



**National Association of Letter Carriers
PRE-ARBITRATION AGREEMENT**

Date: 9/24/2020
 Location: San Antonio, TX Beacon Hill Station
 District: Rio Grande
 Grievant or Class: Class Action
 USPS Regional #: G16N-4G-C 20321657

Arbitrator: NA
 Arbitration Date: NA
 NALC DRP #: 10-512757
 LOCAL #: 421-811-20

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 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
Perales, A.	03593848	\$154.73
Gonzalez, H.	03532392	\$96.76
Castaneda, J.	04466169	\$212.40
Johnson, D.	03324042	\$96.91
Moreno, Lozano, J.	04491164	\$103.10
Montalvo, A.	04339668	\$396.20
Sayed, D.	04632780	\$44.25
Melendez, J.	01998691	\$198.68

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
Matthies, K.	01966651	\$38.94
Johnson, S.	01977389	\$94.11
Orta, J.	02076142	\$121.54
Zapata, J.	02148756	\$46.91
Saucedo, Y.	02192055	\$126.85
Childress, G.	02353498	\$46.91
Childs, M.	02380911	\$36.58
Gilbert, G.	02439335	\$167.27
Rohrbeck, M.	03515425	\$41.30
Martinez, E.	04190161	\$153.99
Venegas, E.	04298245	\$284.97
Reyes, D.	04347197	\$61.95
Keating, M.	04511992	\$79.06
Olivas, D.	04618971	\$205.32
Duran, J.	04635779	\$68.44

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 9/24/2020

 USPS Representative Date
 DR Beasley, USPS Area Labor Relations

Shawn Boyd 9/24/2020

 NALC Representative Date
 Shawn Boyd, RAA Region 10