



National Association of Letter Carriers  
 Region 10 and USPS  
**PRE-ARBITRATION AGREEMENT**

Date: 9/22/2020  
 Location: San Antonio, TX Frank Tejada Station  
 District: Rio Grande  
 Grievant or Class: Class Action  
 USPS Regional #: G16N-4G-C 20350128  
 LOCAL #: 421-434-20  
 NALC DRP #: 10-512305

Arbitrator: NA  
 Arbitration Date: NA

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 adhere to 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
Esquival	03516200	\$61.95	Bell	02252297	\$86.29
Castaneda	04307735	\$68.59	Costilla	02050937	\$76.55
Ramirez	04018097	\$66.38	Colgrove	02442197	\$220.22

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
Ramirez G	01995567	\$120.66	Vasquez	04619477	\$86.44
Mesquias	04319309	\$29.80	Navaira	04288615	\$14.75
Escobar	04347158	\$45.14	Chavez	04348774	\$56.94

**This agreement to pay 100% to non-overtime desired list letter carriers for violations is fully citable and precedent setting on the San Antonio Installation.**

*D.R. Beasley* 9/22/2020  
 USPS Representative Date  
 DR Beasley, USPS Area Labor Relations

*Shawn Boyd* 9/22/2020  
 NALC Representative Date  
 Shawn Boyd, RAA Region 10