

Proposed Resolution on Pre-Arbitration Awards

Whereas; The NALC-USPS Joint Contract Administration Manual (JCAM) Page 15-8 states: *A Step B decision establishes precedent only in the installation from which the grievance arose. For this purpose, precedent means that the decision is relied upon in dealing with subsequent similar cases to avoid the repetition of disputes on similar issues that have been previously decided in that installation.* and

Whereas; Article 15.4.A.6 of the National Agreement states in relevant part: "All decisions of an arbitrator will be final and binding." and

Whereas; Pre-Arbitration settlements are reached in between a Step B impasse and before arbitration occurs, and

Whereas; Executive Vice President Paul Barner reported on the September/October 2024 edition of the Postal Record that: *"Pre-arbitration settlements—precedent setting: The issue involves pre-arbitration settlements and whether or not they are precedent setting for the installation in which they occurred, even absent "non-precedent-setting" language. The NALC is reviewing the issue to determine if an interpretive dispute has been presented."* therefore be it

Resolved; That our National Officers negotiate for the following or similar language in Article 15 of the National Agreement – *"Pre-arbitration settlements are precedent setting for the installation in which they occurred"* and be it further

Resolved; That the Washington State Association of Letter Carriers in Convention assembled 6th – 8th of June, 2025 in Tacoma, Washington do urge our National Officers to adopt the previous resolve and that this resolution be forwarded to the 2026 NALC National Convention for consideration.

Presented by Branch 79, Seattle, Washington

Passed at a regular Branch 79 meeting on April 9th at Seattle, Washington

Signed by  President

 Secretary-Treasurer