

**U.S. DEPARTMENT OF LABOR
OFFICE OF LABOR-MANAGEMENT STANDARDS
WASHINGTON, DC 20210**

DETERMINATION

Determination of Complainants Filed under Title IV
of the Labor-Management Reporting and Disclosure Act of 1959

On November 13, 2025, the Secretary of Labor received complaints alleging violations of Section 401 of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), in the regularly scheduled election of officers conducted on August 12, 2025, by American Postal Workers Union (APWU) Local 232 in Reynoldsburg, Ohio.

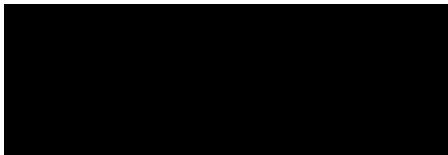
Pursuant to Sections 402 and 601 of the LMRDA, the Department of Labor conducted an investigation. The investigation disclosed that APWU Local 232 violated Section 401(b) of the LMRDA when the union failed to elect its officers by secret ballot.

Apprised of these findings, APWU Local 232 agreed to conduct new nominations and a new election of officers under the supervision of the Secretary of Labor, in accordance with Title IV of the LMRDA. The agreed upon remedial election was concluded on April 10, 2026. It is, therefore,

DETERMINED, that there is probable cause to believe that violations of Title IV of the LMRDA occurred which may have affected the outcome of the election conducted by American Postal Workers Union Local 232 on August 12, 2025, but that these violations have been remedied by the new election, conducted in accordance with Title IV of the LMRDA, under the supervision of the Secretary of Labor, on April 10, 2026.

Therefore, civil action under Section 402(b) of the LMRDA to set aside the election conducted on August 12, 2025 is not warranted.

Signed July 20, 2026.

A large black rectangular redaction box covering the signature of the official.

Chief, Division of Enforcement

U.S. Department of Labor

Office of Labor-Management Standards
Suite N-5119
200 Constitution Ave., NW
Washington, D.C. 20210
(202) 693-0143



July 20, 2026

[REDACTED]

Dear [REDACTED]:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

[REDACTED]

Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

Office of Labor-Management Standards
Suite N-5119
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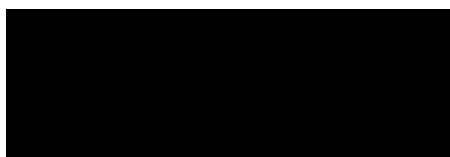
July 20, 2026

Xaviare Reed, President
American Postal Workers Union Local 232
610 Lancaster Avenue
Reynoldsburg, OH 43068

Dear Mr. Reed:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,



Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

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Suite N-5119
200 Constitution Ave., NW
Washington, D.C. 20210
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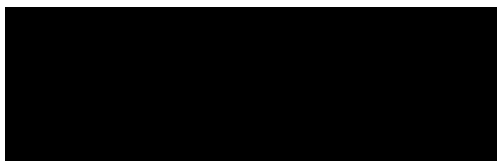
July 20, 2026

Jonathan Smith, President
American Postal Workers Union
1300 L Street, NW
Washington, DC 2005

Dear Mr. Smith:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,



Chief, Division of Enforcement

Enclosure

U.S. Department of Labor

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Suite N-5119
200 Constitution Ave., NW
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July 20, 2026

[REDACTED]

Dear [REDACTED]:

The enclosed Determination represents the Department's final disposition of the matter mentioned therein.

Sincerely,

[REDACTED]

Chief, Division of Enforcement

Enclosure