

National Association of Letter Carriers  
 23760 Highway 59 North  
 Kingwood, TX 77339-1529

**PRE-ARBITRATION AGREEMENT**

Date: 5/27/2020  
 Location: San Antonio, TX Frank Tejada  
 District: Rio Grande  
 USPS Regional #: G16N-4G-C 20174768  
 NALC DRP #: 10-499957

Arbitrator: NA  
 Arbitration Date: NA  
 Grievant or Class: Class Action  
 LOCAL #: 421-210-20

As a result of pre-arbitration discussions, the parties have mutually agreed to resolve the above referenced cases in the following manner:


San Antonio Management shall cease and desist violating prior settlements and Step B decisions regarding violations of Article 8.5 of the National Agreement.

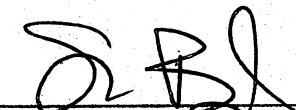
Management shall pay the following ODL Letter Carriers the respective lump sum payment listed by each of their names at the appropriate overtime rate as shown below for the violations:

Name	EIN	Amount	Name	EIN	Amount
M. Martinez	02050904	\$47.35	C. Garcia	03505199	\$46.46

Management shall pay the following Work Assignment/Non-ODL Letter Carriers the respective lump sum payment listed by each of their names at the appropriate 100% of the straight time rate for the violations:

Name	EIN	Amount	Name	EIN	Amount
G. Ramirez	01995567	\$97.94			

 7/18/2020  
 USPS Representative Date

 7/18/2020  
 NALC Representative Date

Gwenn Sambula, Rio Grande Labor Relations Shawn Boyd, RAA Region 10



National Association of Letter Carriers  
 2270 Highway 36 North  
 Kingwood, TX 75389-1599

**PRE-ARBITRATION AGREEMENT**

Address: NA  
 Arbitration Center, NA  
 6000 East 12th Street, Suite 100  
 Oklahoma City, OK 73114-2020

Date: 04/23/20  
 Location: San Antonio, TX Frank Tejeda  
 District: Rio Grande  
 USPS Regional #: 0181-AC-C 20174788  
 MAILDREF #: 40-10057

As a result of pre-arbitration discussions, the parties have mutually agreed to resolve the above referenced cases in the following manner:

San Antonio Management will cease and desist violating provisions of Article 8.5 of the National Agreement.

Management shall pay the following: LDC Letter Carriers the respective lump sum payment listed by each of their names at the appropriate earnings rate as shown below for the violations:

Name	EIN	Amount	Name	EIN	Amount
Mr. Martinez	03800004	1,471.00	C. Garcia	03800180	840.16

Management shall pay the following Work Assignment/Out Letter Carriers the respective lump sum payment listed by each of their names at the appropriate 100% of the straight time rate for the violation:

Name	EIN	Amount	Name	EIN	Amount
C. Ramirez	01800007	897.00			

NA Representative: \_\_\_\_\_  
 Date: \_\_\_\_\_

USPS Representative: \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Gwynn Sembrillo, Rio Grande Local Relations Board, RAA Region 10