

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

Date: 4/28/2021  
 Location: Schertz, TX  
 District: Rio Grande/Texas 3  
 Grievant or Class: Class Action  
 USPS Regional #: G16N-4G-C 20188949  
 NALC DRP #: 10-531982  
 LOCAL #: 421-224-20

Arbitrator: Simon  
 Arbitration Date: 5/14/2021

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

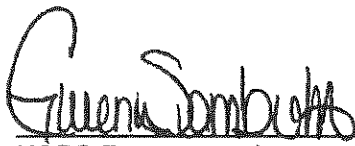
Management shall pay the following regular carriers that were not polled for the holiday (CCAs worked outside of pecking order), a one-time lump sum of \$256, minus applicable deductions:

*each*

NAME	EIN
TULLOS	02079873
BREWER	01194867
ZENGERLE	02351408

This settlement is in accordance with National Resolution M-01937, Q11N-4Q-C 14270600.

It is further agreed that the above settlement is reached on a non-precedent setting basis; and does not constitute a waiver of either parties' position on similar cases. This agreement may not be cited or referenced by either party in any future case which may arise, except for enforcement of its terms.

 5/7/21

USPS Representative Date

 5/7/2021

NALC Representative Date

Gewnn Sambula, USPS Rio Grande District LR Shawn Boyd, RAA Region 10