



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

PRE-ARBITRATION AGREEMENT

Date: 5/20/2020
 Location: San Antonio, TX STMC
 District: Rio Grande
 Grievant or Class: Martha Johnsen EIN 04375041
 USPS Regional #: G16N-4G-C 20100325
 NALC DRP #: 10-496731
 LOCAL #: 421-1381-19

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.

Management shall adhere to the following regarding superseniority for union stewards:

National Arbitrator Britton ruled in H4N-5C-C 17075, November 28, 1988 (C-08504), that Article 17.3 bars both temporary and permanent reassignments of stewards, and that the prohibition applies even if there are no vacant job assignments. In other words, superseniority rights must be observed even if it requires an involuntary transfer of another, more senior carrier, whether full- or part-time (Step 4, H1N-2B-C 7422, October 25, 1983, M-00077).

Management shall pay the grievant a one-time lump sum of \$324.80, minus applicable deductions.

D.R. Beasley 5/20/20
 USPS Representative Date
 DR Beasley, USPS Southern Area LR

Shawn Boyd 5/20/2020
 NALC Representative Date
 Shawn Boyd, RAA Region 10