



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

Date: 5/13/2021  
 Location: San Antonio, TX Highland Hills Station  
 District: Rio Grande/Texas 3  
 Grievant or Class: Class Action  
 USPS Regional #: G16N-4G-C 19044471  
 NALC DRP #: 10-534103  
 LOCAL #: 421-1474-18

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
C. DANIELS	04018048	K. RUFFO	04298269
R. MAZUCA	04360805	B. ZARAGOZA	04376774

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