

**PRE-ARBITRATION SETTLEMENT AGREEMENT
BETWEEN
NATIONAL ASSOCIATION OF LETTER CARRIERS,
AND THE
UNITED STATES POSTAL SERVICE**

DATE: December 17, 2015

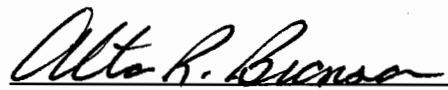
GATS Number: K11N-4K-C 15202269
NALC DRT NO: 13- 344233
NALC grievance No.: 53-15-RH-43
Grievant's Name: Marcel Ward, Sr.

As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved with the following;

The parties mutually agree that Management violated the "Rockville Call Back Policy," on May 18, 2015. Management agrees to cease and desist violating the Rockville Call-back Policy which reads; *Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisors will inform the Carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.*

Due to the amount of previous settlements concerning the Rockville Call-back Policy the Grievant is hereby paid a lump sum of three hundred dollars (\$300.00) and NALC Branch 3825 is hereby paid a lump sum of seven hundred fifty dollars (\$750.00.) as a compensatory remedy seeking contract compliance.

By virtue of this full and final settlement agreement, this document shall also serve as the union's official notification to Management that it is withdrawing the case from arbitration.



Alton R. Branson
Local Business Agent Region 13, NALC



James A. Martin
Labor Relations Specialist

Date 12/17/2015

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