

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: March 29, 2016
Management Representative: Linda Ackerman
Union Representative: Kenneth Lerch
USPS Grievance #: K11N-4K-C 16020336
Union Grievance #: 53-15-GA27
Grievant: Marcel Ward
Office: Rockville, MD

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

Management violated the Rockville Call-back Policy on October 16, 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. Supervisor's 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.) Nothing follows.

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.



**NALC Representative & Date
Kenneth Lerch**

3-29-2016



**USPS Representative & Date
Linda Ackerman**

3-29-2016