



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

**PRE-ARBITRATION AGREEMENT**

Date: 7/12/2022  
 Location: San Antonio, TX - GMF  
 District: Texas 3  
 Grievant or Class: Nick Yepez  
 USPS Regional #: 4G 19N-4G-C 22199209  
 NALC DRP #: 10-574609  
 LOCAL #: 421-0384-22

Arbitrator: N/A  
 Arbitration Date: N/A

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

A violation was established when the grievant was improperly removed from his bid assignment. Management will cease and desist removing part-time regular employees off their bid assignments when no emergency situation exists. An emergency is defined in the JCAM on page 3-1 as "an unforeseen circumstance or a combination of circumstances which calls for immediate action in a situation which is not expected to be of a recurring nature." Unscheduled absences for other employees happen on a daily basis, as evidenced by this case file, so they are of a recurring nature and would not be considered an unforeseen circumstance. Carrier Yepez (EIN 04395459) will be paid a lump sum in the amount of \$50 for the violation.

D.R. Beasley 7/12/2022  
 USPS Representative Date  
 DR Beasley, LR Southern Area

Karrie Blough 7/12/22  
 NALC Representative Date  
 Karrie Blough, RAA Region 10