



National Association of Letter Carriers
PRE-ARBITRATION AGREEMENT

Date: 5/13/2021
 Location: San Antonio, TX Cedar Elm Station
 District: Rio Grande/Texas 3
 Grievant or Class: Class Action
 USPS Regional #: G16N-4G-C 16398181
 NALC DRP #: 10-534099
 LOCAL #: 421-177-16

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 pay the following regular carriers that were not polled for the holiday (CCAs worked outside of pecking order), each a one-time lump sum of \$216, minus applicable deductions:

NAME	EIN	NAME	EIN
S. Inman	02255682	AMERSON	03526953
J. Kruithof	01994982	J. GARCIA	03513511
N. SIMON	03526667		

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.

D.R. Beasley 5/13/2021
 USPS Representative Date
 DR Beasley, USPS Southern Area LR

[Signature] 5/13/2021
 NALC Representative Date
 Shawn Boyd, RAA Region 10