



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

**PRE-ARBITRATION AGREEMENT**

Date: 3/19/2020  
 Location: Schertz, TX MPO  
 District: Rio Grande  
 USPS Regional #: G16N-4G-C 19386027  
 NALC DRP #: 10-477443

Arbitrator: Gomez  
 Arbitration Date: 4/8/2020  
 Grievant or Class: Class Action  
 LOCAL #: 421-680-19

As a result of pre-arbitration discussions, the parties have mutually agreed to resolve the above referenced cases in the following manner:

Schertz Management shall cease and desist violating prior settlements and Step B decisions regarding violations of 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
Sandoval	02330345	\$34	Guzman	04651959	\$52
Lopez	04717156	\$114	Pedroza	04174676	\$191
Bradwell	04406982	\$92	Tullos	02079873	\$114
Brewer	01194867	\$66			

Management shall pay the following Work Assignment/Non-ODL Letter Carriers 50% of the straight time rate for the violations:

Name	EIN	Amount	Name	EIN	Amount
Betts	03488290	\$159	Aragon	04519591	\$47

Furthermore, the above settlement is reached on a precedent setting basis for the installation and is fully citable.

 3-19-2020  
 USPS Representative Date  
 Barbie Hudnall, USPS Area Labor Relations

 3/19/2020  
 NALC Representative Date  
 Shawn Boyd, RAA Region 10