

the Vindicator

COLUMBUS OHIO AREA LOCAL

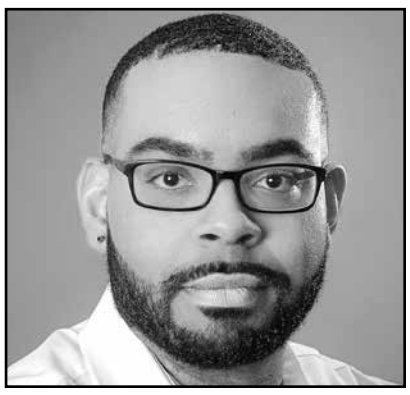
SERVING COLUMBUS AND CENTRAL OHIO

Volume #54, Issue #9 — **September 2026**

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The President's Message . . .



by Xaviare Reed

Honoring Our Past, Fighting for Our Future!

The APWU National Convention in Los Angeles, California, was more than just a gathering of postal workers and union leaders from across the country. For me, it was a powerful reminder of who we are as a union, where we came from, and the responsibility we have to those who will come after us. More than 240 local unions were represented at the convention, with delegates from all crafts coming together to represent the members back home. We came together to debate important issues, make decisions, and help chart the future of our union on matters that directly affect our members, including representation, wages, working conditions, and the future of the Postal Service.

As President of Columbus Area Local 232, I was proud to be there representing our members. But what I took away from the convention was much bigger than the resolutions debated or the votes that were taken. The convention reminded me that our union is made up of thousands of postal workers who may work in different crafts, different facilities, and different parts of the country, but who share a common purpose. We are all part of a labor movement built on the principle that working people are stronger when they stand together.

The opening ceremony began with the Pledge of Allegiance, followed by a memorial honoring APWU members who have passed away since we last gathered on the convention floor. That was one of the moments that stayed with me throughout the convention. It is easy to get caught up in the everyday battles we face such as staffing, discipline, safety, working conditions, grievances, and the many challenges that come with working for the Postal Service. The memorial reminded us that behind the union we have today are generations of postal workers who dedicated their working lives to making things better for those who would come after them.

The wages, benefits, protections, and rights we have today did not simply appear. They were fought for by postal workers who were willing to organize, speak up, and stand together. Some of those members paid a tremendous price for the progress we enjoy today. We honor them not simply by remembering their names, but by continuing the work they started. Every time we defend a member, enforce our contract, challenge an unsafe condition, or stand up against unfair treatment, we are continuing a tradition that began long before any of us took our first step into a postal facility.

The opening ceremony continued with the presentation of flags representing all 50 states and U.S. territories. Watching those flags enter the convention hall was a powerful visual representation of the diversity and strength of our union. We come from different states, different communities, different backgrounds, different crafts, and different generations. We don't always agree, and we shouldn't be afraid of disagreement. A strong union is one where members can debate ideas, challenge one another, and participate in the democratic process.

What matters is what we do when the debate is over. When a member needs representation, we have to stand together. When working conditions aren't safe, we have to speak up. When the contract is violated, we have to enforce it. When our members are treated unfairly, we have to be willing to fight for them. Our differences should never be allowed to overshadow the common purpose that brought us together in the first place. The strength of the APWU does not come from one officer, one local, or one craft. It comes from thousands of postal workers standing together and refusing to accept that they have to face workplace challenges alone.

President Smith delivered another powerful and motivational speech, and one message particularly stood out to me: the importance of bridging the gap between our older generation of postal workers and our younger employees. I believe this is one of the most important challenges facing our union today. Our experienced members carry decades of knowledge about the Postal Service, our contracts, our history, and the battles that were fought to establish the rights we have today. That experience is something we cannot afford to lose.

At the same time, we have to recognize that our younger postal workers are the future of this union. We cannot simply expect them to become involved someday. We have to bring them into the movement now. We have to teach them the contract, encourage them to attend union meetings, train them to become stewards, give them opportunities to serve on committees, and encourage them to step into leadership. Our experienced members have an important role in that process. Their knowledge needs to be passed down to the next generation so that the lessons learned through decades of struggle don't disappear when those members retire.



Xaviare and National APWU President Jonathan Smith.

We need the experience of yesterday and the energy of tomorrow working together today. Our younger members should not have to reinvent the wheel, and our older members should not feel that their experience is no longer needed. The future of the APWU depends on bringing those generations together and creating a union where knowledge is shared, new ideas are welcomed, and every generation understands that it has a role to play.

The President of the American Federation of Government Employees also addressed the convention and spoke about the fight surrounding collective bargaining rights for federal employees. Those discussions were an important reminder that the labor movement extends beyond the walls of the Postal Service. As postal workers, we understand the importance of having a meaningful voice on the job, and we understand that the rights we have through collective bargaining are important tools for protecting our members and addressing workplace issues.

The broader federal labor movement is connected to our own struggles. When the rights of federal employees are challenged, postal workers should pay attention. We should understand what is happening around us and recognize the importance of workers standing together. The ability of employees to organize, bargain collectively, and have a voice in their working conditions is something that deserves

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the Vindicator

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

our attention and our continued commitment.

When the convention ended, I didn't leave Los Angeles thinking our work was finished. I left thinking about what we need to do when we get home. Our members aren't in Los Angeles. They are here in Columbus. They are on the workroom floor, on the docks, behind the machines, driving the trucks, maintaining our facilities, and processing the mail. They are working nights, weekends, and holidays to keep the Postal Service moving. Those are the people we represent, and those are the people who depend on us.

That means our responsibility cannot end when the convention ends. We have to bring the knowledge and energy of the convention back to our local. We have to continue training our stewards, educating our members, strengthening our committees, addressing safety concerns, fighting unfair treatment, and enforcing our contract. We also have to make sure that our members understand that they have a voice and that their participation matters.

A union cannot be strong if only a handful of people are willing to participate. If we want a stronger Local 232, we need members to attend meetings, ask questions, learn their rights, become stewards, join committees, and help their coworkers. The future of our local will not be determined by officers alone. It will be determined by the members who choose to become involved and take ownership of their union.

Every generation eventually receives the responsibility of carrying this union forward. The generations before us carried the torch through difficult times. They fought battles that we benefit from today, built the foundation we stand on, and protected the rights that we now exercise. Eventually, they handed that responsibility to us. Now it is our turn to decide what kind of union we are going to leave behind.

I want the next generation of postal workers to look back at our time and know that we didn't simply accept the status quo. I want them to know that we showed up, that we stood together, that we defended our members, and that we understood the responsibility that came with being part of the APWU. Most importantly, I want them to inherit a union that is stronger, more informed, more organized, and more prepared to face whatever challenges come next.

The National Convention reminded me that our union's history is not simply something we read about. We are now part of that history, and every action we take becomes part of the story we leave behind. Every grievance we fight, every member we represent, every steward we train, every unsafe condition we challenge, and every young postal worker we bring into the movement helps write the next chapter of the APWU.

The convention may be over, and the delegates may have returned home, but our work continues. Our members are counting on us, and the responsibility of protecting what previous generations fought to build now rests in our hands. Let us honor those who came before us not by simply looking backward, but by using their example to move forward. Let us teach the next generation, strengthen our locals, stand together, and protect the rights that were passed down to us.

When our time comes to hand this union to the next generation, I want us to be able to say that we gave them something worth fighting for. I want them to know that when we had the opportunity to make a difference, we chose to get involved. When our members needed us, we showed up. When the union needed us, we answered the call.

Honoring Our Past. Fighting for Our Future.

In Solidarity,
Xaviare Reed
President

Vice President's Message . . .



by Amobi Nwokejiobi

Greetings, Union Brothers and Sisters,

There are several important matters I would like to address in this report. As your Executive Vice President, I believe it is important that our members remain informed, involved, and united. **The strength of our union depends on the participation and solidarity of its members.**

1. 28th Biennial APWU National Convention

From **August 17–20**, I attended the **American Postal Workers Union (APWU), AFL-CIO 28th Biennial National Convention in Los Angeles, California**.

The convention provided an opportunity for union representatives from across the country to come together, discuss workplace concerns, and provide feedback that will help shape the union's priorities as we move toward the next contract negotiation cycle.

We were surrounded by hundreds of retirees, current union officers, National Business Agents, local and state presidents, and younger union leaders. The diversity of experience and perspectives was tremendous.

There were many proposals and discussions concerning issues affecting postal employees. At the heart of these discussions was one common objective: **protecting our members, protecting our jobs, improving working conditions, and holding management accountable.**

The decisions made by our union are intended to represent the interests of the employees. That has always been—and must continue to be—the purpose of our union.

2. Employee Recognition

I would also like to recognize **Chelsea Clayton in the Custodian Department** for her continued dedication to keeping our work areas clean and helping maintain a safe working environment for employees.

Chelsea, **your hard work and commitment are appreciated. Thank you for what you do.**

3. Safety Must Remain a Priority

Safety is everyone's responsibility.

Employees should remain aware of their surroundings and report safety concerns immediately. Recently, there have been contractors in our facilities who have not been wearing proper identification badges.

If employees are required to wear identification to enter and work inside our facilities, contractors should also be properly identified.

If you see someone inside the facility who does not have proper identification, notify management immediately and bring the concern to the union.

Do not ignore something simply because it does not directly affect you. **Your safety matters, and the safety of your brothers and sisters matters too.**

4. Union Meetings — Your Participation Matters

Effective immediately and until further notice, **union meetings will be held on The 3rd Thursday Of Each Month at 7:00 p.m.**

There are numerous issues affecting employees at our city

Continued on page 4

Maintenance Craft Director's Message . . .



by Cameron Taylor

Brothers and Sisters,

As you've noticed, this issue of the Vindicator is about the APWU's 28th Biennial National Convention, which we attended as delegates for our Local. The APWU is a particularly democratic union, with national leadership that is much more accessible than others. Every Local elects delegates and officers that go as representatives on their behalf. At the National Convention, information is shared, but also "resolutions" are proposed. These are voted upon by the delegates present, and they are binding. Many are negotiating resolutions – in other words, what the APWU will attempt to bargain for during collective bargaining negotiations. This allows the members, through their elected representatives, to have a voice in what the APWU attempts to bargain for at the national level.

Additionally, the APWU National Constitution was modified by vote of the delegates present. A couple significant changes was the addition of an MVS National Business Agent ("NBA") for the Western Region, and the addition of a Maintenance NBA also for the Western Region. The NBAs are responsible for meeting with the USPS at "Step 3" of the grievance procedure (essentially when they've left the building), and for grievance arbitrations. NBAs play a critical role in representation and grievance resolution for the members, and these two additional officers will thankfully have a positive impact on the grievance backlog at the national level.

Artificial Intelligence

One important topic of debate on the convention floor was the use of artificial intelligence. A Local somewhere else had proposed the APWU embrace the use of AI for the grievance procedure. This was heatedly debated for a couple hours, with intense feelings on both sides.

National Clerk Craft Director Lamont Brooks probably gave the most compelling argument. He said that he fights tooth and nail to protect Clerk jobs from being eliminated by AI and automation. What kind of a message would that send to the USPS if we officially, at the national level, embraced the use of AI while simultaneously attempting to fight against it to save jobs?

The resolution was ultimately called to a vote, and the delegates voted heavily against it – rejecting this resolution to embrace and use AI at the national APWU level.

Skilled Maintenance Assessment (SMA)

It is official – the Maintenance 955 Exam and Interview process is being phased out, and a new exam called the "Skilled Maintenance Assessment (SMA)" will take its place. There isn't an official date of implementation yet, but the settlement agreement says that it should be in effect by the next open season opportunity in March 2027 – just a few months away. The 955 Exam will be replaced with:

- Exam 961: Level 5 – Building Maintenance Custodians
- Exam 962: Level 7 – Maintenance Mechanic
- Exam 963: Level 9 – Mail Processing Equipment Mechanic
- Exam 964: Level 9 – Building Equipment Mechanic/ Area Maintenance Technician
- Exam 965: Level 10/11 – Electronic Technician/ National Support Technician

Except for the Level 11 NST portion of the 965 Exam, all other exams will no longer have an interview portion at all. Local Management everywhere has been known to abuse the interview procedure to gatekeep promotions, failing people that are more than qualified for the position. It has been a ridiculous abuse, and I am glad to see this taken from them. The exams are said to be a little more challenging than the 955 Exam to offset the difference, but are still not as challenging as the really old pre-955 tests.

Additionally, the settlement agreement establishes a few other important parts of implementing the new SMA:

- MSS ratings remain at the top of the promotion process
- RMSS and SMA ratings will operate together as a hybrid system.
- The assessment will initially be on the clock for the first two years and three examinations.

Promotion Pending Qualification Settlement

The APWU reached a significant agreement addressing the Promotion Pending Qualification dispute that was remanded by Arbitrator Margo Newman in August 2026. This was regarding the 42 Maintenance Craft employees that had their pending qualification promotions abruptly cancelled. We had a few employees impacted in Columbus, and it was ridiculous what Management did to them. They stripped them of their promotions and returned them to their prior positions – some getting "demoted" all the way back to their former Custodial positions. This harmed a great deal of employees and their families for years. A summary put forth by the APWU describing the terms of the settlement is as follows:

- Employees covered by the agreement will be returned to their promoted positions as soon as possible.
- Employees will receive all applicable out-of-schedule payments and step increases due under the settlement.
- Employees who decline to return to their promoted positions will have retroactive payments cease 90 days after the agreement is signed
- The agreement provides a clear path toward resolving the longstanding promotion and qualification issues.

MMO-047-26

This fight continues at the National and Local levels. We are filing multiple grievances under the guidance of National:

- We are filing Crossing Occupational Groups grievances – asking for the MM-7s to be paid higher level, and for the MPE-9s to be paid as well.
- We are filing to have the MM-7 positions performing this higher level work to be upgraded to MPE-9 positions, with the incumbents upgraded with those positions.
- We are also filing to preserve the ET-10 work that was redesignated to MPE-9 work, again a Crossing Occupational Groups issue as well.

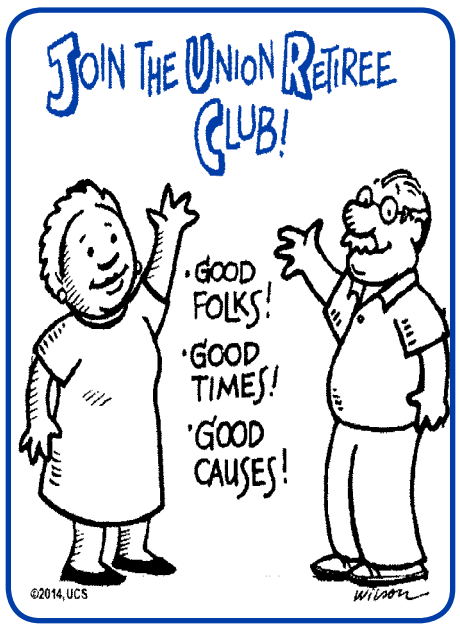
Field Maintenance

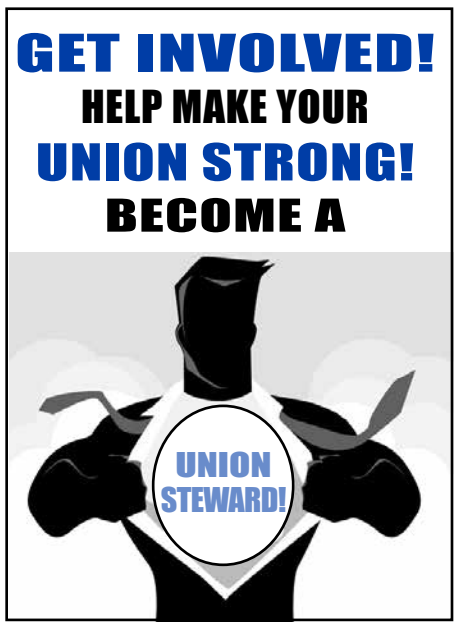
Our Area Maintenance Technicians (AMT) have been impacted by numerous changes: changing to the "RADAR" system, using scanners, etc. One of our national officers told us that the Union and the Postal Service are on the verge of a possible settlement regarding these issues. He couldn't speak to specifics, but suggested that it would be a good settlement. What that means, I'm not sure yet, but it's something to keep an eye out for.

Twin Rivers

While not having anything to do with the National Convention, it has recently come to our attention that Management is looking to move/add machines to Twin Rivers again. This would mean more Maintenance positions at Twin Rivers again – BEM, ET, MPE, etc. If it all goes through, it'll probably happen early next year, so we have to wait a while to see how that turns out.

In Solidarity,
Cameron Taylor





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stations, Area Offices, and plants. The best way for the union to know what is happening is for members to attend meetings, raise concerns, ask questions, and share what is happening in their workplaces.

A union is only as strong as its membership.

Not everyone reads the *Vindicator*, so word of mouth is also extremely important. Please encourage your fellow employees to attend meetings and stay informed.

Your participation gives the union the information and support needed to address problems and fight for improvements.

5. Protecting Clerk Craft Jobs and Work

It has been brought to my attention that employees at the Area Offices and city stations are becoming frustrated with the union regarding **TACs and passports**.

I want to make the union's position clear: **Our responsibility is to fight for our jobs, protect bargaining-unit work, and hold management accountable when management attempts to perform work that belongs to our craft.**

The Clerk Craft continues to face challenges, and we cannot afford to become complacent.

We will continue to fight for **jobs, work, new opportunities, and the preservation of bargaining-unit work.**

This is exactly why union participation matters. When members stand together, communicate with their representatives, and remain engaged, we are in a stronger position to defend our craft.

An attack on one bargaining-unit position can eventually become an attack on all of us.

6. FMLA — Know Your Rights and Your Balance

FMLA continues to be an important issue for many employees.

I have heard concerns from employees who believe management is placing them in **LWOP** status when they use FMLA.

If you believe there is a problem with how your FMLA usage is being handled, **notify the union so the matter can be investigated.**

At the same time, employees must understand how much FMLA leave they have been approved for and how many hours or days remain available.

You cannot use more FMLA than you have been granted. If an employee exceeds their available FMLA entitlement, that can result in LWOP or other attendance-related issues.

Know your FMLA status, keep track of your available hours, and contact the union when you believe something is not being handled correctly.

A Final Thought — Why the Union Matters

Here is a fun fact: **What other job do you know where you can be notified that your job is in jeopardy and receive multiple warnings before management can ultimately remove you?**

Yep—the Postal Service.

That is one example of why having a union matters.

Our union provides representation, contractual protections, a grievance process, and a collective voice for employees. But those protections only have meaning when we, as members, stand together and use them.

We may not always agree on every issue, and we may sometimes question decisions made by our representatives. That is part of being a union. But the answer is not to turn away from the union—the answer is to **get involved, attend meetings, ask questions, and make your voice heard.**

Management has a responsibility. The union has a responsibility. **And we, as members, have a responsibility to remain informed, engaged, and united.**

The struggle continues, and so does the fight.

STAY INFORMED. STAY INVOLVED. STAY UNITED.

In Solidarity,
Amobi Nwokejiobi
Executive Vice President
OPWU Representative
Delegate to All Conventions

28th Biennial National Convention . . .

This was my first APWU National Convention, and I can honestly say I came back looking at this Union differently. I learned a lot. I learned about different fights happening across the country, different crafts, different locals, different personalities, and different ways people handle Union business. I watched people argue passionately about things they believed in. I watched people who completely disagreed on one issue come together on another. I watched people vote based on what affected them personally, sometimes without thinking about how that same decision could affect somebody else. And in a weird way, I understand both sides better now. I understand why the membership gets frustrated with the Union. I also understand why local officers get frustrated with National, why National gets frustrated with locals, and why sometimes things take longer than anybody wants.

There is a process. There is a chain of command. There are different levels of representation and different responsibilities at every level. But the biggest thing I learned is that our problems are never going to be solved by avoiding uncomfortable conversations. Sometimes we are so worried about pacifying people, protecting feelings, titles, friendships, or egos that we avoid saying what actually needs to be said. I think accountability is one of the biggest things missing. If somebody has good intentions and is genuinely fighting for the membership, I don't have to agree with everything they say or how they say it to respect what they're trying to accomplish. I know the way I communicate can rub some people the wrong way. At this point in my life, I'm OK with that. I don't hold grudges against people because they disagree with me. If you misunderstand me, I'll explain myself. If we disagree, we disagree. That doesn't mean we have to become enemies. Because at the end of the day, we are supposed to be fighting the same fight.

Too many people only care about what directly affects them. They'll see somebody with less seniority, a different schedule, a different job, or a different situation receive something and immediately ask, "Well, why don't I get that?" But the real question should be: if I was in their situation, would I want my Union fighting just as hard for me? That's what representation is supposed to be. As a steward, I'm going to do everything I can for everybody I'm responsible for representing. That doesn't mean I'm going to lie to somebody and tell them every grievance is a winner. Sometimes I may tell you, "I'll file it if you want me to, but based on the contract and the facts, this is going to be difficult." That isn't abandoning somebody. That's being truthful while still doing the work.

But the membership has a responsibility too. You have to document what happens. You have to tell us when something happens. You have to be willing to write a statement. You have to be willing to sign your name. You cannot expect the Union to prove what happened if everybody who witnessed it is afraid to put their name on paper. Management is counting on that fear. The contract only means something if we're willing to enforce it.

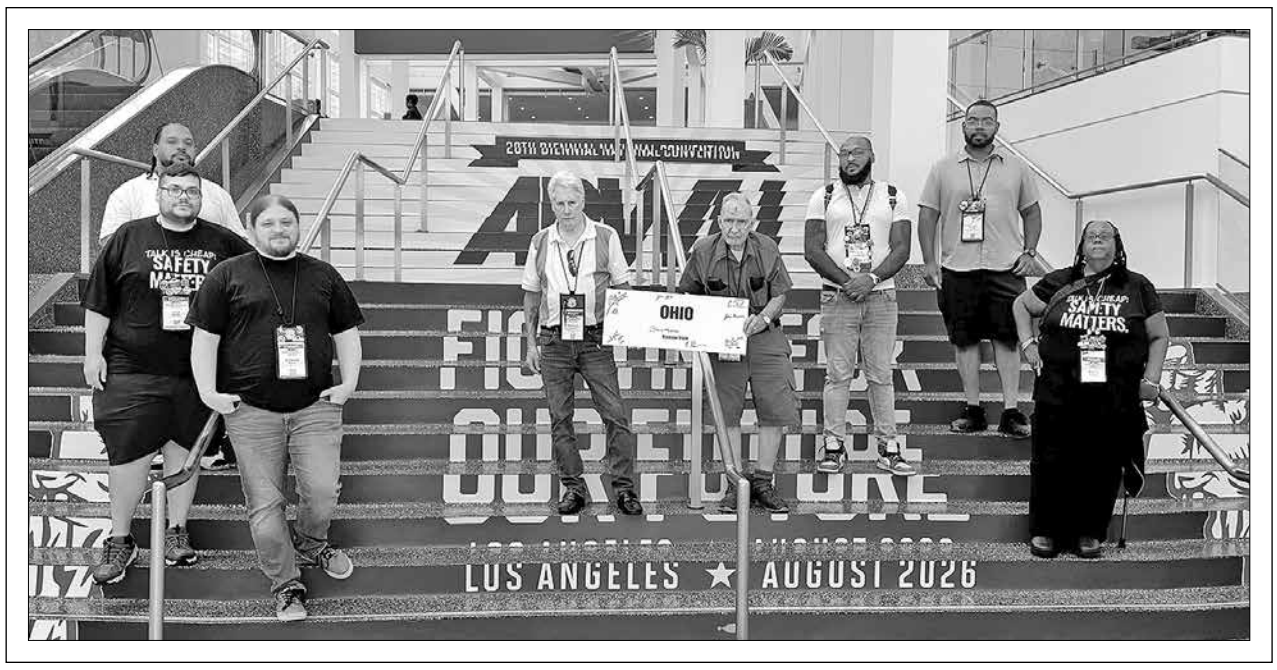
And that brings me to what I saw being discussed nationally. We are fighting for jobs. Function 1. Function 4. Maximization. Automation. Staffing. 204(b)s. Jurisdiction. Clerk Craft work. Consolidation. New technology. Work moving between crafts. These aren't little issues. We've already seen PILS, HSUS and other operations turn into jurisdictional battlegrounds. Once bargaining-unit work leaves a craft, getting it back can become a much bigger fight. So yes, I am going to fight hard for Clerk Craft work. That's my responsibility. But the bigger picture is protecting bargaining-unit work and career jobs.

Because while we're arguing with each other about personalities, titles, credit and who likes who, management is looking at staffing numbers, automation, consolidation and ways to operate with fewer people. That's the part we cannot lose sight of. We cannot preach unity nationally and practice division locally. We cannot expect members to trust the Union if we're more concerned about who gets credit than whether the membership gets results. We don't all have to be friends. We don't all have to agree. We don't have to think the same, talk the same, joke the same or handle every situation the same. But we do have to work together. Because if everybody becomes their own individual island, we're nothing. A strong Union isn't everybody agreeing. A strong Union is people who can disagree, have uncomfortable conversations, hold each other accountable, and still stand together when it's time to protect the membership.

We already have enough people sitting across the table from us. We cannot afford to become enemies on the same side of it. APWU is bigger than me. It's bigger than any officer, steward, craft director, title, friendship, disagreement or faction. So what I took away from my first National Convention in Los Angeles is simple: we either get stronger together, or management will continue getting stronger while we fight each other. I would much rather spend my energy fighting for the members, protecting our work, educating our membership and making our Local stronger than fighting people who are supposed to be standing beside me. That's what I'm coming back from this convention ready to do.

Evan Correa

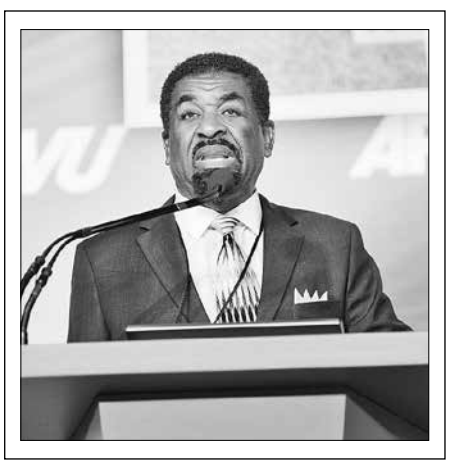
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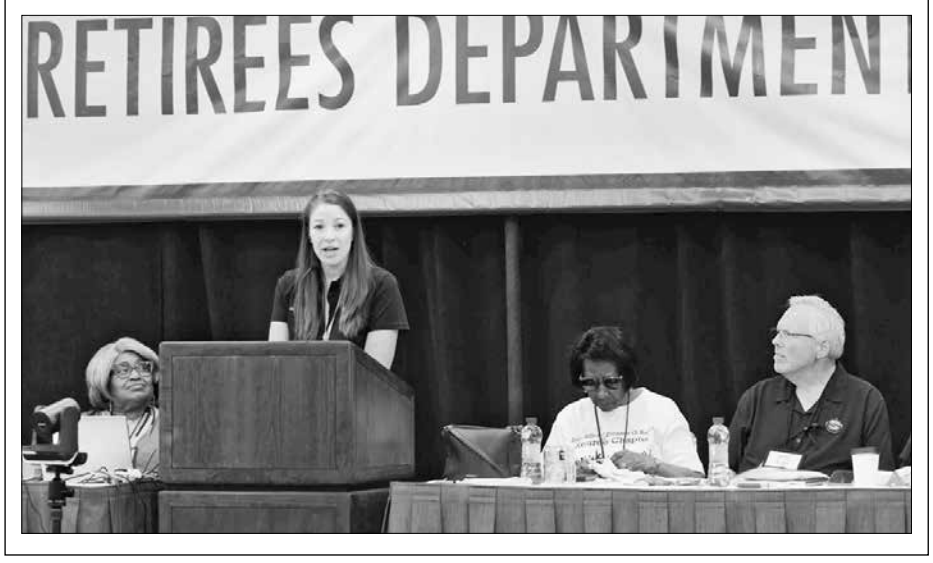


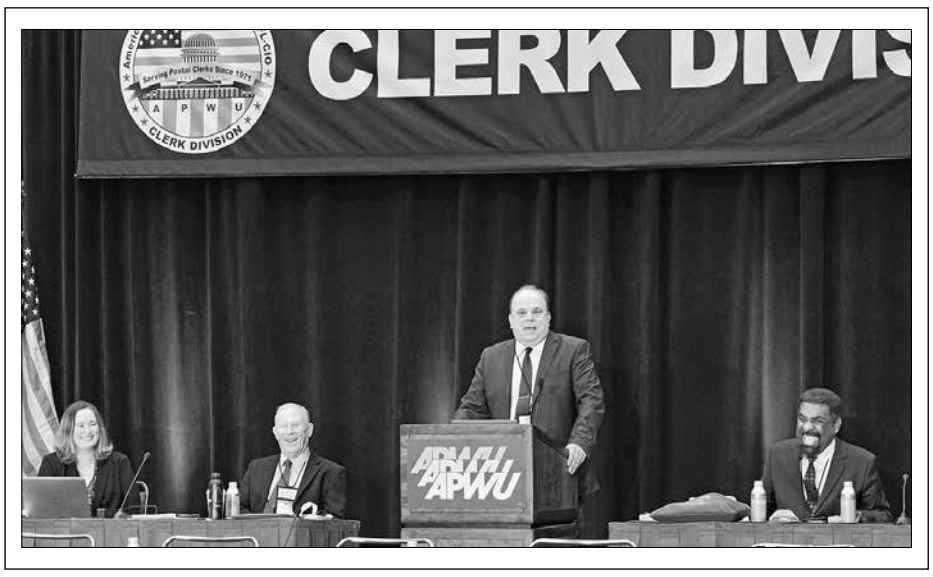


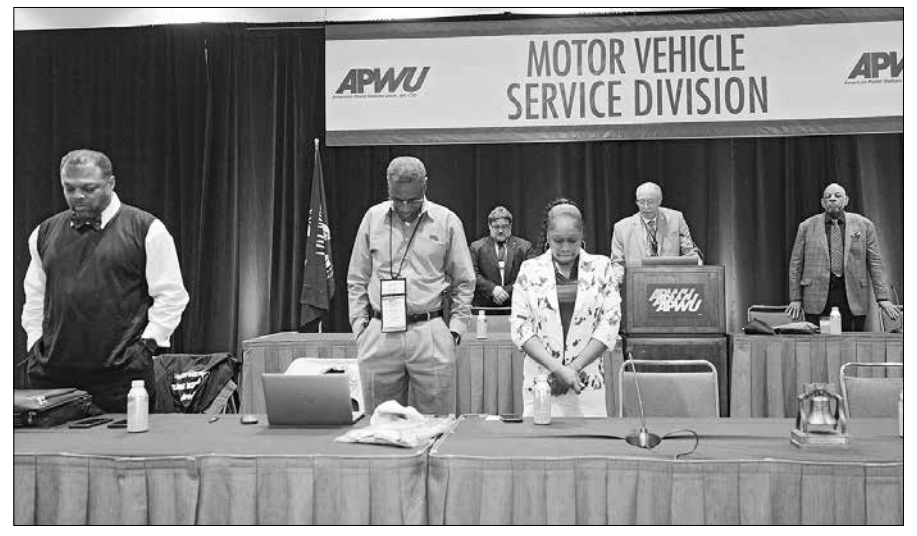
















HONORING OUR PAST – FIGHTING FOR OUR FUTURE . . .

Hello Union Members,

Recently, the APWU held its **28th Biennial National Convention in Los Angeles**, under the powerful theme **"Honoring Our Past – Fighting for Our Future."** I had the opportunity to attend both the **Retiree Conference and the Auxiliary Convention**, and both were filled with information, history, fellowship, and important reminders of why our union matters.

One of the most meaningful events was the **"Bridging the Gap"** panel, which brought veteran delegates together with newer members. Both generations shared questions, advice, ideas, and experiences. It was inspiring to see newer members reaching out to those who came before asking questions, listening to their experiences, and recognizing the sacrifices that helped build the union we have today.

REMEMBERING THOSE WHO FOUGHT BEFORE US

The Retiree Conference featured motivational speakers who recognized the tremendous contributions retirees have made—and continue to make—to our union.

Some retirees in attendance were part of the **historic 1970 postal strike**. They sacrificed their pay and financial security because they believed postal workers deserved better. They stood together, took risks, and fought for change.

Their sacrifices helped pave the way for the wages, rights, protections, and benefits that postal workers have today.

Their story should remind all of us that **nothing we have was simply handed to us.** Previous generations fought for it. And if we want to protect what we have and build a stronger future, we must be willing to remain involved and stand together.

Retirees also brought forward three proposals for consideration:

- **Article 6** – State and Local Retiree Chapters would have one vote for every 25 members, or fraction thereof, consistent with the representation currently provided to State and Local Unions.
- **Article 13** – Add the Retiree Director to the APWU Health Plan Board of Directors.
- **Article 17, Section 6** – Permit orientation for employees approaching retirement.

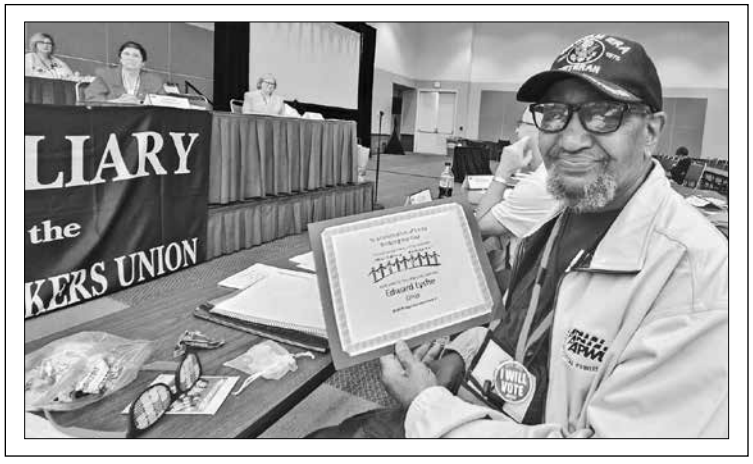
THE AUXILIARY: SERVICE BEYOND THE WORKPLACE

At the **Auxiliary Convention**, I attended pre-convention classes and participated in discussions and resolutions.

One exciting change was the selection of our new charity project. The Auxiliary has adopted **Patriot PAWS**, which provides highly trained service dogs at no cost to disabled American veterans. Our goal is to raise **$50,000** to support this important mission.

Congratulations to **Martin Linn**, our new District 3 Coordinator.

And congratulations to **Edward Lyshe**, recipient of the **Bridge Builder Award for the State of Ohio**, recognizing his significant volunteer service to the union and community.



EVERY MEMBER CAN MAKE A DIFFERENCE

There are many ways each of us can strengthen our union—and **every contribution matters.**

One way you can help without spending extra time or going out of your way is by supporting **COPA (Committee on Political Action)**. COPA is funded through voluntary contributions and supports APWU's political-action efforts.

Our union has approximately **1,200 members**. Imagine what we could accomplish if even two-thirds of our membership contributed just **$1 per pay period**. That could generate approximately **$20,800 in one year**.

A **COPA Contest through October 31, 2026** will be held, with each participating donor entered in a drawing for a **gift card**. **Please upload your completed COPA form to the following email address or give in person at the next union meeting to be entered into the contest.**

A donation form will be available for automatic payroll or bank deductions, as well as one-time donations. If you choose to make a one-time donation, please still submit your completed form to me by email at **alyshe.apwu232@gmail.com** or you may bring it to the next union meeting, and I will provide instructions for submitting your contribution.

Members can also participate in upcoming **AFL-CIO postcard parties, canvassing, and phone outreach**. More information on this is coming soon. Educate yourselves on who and what you **VOTE** for.

OUR FUTURE DEPENDS ON OUR INVOLVEMENT

Thank you for your continued support and involvement.

Angie Lyshe
Auxiliary State Officer

American Postal Workers Union, AFL-CIO
Judy Beard, Legislative & Political Director
Jonathan Smith, President

LEGISLATIVE ACTION CENTER

Ever find yourself overwhelmed and asking, *what can I do*? You are not alone. The fights we take on in Congress touch every postal worker and every community we serve. From protecting good union jobs to defending universal service, progress comes when working people take action together. **Use our new webpage to get involved, take action, and lift up your voice.**

STEP 1: GET TO THE PAGE

Go to the Following Webpage:
apwu.org/legislative-action-center/
OR
Scan this QR Code

STEP 2: TAKE ACTION

This webpage has a number of ways APWU members can take action. These actions include, but are not limited to:

1. Contributing to COPA
2. Registering to Vote
3. Calling the Legislative Hotline at 1-844-402-1001
4. Joining a Rally or Action
5. Getting involved in your AFL-CIO Central Labor Council (CLC) or State Federation
6. Finding Your Representatives and Scheduling a Meeting

Contact the APWU Legislative and Political Department at legislative@apwu.org or 202-842-4211 for more information

APWU American Postal Workers Union, AFL-CIO

COMMITTEE ON POLITICAL ACTION — APWU — COPA

American Postal Workers Union, AFL-CIO
1300 L Street, N.W., Washington, D.C. 20005
202-842-4211 • www.apwu.org/copa

STEP 1: PLEASE SELECT ONE OF THE FOUR METHODS

PAYROLL DEDUCTION - ACTIVE MEMBERS — RECURRING COPAMATIC DEDUCTION

I authorize a payroll deduction to COPA in the amount of: $5_____ $10_____ Other: $_____ per pay period.

**This contribution method is for members who receive a postal paycheck. These contributions will appear on a line identified as VBP on your paycheck. You can adjust or cancel your contribution at any time by contacting APWU at (202) 842-4211.*

OPM ANNUITY - RETIREES — RECURRING COPAMATIC DEDUCTION

The COPA Fund will automatically deduct the amount you choose to contribute from your monthly postal pension check. I hereby authorize the Office of Personnel Management (OPM) to begin or increase deductions from my annuity in the sum of:

$5_____ $10_____ Other: $_____ per month

and forward that amount to the American Postal Workers Union, Committee on Political Action (COPA). I make this authorization voluntarily and may revoke it at any time by notifying the APWU COPA Committee in writing.

CSA #: ☐☐☐☐☐☐☐

(Civil Service Annuity number issued by OPM)

ELECTRONIC FUND TRANSFER - ACTIVE MEMBERS & RETIREES — RECURRING COPAMATIC DEDUCTION

The COPA Fund will automatically deduct the amount you choose to contribute, with no fee to you. I hereby authorize my bank to deduct from my checking account the sum of:

$5_____ $10_____ Other: $_____ biweekly

and forward that amount to the American Postal Workers Union, Committee on Political Action (COPA). I make this authorization voluntarily and may revoke it at any time by notifying the APWU COPA Committee in writing. Bank Routing Number: _____ and Account Number: _____.

COPA BY CHECK - ACTIVE MEMBERS & RETIREES — ONE-TIME DONATION

My check in the amount of $_____ is enclosed.

(Make your check payable to APWU COPA and enclose it with this form.)

STEP 2

YES! I WANT TO MAKE A DIFFERENCE.

Name _____ (Last / First / MI)

Employee ID # or Retiree Member ID # (on Membership Card) _____

Signature _____ Local/Chapter _____

E-mail _____ Phone ___ ___ ___ - ___ ___ ___ - ___ ___ ___ ___

Please mail your completed form to APWU Headquarters at 1300 L St, NW, Washington, DC 20005

This COPA solicitation is paid for by the American Postal Workers Union, 1300 L Street NW, Washington, DC, (202) 842-4200; it is not authorized by any candidate or candidate's committee. Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices, and addressing political issues of public importance. Contributions to COPA are voluntary. The amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of $200 in a calendar year.

28th Biennial National Convention . . .

I recently attended the A.P.W.U. 28th Biennial National Convention from August 15-20 at the Los Angeles Convention Center in Los Angeles California. This is where delegates from the Clerk, Maintenance, Motor Vehicle Service and Support Services along with the APWU Retirees Department gather to submit, discuss and vote on resolutions that they would like to see included in future contract negotiations. This is a sort of wish list and not all will be included in future negotiations.

APWU President Jonathan Smith and national officers addressed the conferences and spoke on the fight ahead with issues such as declining mail volume, technological changes, staffing shortages, privatization efforts, workplace safety and collective bargaining rights. The biggest fights ahead are to save our union and to save the Postal Service. One of the key ways to protect your job is to be a union member and pay your dues. Also consider a paycheck deduction to COPA which stands for Committee on Political Action. This is where our Legislative and Political Department led by Director Judy Beard fights on Capitol Hill to gain support on issues that benefit our members and our union and to fight against efforts such as privatization. With midterm elections coming in November it is important to not only actively vote but also to consider voting for politicians who support the working class and unions. Many have voted in the past for their favored political party instead of voting with their best interests at heart. How you vote in the next midterm may decide whether you have a job in the future. Vote with your head, not your heart!

There were several noted guest speakers including a brilliant young man named Dr. Kendrick Roberson who is the American Federation of Government Employees Vice President. He spoke on the attacks on federal workers including Project 2025 and DOGE and how it stripped union funding. Now is the time we need to collectively organize to fight against attacks by those who wish to profit from our attempted demise. We have already won several important battles such as the Postal Service Reform Act that ended retiree prefunding designed to bankrupt us by President George Bush. We also won the Social Security Fairness Act.

I have always fought hard for our members and even in retirement from the Postal Service I continue to serve as a steward for our offices and stay involved in many aspects that affect our members. I will continue to serve in whatever way my union may need me. As always, you are my boss, I work for you.

Rick Farrell
Steward - Area Offices

MVS Moving Forward: From the National Convention to a Changing Columbus Operation . . .

This past August, delegates from across the country gathered in Los Angeles for the APWU's 28th Biennial National Convention. The National Convention is more than simply a gathering of union members. Approximately 2,000 delegates come together to debate and vote on resolutions that help establish the direction and priorities of our union for the years ahead. Prior to the general convention, each craft also holds its own meetings.

For those of us in MVS craft, this provides an opportunity to meet with representatives from across the country, hear reports from our national officers, discuss issues affecting our craft, receive training, and exchange information with other locals facing many of the same challenges we face here in Columbus. One of the most encouraging things to come out of these discussions is the continued growth of the Motor Vehicle Craft. MVS has become one of the fastest growing crafts in the APWU, with our craft growing approximately 49.2% since 2013. That growth represents thousands of jobs and demonstrates what can happen when we aggressively fight to bring transportation work back in-house and protect work that belongs to postal employees.

Regional Transportation Optimization Comes to Columbus

The Postal Service is preparing to implement Regional Transportation Optimization, or "RTO", in Columbus. The basic concept behind RTO is to restructure the transportation network serving post offices around the Columbus processing facility. Under the traditional model, transportation may deliver mail to an office in the morning and then return later in the day to collect that office's outgoing mail. Under RTO, many of those separate trips are being consolidated. At many optimized offices, outgoing mail will remain at the facility overnight and be collected by Logistics during the following morning's transportation. Routes may include separated drop offs and pickups, combined drop off/pickup operations, or a mixture of both. The Postal Service's stated goal is to reduce transportation costs and unnecessary mileage by redesigning trips throughout the network. For MVS, however, our priority is making sure that this redesign does not come at the expense of our craft jobs. This creates both challenges and opportunities for Columbus MVS. As these routes are redesigned, the Union must make sure that work properly belonging to MVS remains in MVS. Just as importantly, we need to ensure that Columbus gains from this restructuring rather than watching existing postal transportation work disappear.

Possible September Bidding

The Local is currently discussing the possibility of conducting an MVS bid in September, with the new assignments potentially being implemented on October 17. Those dates should not be considered final. Before the Union can agree that we are ready to move forward, management must provide us with the complete proposed runs so that we can properly review them. We need to know exactly what our members are bidding on. That means reviewing the start and end times, scheduled days off, PVO and TTO assignments, the actual stops associated with each run, and whether the proposed assignments comply with the requirements of our Collective Bargaining Agreement and Local Memorandum of Understanding. Most importantly, we want to compare the new operation against what we have today and ensure that we are gaining full time MVS assignments not losing them**.** The goal should not simply be to rearrange the existing workforce. If Columbus is taking on additional transportation work through RTO, that additional work should translate into additional bargaining unit opportunities. One potentially positive development is management's indication that it intends to create up to 25 utility runs to cover the scheduled days off of regular assignments. This could be extremely beneficial to the craft. Instead of relying on PTF employees to fill individual vacancies created by regular employees' scheduled days off, properly constructed utility assignments can combine that relief work into additional full-time duty assignments. In other words, five regular runs do not necessarily have to create five separate days of uncovered work every week. That work can potentially be combined into a full time utility assignment with its own schedule and scheduled days off. If implemented properly, this provides an opportunity to maximize the number of full-time regular positions created by the new operation. Management has also informed the Union that the Columbus driver complement has increased to approximately 200 drivers. If that number is reflected in the final staffing package, it would represent a significant MVS presence in Columbus and reinforces why getting these new assignments right is so important.

There is a lot happening in Motor Vehicle Service right now. Nationally, our craft continues to grow as transportation work is brought back into the Postal Service. Locally, Columbus is preparing for one of the largest transportation changes we have seen in years. Growth alone, however, isn't enough. Our responsibility as a Union is to make sure that growth translates into good, full-time career jobs with contractual schedules and meaningful opportunities for our members**.** As we move toward RTO implementation and a possible September bid, the Local will continue reviewing the proposed operation. We will be looking closely at every run, every schedule, and every proposed assignment before implementation. If the Postal Service is expanding its transportation operation in Columbus, then Columbus MVS should be growing with it. That is what we will continue fighting for.

In Solidarity,
Eliut Paredes
MVS Assistant Craft Director



The Vindicator

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ACORN	CHESTNUT	GOURD	PECAN
APPLES	CIDER	HARVEST	PUMPKIN
AUTUMN	CORN	HAYBALE	SCARECROW
BONFIRE	CORNUCOPIA	HAYRIDE	SPICE
BRISK	COZY	LEAVES	SQUASH
BUTTERNUT	CRANBERRY	MAIZE	SUNFLOWER
CARMEL	FESTIVAL	ORCHARD	SWEATER

UNION YES

Mark Your Calendars !!!

OCTOBER 2026

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

NOVEMBER 2026

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

PLEASE ATTEND YOUR UNION MEETINGS!

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

Quotes of The Month

"Ah, September! You are the doorway to the season that awakens my soul ... but I must confess that I love you only because you are a prelude to my beloved October." ~ *Peggy Toney Horton*

"It was a lovely afternoon—such an afternoon as only September can produce when summer has stolen back for one more day of dream and glamour." ~ *L.M. Montgomery*

"All the months are crude experiments, out of which the perfect September is made." ~ *Virginia Woolf*

"Happily we bask in this warm September sun, which illuminates all creatures…" ~ *Henry David Thoreau*

"It was September, and there was a crackly feeling to the air." ~ *Carolyn Parkhurst*

"Ah, September! You are the doorway to the season that awakens my soul." ~ *Peggy Toney Horton*

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"