



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

Date: 6/25/2021  
 Location: San Antonio, TX Lockhill Station  
 District: Rio Grande District/Texas 3  
 Grievant or Class: Class Action  
 USPS Regional #: G19N-4G-C 21165180, 21165183, 21165175  
 NALC DRP #: 10-538387, 538388, 538378  
 LOCAL #: 421-1525-21, 1527-21, 1524-21

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:

The parties agree the criteria was met for an Act of God/Guarantee Time situation from February 16-18, 2021 at San Antonio, TX Lockhill Station. All letter carriers (Regular, PTF, PTR, CCA) scheduled to work on these days that could not make it to work or have a full shift shall be made whole by local management with administrative leave, guaranteed time or code 086 other paid leave for part or all of their scheduled work day, up to 8 hours based on schedules and guarantees that are applicable. (Example Reg. 8 hours total guarantee including combinations of work hours and administrative pay, PTRs, PTFs or CCAs up to 8 hours if scheduled for that or the applicable guarantee.) This pay shall be in lieu of any emergency annual leave, sick leave (for pay purposes only 3971) or LWOP requested.

No letter carriers (Regular, PTF, PTR, CCA) that had previously requested annual leave, sick leave or LWOP for each day shall be made whole due to their previous request or incapacity due to illness/injury.

The local steward and local management shall meet within thirty (30) days of the signing of this agreement and ensure everyone that should be paid has been paid. **Any disputes shall be resolved by contacting the undersigned representatives jointly within the 30 day period described above.**

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.

D.R. Beasley 7/7/2021  
 USPS Representative Date  
 DR Beasley, USPS Southern Area LR

[Signature] 7/7/2021  
 NALC Representative Date  
 Shawn Boyd, RAA Region 10