

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE UNITED STATES POSTAL  
SERVICE AND THE AMERICAN POSTAL  
WORKERS UNION, AFL-CIO**

**RE: EMPLOYEE DEVELOPMENTAL  
OPPORTUNITIES**

**The parties recognize that internal recruitment and development of current bargaining unit career employees for skilled positions is in the best interest of postal employees and the Postal Service. The parties agree to the establishment of a process and program to allow for development opportunities for placement of current APWU bargaining unit career employees in the Maintenance department.**

**In order to improve the opportunity for career APWU bargaining unit employees to qualify for and establish themselves on the appropriate in-craft and/or in-service register(s), the Postal Service will develop and implement a program in those locations where a need is identified. The program will include a process whereby APWU career employees will have an opportunity to express interest in entering a developmental program for future opportunities in the Maintenance Craft.**

**Once created and implemented, APWU bargaining unit career employees who express an interest will be given an opportunity to qualify for placement in the program and subsequent placement in a position in the Maintenance Craft. Placement into the Maintenance Craft will follow the provisions of Article 38 of the current APWU-USPS collective bargaining agreement.**

**If the initial placement resulting from successful completion of the training program is to an Electronic Technician (ET) duty assignment, upon placement into the craft duty assignment, employees will commit to a three year lock-in for that craft from the date placed in the assignment. The employees will not be able to request transfer, in-craft downgrade or bid to a non-skilled position during the lock-in period, but same position designation transfers and in-craft promotions in the installation are permitted. If an employee leaves before the end of the lock-in period, the employee will be responsible for reimbursing the Postal Service for all training costs.**

**As skilled Maintenance and Motor Vehicle craft positions are identified, developmental programs will be established where needed. Non-skilled employees already assigned to the craft for which the developmental training opportunity assignment is intended will have first priority to qualify for the available training.**

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