacation in full week increments, up to the percentages allotted...

All APWU represented employees at the Columbus Installation will have the opportunity to select their yearly earned vacation, up to the percentages allotted, within the rounds of selection. Every effort will be made to accomplish this task by the specified time of February 1st (Maintenance and Motor Vehicle Craft)... by both Craft and Management.

Employees must have sufficient annual leave to cover their choice vacation selections. Insufficient annual leave balance will be deemed to void their vacation selection in increments of a normal workday (usually 8 hour periods, possibly less for part-time regular employees based on their normal hours per workday)."

The matter of any specific remedy due as a result of this settlement is returned to the parties at the local level, who will meet within 30 days of the signing of this agreement.

Any discrepancies as to the appropriate remedy may be made the subject of a new grievance at Step I and must be initiated within 14 days of the remedy discussion.

Management has already violated this settlement by not meeting with the Union, which I will

have filed a grievance on by the time you're reading this. That said, if you had to forfeit weeks when you were picking vacations at the beginning of 2025, let me know so we can seek a remedy for you. Likewise let me know if you were bypassed because you went over 24 hours, or if you were denied any summer weeks during second pass.

Line H

First of all, I'd like to speak on the Line H grievances. I'm personally handling Citygate's Line H grievance, and I'll also be handling Hilliard's grievance at Step 2. Xaviare Reed and Tina Chapman are handling Twin Rivers, the City Stations, and the Associate Offices. Not every office will be subject to a Line H grievance – only those that have Postal Custodians and didn't meet 90% of their Line H hours during the 2025 Fiscal Year.

What is Line H? The Custodial staffing package is made up of an annual calculation of the number of work hours (routes, special projects, training, etc.), and this overall number of hours is "Line H." For Citygate, during FY 2025, the Line H hours were 91,869.36. When the new "Team Cleaning" program went into effect back in 2014, and the MS-47 handbook was updated, there was a Memorandum of Understanding (MOU) signed between the Postal Service and the APWU that explicitly stated that Management is required to meet 90% of that Line H total every year.

The 90% number they were required to meet for Citygate for FY 2025 was 82,682.42 hours. Per that 2014 MOU, and a couple subsequent "Questions and Answers," not every custodial work hour counts toward that 90% threshold. For example, items not spelled out on the staffing package do not count. If Management exceeds the

allotted number of annual hours for projects, the excess hours don't count either. There are more exceptions as well, and the Union will calculate hours that need to be "deducted" from the Line H total.

As such, I've filed a Line H grievance for Citygate and I'm arguing that Management was significantly under the 90% threshold for FY 2025. By the time you read this, I assume Management will have denied the grievance at Step 2, and I'll have appealed the grievance to Step 3. Unfortunately it might take months or a couple years to get resolved, but I'll be sure to update everyone ASAP.

Higher Level Work/Crossing Crafts

Custodians, especially those of you at the Associate Offices and City Stations, you need to know that you deserve higher level pay if you're doing higher level work. Especially if you're doing the work of different occupational groups and/or crafts. There might also be a grievance on behalf of the group who should've performed the work, but it depends. Some examples:

- Driving (at all) – Level 5
- Sorting mail – Level 6
- Painting – Level 9
- Changing locks – Level 9

If you have any questions about whether the work you're doing is higher level or not, don't hesitate to reach out to me and/or your steward.

In Closing

In closing, I wish all of you a happy new year. I look forward to the progress we'll continue to be making over the next year, and I have high hopes for our Local.

*In Solidarity,
Cameron Taylor*

**We must FIGHT for
our RIGHTS and
our JOBS!**

In Sympathy

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

Retiree Sherry Pickens' sister passed away



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?

Proposed Constitutional Amendment

[The following proposal to amend Local 232's Constitution will be voted on at the January 2026 Membership Meeting.]

We, the below signed members of APWU Local 232, propose an amendment to the Local Constitution to replace Article 22 – Amendments with an updated, revised, and clarified amendment process. This will clear up any ambiguities and vagueness in the text, as well as streamline the process, better incorporating the website. [signatures are on the physical copy provided to the Recording Secretary]

Article 22 – Amendments (current)

- Proposed amendments must be written and signed by at least nine (9) members in good standing.
- Amendments must be submitted to the Recording Secretary prior to the next regular monthly meeting of the Local.

Proposed amendments will be read at this meeting where upon it will be forwarded to the Constitution and By-laws Committee for approval as to legality. The committee shall concur or non-concur with the proposed amendments to the Local Constitution and shall have the right to make recommendations to have the proposed amendments conform to the rest of the Local Constitution and By-laws and to the National Constitution and By-laws, to clarify any ambiguity, and to its legality. Upon concurrence or non-concurrence of this committee, the amendment will be submitted to the Editor of the Local APWU newspaper for printing in the next issue. The proposed amendment will be voted on at the next regular APWU meeting with a two-thirds (2/3) majority affirmative vote needed for passage and at least six (6) of the members who endorsed the original amendment must be present at the meeting or the amendment dies.

Article 22 – Amendments (proposed)

Section 1. Proposed amendments (hereafter also referred to as “proposals”) must be submitted to the Recording Secretary, preferably in electronic format. The Recording Secretary will then present the proposal to the Chair of the Constitution Committee.

Any such proposed amendment must:

- Be signed by at least nine (9) members of this Local in good standing, including at least one (1) member from each Craft (Clerk, MVS, and Maintenance).
- Identify which Article(s) and Section(s) of the Local Constitution are to be amended.
- Present modifications of the identified Article(s) and Section(s) precisely, in their entirety, as intended to be published in an updated version of the Local Constitution.

Section 2. Upon receipt of the proposal, the Chair will convene a meeting of the Constitution Committee to review the proposal. The Committee will review for:

- Legality. The proposal may not violate any laws.
- Validity. The proposal may not contradict any other part of the Local Constitution and it may not violate the National APWU Constitution.

Any disagreement amongst the Committee as to the proposal’s legality and/or validity will be solved by a majority vote.

Section 3. If the Committee finds any part of the proposal to be invalid and/or illegal, the Committee will draft a report to be read by the Chair at the next regular membership meeting. It will be read during “Report of standing Committees,” per this Local Constitution’s “Order of Business.” There will be no vote on the report.

This report must:

- Provide a summary of the proposed amendment.
- Include the names of all members who signed the proposal.
- Present the Committee’s determination of the proposal.
- Explain precisely why the proposal is illegal and/or invalid.
- Include the specific aspects of the law, Local Constitution, and/or the National Constitution, that are violated by the proposal.

Once this report has been read, the invalid and/or illegal proposed amendment is officially dead.

Section 4. If the Constitution Committee finds the proposal to be fully valid and legal, the Committee will decide whether it concurs with the proposal or not by majority vote. Concurrence or non-concurrence is merely an expression of support for or against the proposal by the Committee, and does not have any bearing beyond that.

After this, the Committee will draft a report to be read by the Chair at the next regular membership meeting. This report will include:

- Whether the Constitution Committee concurs with the proposal or not.
- A brief and accurate summary of the proposed amendment.

Section 5. The Editor will then publish the Constitution Committee’s report, as read at the membership meeting, in the Local’s newsletter (“The Vindicator”).

A memo must be printed with the report that says, “Physical copies of the entire proposed amendment available upon request. Requests must be submitted to the Recording Secretary.” The names of all members who signed the proposal must also be printed alongside the report.

Additionally, a link and/or “QR Code” will be printed alongside the report, which will refer the reader to the Local’s website (www.apwu232.org). Specifically, this link and/or QR Code will refer to a page on the website that must:

- Contain the entire report as read at the membership meeting.
- Contain the entirety of the proposal, including the signatures, as presented to the Recording Secretary and signed by the members in good standing.
- Contain a memo that says, “Physical copies of the entire proposed amendment available upon request. Requests must be submitted to the Recording Secretary.”

Section 6. Physical copies of the proposed amendment will be provided upon request. This request must be by a member, and the request is to be presented to the Recording Secretary.

The method by which the Recording Secretary physically provides the proposal to the member will be determined by the Recording Secretary. For example, the Recording Secretary may choose to mail it to the member, personally provide it to the member, or leave it with the Union Hall Secretary for the member to pick up.

Section 7. At the next regular membership meeting following the publishing of the Constitution Committee’s report in the printed newsletter, the following will take place in order:

- During “Standing Committee Reports,” the Chair of the Constitution Committee will read the Committee’s report.
- Upon reading the report, the Chair of the Committee will conduct a roll call of the proposed amendment’s signatories. At least six (6) of the signatories must be present, or the proposed amendment immediately dies.
- The Chair of the Committee will then bring the proposed amendment to a vote by saying, “I move to amend the Constitution of APWU Local 233 by adopting the amendment proposed by [names of the signatories to the proposed amendment].”
- Passage of the proposed amendment requires a two-thirds (2/3) majority affirmative vote of all members present.
- Upon passage, the amendment is effective immediately. If the proposal fails to pass, it dies.

Section 8. After passage of any proposed amendment, the Constitution Committee must complete an updated Local Constitution, with the new amendment in place, within 30 days. After completion, it must be posted on the Local’s website within 15 days. Additionally, physical copies will be available for members of this Local, upon request to the Recording Secretary or the Union Hall Secretary.

Section 9. The Constitution Committee may propose amendments to modify this Local Constitution. Any such proposal by the Committee must:

- Be valid and legal, in accordance with Section 2.
- Identify which Article(s) and Section(s) of the Local Constitution are to be amended.
- Present modifications of the identified Article(s) and Section(s) precisely, in their entirety, as intended to be published in an updated version of the Local Constitution.
- Be unanimously supported by the Constitution Committee.
- Be signed by at least nine (9) members of this Local in good standing, including all members of the Constitution Committee.

Any proposal by the Committee meeting the criteria in this Section will not need to be submitted to the Recording Secretary, and will not need a subsequent meeting to determine legality and validity. Instead, the Chair will draft a report in accordance with Section 4, and the normal procedures will resume from there.

Section 10. The following rules and definitions apply to Article 22:

- Any proposed amendment that dies, and its accompanying report, will be preserved by this Local (physically and/or electronically) for at least 3 years.
- A majority is defined as 50% + 1, except in the case of any vote requiring two-thirds (2/3).
- Any part of this Local Constitution that is currently invalid and/or illegal does not need an amendment to be removed and/or modified in order to bring the Constitution into compliance. However, within 30 days of any such action, a summary of the removal and/or modification will be provided by the Chair of the Constitution Committee to the Editor for publishing in the newsletter.
- This Local Constitution’s Bylaws may be amended in accordance with the procedures outlined in Article 22.
- If at any such time this Local ceases to publish a physically printed newsletter, any language in Article 22 that refers to a “newsletter,” or being “printed,” will include an electronically published newsletter that’s posted on the Local’s website.

THE SAFE ZONE



by Tony George

Again, the goal is to be better educated as individuals, as a union, so that we may be better prepared to accomplish our days. The following is given for your empowerment and as a tool to help others obtain a reasonable and safe standard.

Firstly, it is with great sadness that we share the following statement from APWU President Jonathan Smith:

"The entire APWU family and postal workers of all crafts mourn the heartbreaking death of Nicholas Acker, a young postal worker killed while on duty November 8 at the Detroit Network Distribution Center. This tragedy is a reminder that workplace safety must always come first. We value people over productivity. The APWU will continue the fight to make that a reality across the Postal Service." – see entire statement at APWU.org

Brothers and Sisters of the APWU Local 232, we invite you to consider the family and fiancé of Nicholas in your prayers and reflections.

The safety reminder this month is simple, a repeat, but important. It is peak season. Mail volumes are elevated, and floor space is a premium. As reviewed in previous messages, BE SURE THAT YOU ALWAYS HAVE A CLEAR EXIT FROM YOUR ASSIGNED STATION. Be mindful of your exit path/escape plan. When necessary, inform supervision of barriers and/or hazards.

Let it be said that the USPS does have a well-planned safety program. If implemented in the correct spirit, it would/could ac-

complish an ever-evolving safe environment engaging both management and labor. We as labor can improve our execution of the USPS Safety Program; however, it is recognized that management at many stations, offices and plants is not fulfilling essential elements of the plan. A banner displayed above the workroom floor at the Citygate plant reads, "Execute the Plan – No Excuses". Is it possible that management does not understand the safety plan? Have they not been trained in the nuances of the plan? Why else would someone not execute such a well-described, organized plan that promotes safety and health for all involved (including themselves, management, and their stewardships for labor)? Is it a training problem or performance problem? Gathered evidence indicates that, in many cases, it is a training problem. They have not been taught and encouraged to embrace the plan. And frankly, the 'first-line' supervisors are made busy with other 'priorities'.

The APWU Local 232 Safety and Health Committee recognizes the need to change the paradigm in as much labor and management are coached and encouraged in their respective roles and obligations. The following is the fourth installment of how to accomplish that change for a refreshed attitude toward safety.

Part 4 - Encourage Management to Make Available PS Form 1767 (Report of Hazard, Unsafe Condition or Practice)

The first tangible building block for the USPS Safety Program is PS Form 1767 Report of Hazard, Unsafe Condition or Practice. Its function has been explained in earlier editions of **The Safe Zone**. Briefly, it is the reporting document for you as labor to record safety concerns to be submitted to supervision. Supervision, in turn, is to acknowledge your concern with a written abatement plan.

The benefits of PS Form 1767 include 1) provide early detection

of hazards, 2) provide an enhanced safety culture, 3) improve morale, 4) enable regulatory compliance, and 5) provide records for evaluation so that informed changes may occur and, when necessary, grievances may be substantiated. PS Form 1767 Report of Hazard, Unsafe Condition or Practice is the basic reporting tool for safety concerns.

By utilizing PS Form 1767, each of you is empowered to communicate without repercussion. Each of you then becomes a promoter of safety and a protector for all.

It is exciting to witness the dramatic increase of your use of this form. Many of you are participating and understand!!!

The use of this form provides a bridge from the sensory or thought to real physical action – the act of writing begins that process. It requires investment from labor. It requires investment from management. True use of the form should be neutral, a safe zone, in as much that management and labor work together for the common good. This is the first tangible building block for the USPS Safety Program.

BUT WHERE IS THE FORM FOUND? YOUR IMMEDIATE SUPERVISOR SHOULD MAKE IT CONVENIENT FOR YOU to obtain. It should be in a familiar location. Yes, a steward could get one. Yes, it is available on USPS Lite Blue website. Yes, it is available on APWU.org and APWU232.org.

Yet, here is the teaching opportunity. Ask, invite, and encourage your immediate supervisor to make the form convenient for you. You should, if desired, be able to acquire it in anonymity. Odds are that many supervisors are not aware of their requirement to make it available. BYPASSING the immediate Supervision denies their involvement. WE CAN NOT CHANGE THEIR BEHAVIOR IF WE KEEP INSISTING THAT WE DO THEIR WORK AND SOURCE THE FORM

FROM ANOTHER LOCATION. Without supervision's initial action, their initial commitment to supply the forms, we can anticipate that they may be unprepared in the USPS Safety Program. We can expect that they will reject the completed form. We can expect they will take offense to them. They may shred them in front of us (as was recently done). Their motivations likely will be conditioned out of fear and ignorance.

Regarding safety concerns, we see them to be exactly that. Too often, management perceives the concerns to be an attack on them.

Do not mistake what is being said. Do complete the PS Form 1767. Do cite safety concerns. And use all your influence, encouragement, and education to help management overcome their unfulfilled role as a safety administrator. Enable and empower them within your ability to be successful in their application. This battle requires the strong help of you, the rank-and-file laborer who is completely vested in its success.

Supervision needs to own the USPS Safety Program and lead the way. In many instances, they are not encouraged properly by their superiors. Therefore, despite the obvious implications, we, APWU Local 232, need to train them from the bottom up.

Safety is for everyone. That is obvious. Together, let us encourage management to do the right thing. Let's have them start by making available PS Form 1767 Report of Hazard, Unsafe Condition or Practice.

You are an honored colleague, a sister or brother among us. You have value and are of importance. I am proud to consider you an associate. A safe and blessed season be upon you and your household!

**Tony George
APWU Local 232
Safety Officer**



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The Vindicator

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4	5	6	7	8	9	10
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FEBRUARY 2026

SUN.	MON.	TUES.	WED.	THURS.	FRI.	SAT.
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1	2	3	4	5	6	7

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