



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

Date: 9/23/2020  
 Location: San Antonio, TX Beacon Hill Station  
 District: Rio Grande  
 Grievant or Class: Class Action  
 USPS Regional #: G16N-4G-C 20321660

Arbitrator: NA  
 Arbitration Date: NA  
 NALC DRP #: 10-511894  
 LOCAL #: 421-810-20

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:

| ODL Carrier  | EIN      | Remedy   |
|--------------|----------|----------|
| Reyes, R     | 01949924 | \$164.02 |
| Sayed, D     | 04632780 | \$613.90 |
| Ramos, L     | 03339115 | \$170.51 |
| Zander, D    | 02114220 | \$500.91 |
| Hidalgo, R   | 03366084 | \$97.94  |
| Johnson, D   | 03324042 | \$153.40 |
| Macias, R    | 03509712 | \$166.97 |
| Rodriguez, R | 01988799 | \$742.22 |
| Rodriguez, G | 03110662 | \$66.08  |
| Montalvo, A  | 04339668 | \$185.85 |
| Santana, A   | 03103532 | \$119.18 |
| Melendez, J  | 01998697 | \$285.86 |
| Gonzalez, E  | 04350827 | \$133.34 |
| Bjork, H     | 04726788 | \$198.83 |

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:

| Carrier      | EIN      | 100% Remedy | Carrier      | EIN      | 100% Remedy |
|--------------|----------|-------------|--------------|----------|-------------|
| Keating, M   | 04511992 | \$75.82     | Matthies, KJ | 01966651 | \$146.62    |
| Martinez, E  | 04190161 | \$224.20    | Mazuca, R    | 04360805 | \$147.50    |
| Gilbert, G   | 02439335 | \$125.08    | Childress, G | 02353498 | \$93.52     |
| Duran, J     | 04635779 | \$84.96     | Chase, ID    | 04647111 | \$127.74    |
| Castaneda, J | 04466169 | \$186.74    | Welch, K     | 03415922 | \$35.70     |
| Zapata, JJ   | 02148756 | \$137.18    | Johnson, S   | 01977389 | \$83.78     |
| Williams, G  | 04406983 | \$207.98    | Garcia, D    | 02033054 | \$45.43     |
| Perales, A   | 03593848 | \$127.74    | Olivas, D    | 04618971 | \$88.50     |

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.

DR 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