



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

PRE-ARBITRATION AGREEMENT

Date: 8/7/2020
 Location: San Antonio, TX Lockhill Station
 District: Rio Grande
 Grievant or Class: Class Action
 USPS Regional #: G16N-4G-C 20268618
 NALC DRP #: 10-507038
 LOCAL #: 421-630-20

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.

The JCAM language must be followed.

JCAM page 17-4 and 17-5 state the following:

***Steward Rights—Activities Included.** A steward may conduct a broad range of activities related to the investigation and adjustment of grievances and of problems that may become grievances. These activities include the right to review relevant documents, files and records, as well as interviewing a potential grievant, supervisors and witnesses. Specific settlements and arbitration decisions have established that a steward has the right to do (among other things) the following:*

Interview postal inspectors (Management Letter, N8-N-0224, March 10, 1981, M-00225);

The steward's request for Postal Inspector Investigation information and interviews with Postal Inspectors shall be complied with as soon as possible, but no later than twenty-one (21) days from the signing of this agreement.

The Postal Inspection Service and Rio Grande Labor Relations shall work to ensure these interviews have full participation of those being interviewed.

Local Grievance #421-5-20DR is currently at Step B and shall be remanded to the Formal Step A parties and shall remain timely while the steward awaits an opportunity to interview the Postal Inspectors. Once the interviews have been conducted, the Union shall make a determination to request a Formal Step A Meeting in accordance with the time limits in Article 15 at that time. Steward time will be provided when requested due to the delay in interviews.

DR Beasley 8/7/2020
 USPS Representative Date
 DR Beasley, USPS Southern Area LR

Shawn Boyd 8/7/2020
 NALC Representative Date
 Shawn Boyd, RAA Region 10