

CAPITAL DISTRICT



December 8, 2015

Subject: Pre-Arbitration Settlement Agreement
Union: NALC

In the matter of grievance

Name: **Chien Yu Chen**
GATS Number: **K11N-4K-C 15242083**
Union Number: **52-2015-TA01A**

We have mutually agreed that the subject grievance is closed based on the following options:

Withdrawn _____
Settled X
Appealed/ Next Level _____

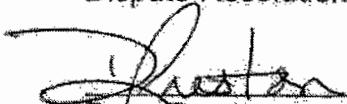
Reason(s) for Action:

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

Management agrees to pay a one-time lump sum payment of four thousand and six hundred dollars (\$4600.00) to Chien Yu Chen (EIN: 04021383) for failing to pay Pre-Arbitration settlement K11N-4K-C 14197747 in a timely manner. The grievant will be paid twenty dollars (\$20.00) dollars per calendar beginning September 2, 2014 until April 10, 2015, which totaled 230 days.

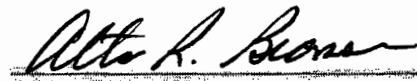
Due to past violations of the National Agreement and non-compliance with prior posting settlements, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and five hundred dollars (\$1500.00).

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. This settlement is made in accordance with the language of Article 15 and Dispute Resolution Process. Nothing follows.



Dave Preston
Management Representative

Date 12/8/2015



Alton Branson
Union Representative

Date 12/8/2015

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

DATE: December 21, 2015

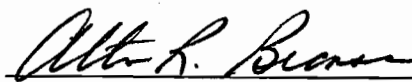
GATS Number: K11N-4K-C 15219682
NALC DRT NO: 13- 345380
NALC GRIEVANCE NO.: 53-15-VW-20
GRIEVANT'S NAME: Class Action
INSTALLATION: Rockville - Twinbrook

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

Management agrees to pay a one-time lump sum payment of four thousand two hundred eighty dollars (\$4,280.00) dollars to the following carrier; Li Rong Pan for failing to process the Formal Step A grievance resolution dated April 22, 2015 (53-15-CM-2) in a timely manner. The Grievant will be paid twenty dollars (\$20.00) per calendar day beginning May 21, 2015 until the date of this Pre-Arb settlement agreement, December 21, 2015, which totals 214 days. The Labor specialist agreeing to this settlement will be responsible for processing both the Formal Step A resolution and this Pre-Arb settlement and the Union has agreed to stop the clock as of the signing of this agreement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

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. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/2015

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

DATE: December 21, 2015

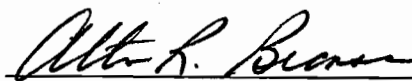
GATS Number: K11N-4K-C 15219682
NALC DRT NO: 13- 345380
NALC GRIEVANCE NO.: 53-15-VW-20
GRIEVANT'S NAME: Class Action
INSTALLATION: Rockville - Twinbrook

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

Management agrees to pay a one-time lump sum payment of four thousand two hundred eighty dollars (\$4,280.00) dollars to the following carrier; Li Rong Pan for failing to process the Formal Step A grievance resolution dated April 22, 2015 (53-15-CM-2) in a timely manner. The Grievant will be paid twenty dollars (\$20.00) per calendar day beginning May 21, 2015 until the date of this Pre-Arb settlement agreement, December 21, 2015, which totals 214 days. The Labor specialist agreeing to this settlement will be responsible for processing both the Formal Step A resolution and this Pre-Arb settlement and the Union has agreed to stop the clock as of the signing of this agreement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

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. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/2015

CAPITAL DISTRICT



December 8, 2015

Subject: Pre-Arbitration Settlement Agreement
Union: NALC

In the matter of grievance

Name: **Chien Yu Chen**
GATS Number: **K11N-4K-C 15242083**
Union Number: **52-2015-TA01A**

We have mutually agreed that the subject grievance is closed based on the following options:

Withdrawn _____
Settled X
Appealed/ Next Level _____

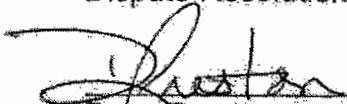
Reason(s) for Action:

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

Management agrees to pay a one-time lump sum payment of four thousand and six hundred dollars (\$4600.00) to Chein Yu Chen (EIN: 04021383) for failing to pay Pre-Arbitration settlement K11N-4K-C 14197747 in a timely manner. The grievant will be paid twenty dollars (\$20.00) dollars per calendar beginning September 2, 2014 until April 10, 2015, which totaled 230 days.

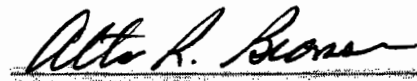
Due to past violations of the National Agreement and non-compliance with prior posting settlements, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and five hundred dollars (\$1500.00).

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. This settlement is made in accordance with the language of Article 15 and Dispute Resolution Process. Nothing follows.



Dave Preston
Management Representative

Date 12/8/2015



Alton Branson
Union Representative

Date 12/8/2015

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

DATE: December 10, 2015

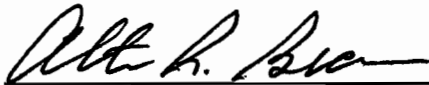
GATS Number: K11N-4K-C 15065055
NALC DRT NO: 13- 344025
NALC GRIEVANCE NO.: 55-15-KW-03
GRIEVANT'S NAME: NALC
INSTALLATION: Rockville

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

Management agrees to pay a one-time lump sum payment of four thousand six hundred twenty five (\$4,625.00) dollars to Timothy Bonnett (EIN: 01289348) for failing to pay the Pre-Arbitration settlement dated December 4, 2014 (K11N-4K-C 14051039) in a timely manner. The grievant will be paid twenty five dollars (\$22.50) per calendar day beginning January 1, 2015 until July 24, 2015, which totals 205 days.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and five hundred dollars (\$1,500.00)

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. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date

12/10/2015

Date

12/10/2015

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

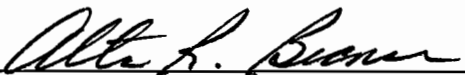
DATE: December 21, 2015

GATS Number: K11N-4K-C 15115116
NALC DRT NO: 13- 341558
NALC GRIEVANCE NO.: 50-15-SL-19
GRIEVANT'S NAME: Dan Tockman
INSTALLATION: Rockville- Main Office

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 Article 15 of the National Agreement, when they failed to process the back pay adjustment for the Grievant Dan Tockman in a timely manner. As a settlement, Management agrees to cease and desist from making untimely pay adjustments and agree to process the untimely pay adjustment. The parties agree that Management will process the adjustment immediately upon the signing of this agreement and pay Dan Tockman Twenty dollars per calendar day from December 31, 2014 through March 9, 2015, for a total of one thousand three hundred sixty dollars (\$1,360.00) and pay NALC Branch 3825 a lump sum of one thousand twelve hundred fifty (\$1,250.00) dollars as an escalating remedy for having to file repetitive untimely pay adjustment grievances.

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/2015

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

DATE: December 21, 2015

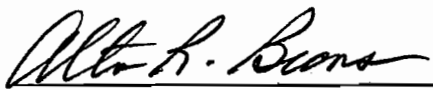
GATS Number: K11N-4K-C 15115131
NALC DRT NO: 13- 341556
NALC GRIEVANCE NO.: 50-15-SL-21
GRIEVANT'S NAME: Class
INSTALLATION: Rockville- Main Office

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

Management agrees to pay a one-time lump sum payment of one thousand seven hundred sixty (\$1,760.00) dollars to the following carrier's; Christopher West and Thomas Yu for failing to process the formal Step A grievance resolution dated December 1, 2014 (55-14-KW-272) in a timely manner. The both employee's will be paid twenty dollars (\$20.00) per calendar day beginning December 29, 2014 through March 27, 2015, for a total of one thousand seven hundred sixty dollars (\$1,760.00) which totals 88 days. The Labor specialist agreed to this settlement will be responsible for processing the Pre-Arb settlement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/15

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

DATE: December 17, 2015

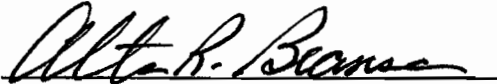
GATS Number: K11N-4K-C 15219677
NALC DRT NO: 13- 344787
NALC GRIEVANCE NO.: 53-15-VW-25
GRIEVANT'S NAME: Class Action
INSTALLATION: Rockville

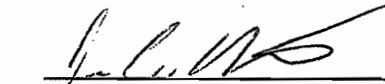
As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved with the following;

Management agrees to pay a one-time lump sum payment of Four thousand twenty dollars (\$4,020.00) dollars to the following carries; Hutesh Bansal, Kori Colachague, Victor Garcete, Angelino Villanueva and James Magruder for failing to process the Formal Step A grievance resolution dated April 30, 2015 (53-15-RH-14) in a timely manner. All five employees will be paid twenty dollars (\$20.00) per calendar day beginning May 29, 2015 until the date of this Pre-Arb settlement agreement, December 15, 2015, which totals 201 days. The Labor specialist agreeing to this settlement will be responsible for processing both the Formal Step A resolution and this Pre-Arb settlement and the Union has agreed to stop the clock as of the signing of this agreement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and five hundred dollars (\$1,500.00)

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. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.


Alton R. Branson
Local Business Agent Region 13, NALC


James A. Martin
Labor Relations Specialist

Date 12/17/2015

Date: 12/17/2015

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

DATE: December 21, 2015


GATS Number: K11N-4K-C 15123880
NALC DRT NO: 13- 344230
NALC GRIEVANCE NO.: 50-15-52-SL-14
GRIEVANT'S NAME: Moon Choi
INSTALLATION: Rockville- Main Office

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

Management agrees to pay a one-time lump sum payment of three thousand forty dollars (\$3,040.00) dollars to the following carrier; Moon Choi for failing to process the Informal Step A grievance resolution dated January 6, 2015 (50-14-JJR-13) in a timely manner. The Grievant will be paid twenty dollars (\$20.00) per calendar day beginning February 3, 2015 through July 30, 2015, for a total of three thousand forty dollars (\$3,040.00) which totals 152 days. The Labor specialist agreeing to this settlement will be responsible for processing the Pre-Arb settlement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/15

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

DATE: December 21, 2015

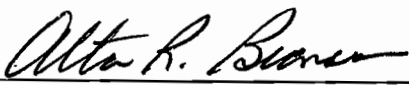
GATS Number: K11N-4K-C 15219727
NALC DRT NO: 13- 345381
NALC GRIEVANCE NO.: 53-15-VW-19
GRIEVANT'S NAME: Class Action
INSTALLATION: Rockville - Twinbrook

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

Management agrees to pay a one-time lump sum payment of four thousand one hundred forty dollars (\$4,140.00) dollars to the following carrier; Adrian Liu for failing to process the Formal Step A grievance resolution dated April 22, 2015 (53-15-RH-30) in a timely manner. The Grievant will be paid twenty dollars (\$20.00) per calendar day beginning May 28, 2015 until the date of this Pre-Arb settlement agreement, December 21, 2015, which totals 207 days. The Labor specialist agreeing to this settlement will be responsible for processing both the Formal Step A resolution and this Pre-Arb settlement and the Union has agreed to stop the clock as of the signing of this agreement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

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. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/2015

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

DATE: December 21, 2015

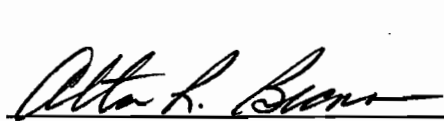
GATS Number: K11N-4K-C 15115073
NALC DRT NO: 13- 343041
NALC GRIEVANCE NO.: 55-15-SL-18
GRIEVANT'S NAME: Dan Tockman
INSTALLATION: Rockville- Main Office

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

Management agrees to pay a one-time lump sum payment of one thousand three hundred sixty (\$1,360.00) dollars to the following carrier; Dan Tockman for failing to process the formal Step A grievance resolution dated December 3, 2014 (55-14-KW-225) in a timely manner. The Grievant will be paid twenty dollars (\$20.00) per calendar day beginning January 1, 2015 through March 9, 2015, for a total of one thousand three hundred sixty dollars (\$1,360.00) which totals 68 days. The Labor specialist agreed to this settlement will be responsible for processing the Pre-Arb settlement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/15

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

DATE: December 21, 2015

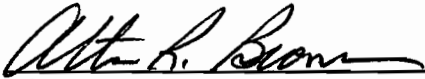
GATS Number: K11N-4K-C 15115075
NALC DRT NO: 13- 3430450
NALC GRIEVANCE NO.: 50-15-SL-20
GRIEVANT'S NAME: Class
INSTALLATION: Rockville- Main Office

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

Management agrees to pay a one-time lump sum payment of one thousand four hundred sixty (\$1,460.00) dollars to the following carrier's; Kirkland Walker and J.J Rodriquez for failing to process the formal Step A grievance resolution dated December 16, 2014 (55-14-KW-272) in a timely manner. The Grievant will be paid twenty dollars (\$20.00) per calendar day beginning December 16, 2014 through April 27, 2015, for a total of one thousand four hundred sixty dollars (\$1,460.00) which totals 73 days. The Labor specialist agreed to this settlement will be responsible for processing the Pre-Arb settlement.

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and two hundred fifty dollars (\$1,250.00)

This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.



Alton R. Branson
Local Business Agent Region 13, NALC



Dave Preston
Labor Relations Specialist

Date 12/21/2015

Date: 12/21/2015

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

DATE: December 10, 2015

GATS Number: K11N-4K-C 15165357
NALC DRT NO: 13- 344232
NALC GRIEVANCE NO.: 50-15-SL-35
GRIEVANT'S NAME: Class Action
INSTALLATION: Rockville

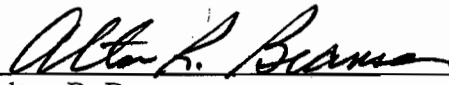
As a result of our discussion on this date, it is mutually agreed that the above cited grievance is resolved with the following;


Management agrees to pay a one-time lump sum payment to the following two employees:

1. Paul Kolluri (EIN: 01036364) one thousand eight hundred twenty dollars (\$1,820.00)
2. Yong Chang (EIN: 01228054) one thousand five hundred forty dollars(\$1,540.00) for failing to pay the Formal Step A resolution dated October 4, 2014 respectively in a timely manner. Both employees' will be paid twenty dollars (\$20.00) per calendar day beginning October 4, 2014 until January 30, 2015 and January 16, 2015, which totals (77 days for Chang and 91 days for Kolluri).

Due to past violations of the National Agreement and non-compliance with untimely pay adjustments, management hereby agrees to pay NALC Branch 3825 a lump sum of one thousand and five hundred dollars (\$1,500.00)

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. This settlement is made in accordance with the language of Article 15 and the Dispute Resolution Process in the National Agreement.


Alton R. Branson
Local Business Agent Region 13, NALC


Dave Preston
Labor Relations Specialist

Date 12/10/2015

Date: 12/10/2015