

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: August 6, 2009  
Management Representative: Lakhjit Dhemani  
Union Representative: Kenneth Lerch  
USPS Grievance #: K06N-4K-C 09200014  
Union Grievance #: 54-09-RW02  
Grievant: NALC  
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 Article 8 Section 5G of the National Agreement. Therefore, the following NON-ODL'S are hereby paid an additional 250 percent of their base rate on January 22, 2009. This is in accordance with hundreds of Formal A Resolutions and numerous precedent setting Step B decisions.**

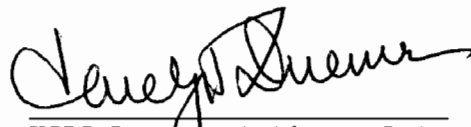
**1) Hennigan 97 units, 2) HR Lee 50 units, 3) Hubbard 71 units, 4) Conner 50 units, 5) Dorsey 46 units, 6) DE Lewis 1.04 hours, 7) HC Lin 71 units, 8) Coleman 78 units, 9) Toquinto 45 units, 10) Bradley 1.00 hour, 11) Parsons 1.33 hours, 12) Leonard 65 units, 13) Tsai 55 units, 14) Lucas 64 units, 15) Siegert 69 units, 16) Hilderbrand 27 units, 17) Manos 48 units, 18) Moh 83 units, 19) Laryea 70 units and 20) Castellanos 1.11 hours.**

**The following ODL Carriers are hereby paid at their applicable overtime/Penalty overtime rate(s) on January 22, 2009.**

**1) Knott 51 units overtime and 99 units penalty pay, 2) Sullivan 1.33 hours penalty pay, 3) J. Andrews 1.35 hours penalty pay, 4) Doh 1.28 hours penalty pay, 5) Diep 1.23 hours penalty pay, 6) Ahmed 2 units of overtime and 1 hour of penalty pay, 7) Donaggio 1 unit of overtime and 1.02 hours of penalty pay, 8) V. Walker 7 units of overtime and 1.53 hours of penalty pay, 9) Weisner 88 units of penalty pay, 10) Greg Brooks 50 units of penalty pay, 11) S. Yang 1.08 hours of penalty pay 12) Salako 33 units of overtime and 1.03 hours of penalty pay and 13) Schjolin 21 units of penalty pay.**

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.

  
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NALC Representative & Date  
8-6-09

  
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USPS Representative & Date  
8-6-09

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: August 6, 2009  
Management Representative: Lakhjit Dheman  
Union Representative: Kenneth Lerch  
USPS Grievance #: K06N-4K-C 09207200  
Union Grievance #: 54-09-RW12  
Grievant: NALC  
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 Article 8 Section 5G of the National Agreement. Therefore, the following NON-ODL'S are hereby paid an additional 250 percent of their base rate on February 3, 2009. This is in accordance with hundreds of Formal A Resolutions and numerous precedent setting Step B decisions.**

**1) Dill 89 units, 2) HR Lee 1.08 hours, 3) Abdullah 50 units, 4) Griffin 1.42 hours, 5) Conner 25 units, 6) DE Lewis 1.17 hours, 7) HC Lin 89 units, 8) Henkel 53 units, 9) Toquinto 46 units, 10) Bonnett 1.27 hours, 11) Der 1.05 hours, 12) Leonard 1.49 hours, 13) Tsai 85 units, 14) Lucas 74 units, 15) Hughes 1.09 hours, 16) Hilderbrand 39 units, 17) Manos 1.30 hours, 18) Moh 98 units, 19) Laryea 1.46 hours, 20) Castellanos 1.43 hours, 21) Cumiskey 87 units and 22) Harmon 79 units .**

**The following ODL Carriers are hereby paid at their applicable overtime/Penalty overtime rate(s) on February 3, 2009.**

**1) Hsueh 63 units of penalty, 2) Guevara 93 units of penalty, 3) Butler 42 units of penalty, 4) R. Thompson 1.17 hours penalty, 5) Kang 1.05 hours penalty, 6) S. Kim 1.81 hours penalty, 7) Horn 37 units penalty, 8) Liu 5 units overtime and 1.30 hours penalty, 9) Graham 18 units overtime and 1.16 hours penalty, 10) Sullivan 1.93 hours penalty, 11) Yu 1.20 hours penalty, 12) Schjolin 1.05 hours penalty, 13) Diep 21 units penalty, 14) Donaggio 1 unit overtime and 1.32 hours penalty, 15) Vivian Walker 33 units penalty, 16) Fitts 84 units penalty, 17) Murray 8 units overtime and 2.00 hours penalty, 18) S. Yang 1.00 hour penalty, 19) Ahmed 17 units penalty, 20) Salako 25 units overtime and 1.19 hours penalty and 21) Zheng 14 units overtime and 19 units penalty.**

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  
8-6-09

  
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USPS Representative & Date  
8-6-09

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: August 6, 2009  
Management Representative: Lakhjit Dheman  
Union Representative: Kenneth Lerch  
USPS Grievance #: K06N-4K-C 09215935  
Union Grievance #: 54-09-RW14  
Grievant: NALC  
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 Article 8 Section 5G of the National Agreement. Therefore, the following NON-ODL'S are hereby paid an additional 250 percent of their base rate on February 5, 2009. This is in accordance with hundreds of Formal A Resolutions and numerous precedent setting Step B decisions.**

**1) Hubbard 1.11 hours, 2) Griffin 73 units, 3) DE Lewis 85 units, 4) HC Lin 1.00 hour, 5) Bradley 60 units, 6) Leonard 95 units, 7) Bonnett 1.30 hours, 8) Moh 1.13 hours and 9) Laryea 1.06 hours.**

**The following ODL Carriers are hereby paid at their applicable overtime/Penalty overtime rate(s) on February 5, 2009.**

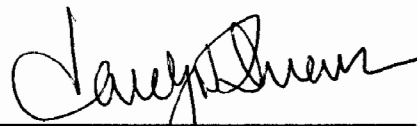
**1) R. Thompson 72 units of penalty pay, 2) S. Kim 1.02 hours of penalty, 3) Graham 91 units of penalty, 4) Sullivan 70 units of penalty, 5) Yu 84 units of penalty, 6) Schjolin 49 units penalty, 7) Doh 95 units penalty, 8) Donaggio 68 units penalty, 9) S. Yang 62 units penalty and 10) Salako 2 units straight time and 1.78 hours of overtime.**

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

8-6-09



USPS Representative & Date

8-6-09

PRE-ARBITRATION SETTLEMENT AGREEMENT

Union: NALC Date: August 6, 2009  
Management Representative: Lakhjit Dheman  
Union Representative: Kenneth Lerch  
USPS Grievance #: K06N-4K-C 09234816  
Union Grievance #: 54-09-RW52  
Grievant: NALC  
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 Article 8 Section 5G of the National Agreement. Therefore, the following NON-ODL'S are hereby paid an additional 250 percent of their base rate on March 2, 2009. This is in accordance with hundreds of Formal A Resolutions and numerous precedent setting Step B decisions.**

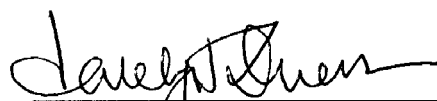
**1) Conner 1.35 hours, 2) Henkel 1.08 hours, 3) Kennedy 62 units, 4) HC Lin 1 hour, 5) Toquinto 70 units, 6) Coleman 1.33 hours and 7) Tsai 1.15 hours.**

**The following ODL Carriers are hereby paid at their applicable overtime/Penalty overtime rate(s) on March 2, 2009.**

**1) Hsueh 61 units of penalty pay, 2) Butler 1.17 hours penalty, 3) Kang 45 units penalty, 4) Horn 1 unit of overtime and 50 units of penalty, 5) Liu 20 units of penalty, 6) Akinyosoye 32 units of penalty, 7) Knott 31 units of penalty, 8) Gatling 33 units of penalty, 9) Graham 14 units penalty, 10) Sullivan 2 units of overtime and 42 units of penalty, 11) Andrews 32 units of penalty, 12) Schjolin 33 units penalty, 13) Doh 34 units penalty, 14) Donaggio 27 units penalty, 15) Fitts 30 units penalty, 16) Weisner 34 units penalty, 17) Hansen 26 units of overtime and 18) Salako 32 units of overtime and 27 units of penalty pay.**

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.

  
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NALC Representative & Date  
8-6-09

  
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