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

Re: Skilled Maintenance Assessment (SMA)

The United States Postal Service (USPS) and the American Postal Workers Union (APWU) agree to the following amendments to work rules governing the Maintenance Selection System (MSS) and the Revamped Maintenance Selection System (RMSS). All other work rules will remain in effect, except where explicitly changed by this agreement.

1. All employees with an eligible MSS rating will remain at the top of the Promotion Eligibility Registers (PERs) for each occupational group. These employees will continue to be ranked in accordance with Article 38.5.B.8.a and Article 38.5.B.8.b of the 2024-2027 USPS/APWU Collective Bargaining Agreement. Each individual, eligible, in-craft and in-service MSS rating for each employee shall remain valid and shall not expire.

2. Employees who receive an eligible rating on the new SMA will be ranked on in-craft and in-service registers for the applicable occupational group below employees with an MSS rating and merged with employees with an RMSS rating. Example below:
    - RMSS with a score of 92 will have a banded score of 100. SMA with a score of 92 will have a banded score of 94.9. For employees with the same eligibility rating, the Article 38.3.J tie breaker will apply.

3. Employees with an RMSS rating will continue to be ranked in accordance with Article 38.5.B.8.c of the 2024-2027 USPS/APWU Collective Bargaining Agreement. Each individual, eligible, in-craft and in-service RMSS rating shall remain valid for 6 years after the effective date of the SMA.

4. Employees who have an MSS eligible rating and who take the SMA and fail to receive an eligible rating or receive a lower eligible rating will be allowed to keep their current MSS rating.

5. Employees who have an RMSS rating and who take the SMA and fail to receive an eligible rating will be allowed to keep their current RMSS rating for 6 years after the effective date of the SMA. Following the sunsetting of RMSS ratings, any employee on an in-craft or in-service register with an RMSS rating and who does not have an eligible SMA rating will be removed from the register.

6. Employees who have an RMSS rating and who take the SMA and receive a lower eligible rating will be allowed to keep the higher RMSS rating for 6 years after the effective date of the SMA. Following the sunsetting of RMSS ratings,

the employee's SMA rating will be applied, and the employee will be added to the in-craft or in-service register for the applicable occupational group.

7. Employees with an SMA score may update their score in accordance with Postal policy and the USPS/APWU Collective Bargaining Agreement. Only the higher score will be used as the result on file, whether in-craft or in-service.

8. The SMA consists of five (5) new examinations as follows:
    a. Exam 961 for Building Maintenance Custodian (Occupation Code 4749-10XX)
    b. Exam 962 for Maintenance Mechanic (Occupation Code 4749-03XX)
    c. Exam 963 for Maintenance Mechanic (MPE) (Occupation Code 5350-0001)
    d. Exam 964 for Building Equipment Mechanic (Occupation Code 5306-0002) and Area Maintenance Technician (Occupation Code 4801-20XX)
    e. Exam 965 for Electronic Technician PS-10 (Occupation Code 0856-0020) and Electronic Technician PS-11 (Occupation Code 0856-0021)

9. There will be no structured interview for skilled and semi-skilled Maintenance Craft positions as part of the SMA, except for the Electronic Technician PS-11 (Occupation Code 0856-0021). The ET-11 position will require Exam 965 and the NST ET-11 Structured Interview.

10. The RMSS process (Examination 955 and structured interviews) will be discontinued with the effective date of the SMA. Any employee who has not completed Examination 955 prior to the effective date of the SMA, will be required to complete an SMA in order to receive a rating for any register. Any employee who has not completed the associated structured interview prior to the effective date of the SMA, will be given the opportunity to complete the structured interview within 90 calendar days from the effective date of the SMA. Exceptions to the structured interview completion will be evaluated on a case-by-case basis, but no later than December 31, 2028.

11. The March 2027 annual service wide opportunity for employees (career and APWU non-career) to test for Maintenance Craft eligibility ratings will take place using the SMA.

12. The following work rules will apply to the SMA process:

    a. For maintenance craft employees, the first three (3) different SMA examinations and the NST ET-11 Structured Interview will be conducted on-the-clock at the straight-time rate, if the SMA examinations/interviews are completed within two (2) years after the effective date of the SMA. This provision expires two (2) years from the effective date of the SMA.
    b. The maximum total of three (3) different SMA examinations and/or the NST ET-11 Structured Interview, will be on-the-clock. Additional examinations and/or the NST ET-11 Structured Interview taken after the first three instances will be conducted on a no-loss, no-gain basis. If the same SMA examination and/or NST ET-11 Structured Interview is taken multiple times, only the first instance will be on-the-clock; additional

instances of the same SMA examination and/or NST ET-11 Structured Interview will be conducted on a no-loss, no-gain basis.

c. Examination opportunities are available in accordance with Postal policy and the USPS/APWU Collective Bargaining Agreement.
d. Overtime will not be authorized for examination or interview purposes.
e. Line H Considerations:
    i. Due to the first three (3) SMA exams being provided on-the-clock, in accordance with item 12.a above, those hours spent traveling and testing will not be considered when determining the 90% requirement for Line H liability at the end of each fiscal year. The following will apply for tracking purposes:
        1. The custodial occupational group will utilize operation 6270 for time spent traveling and testing. Once travel and testing is complete they will return to their base operation.
        2. As these hours are to be considered neutral to Line H, the hours used for travel and testing are not considered part of the Line H requirement of 90% for each site during the end of year Line H meeting.
    ii. After two (2) years or after three (3) on-the-clock SMA exams, whichever comes first, the time for travel and testing will be done on a no-loss, no-gain basis.
f. For employees who are not in the maintenance craft, all SMA examinations and NST ET-11 Structured Interview will be conducted on a no-loss, no-gain basis.

13. A new item d. will be inserted into Article 38.5.B.8 of the 2024-2027 USPS/APWU Collective Bargaining Agreement (with the current Article 38.5.B.8.d re-lettered to e.) as stated below:

The provisions of Section 5.B.8.a, Section 5.B.8.b, and Section 5.b.8.c above do not apply to employees under the Skilled Maintenance Assessment (SMA). The Employer will convert all employees' achieved scores into banded scores as indicated below and all employees who are determined to be eligible under the SMA shall be ranked on the appropriate PER by their banded score on the SMA for that occupational group. All achieved scores within a listed band will be considered as a tie (or the same score) for all successful applicants within each specific band:

95.0-100.0
90.0-94.9
85.0-89.9
80.0-84.9
75.0-79.9
70.0-74.9

To be eligible for the Electronic Technician ET-11 (Occupation Code 0856-0021) position, employees must pass Exam 965 and the NST ET-11 Structured Interview.

14. Article 38.5.B.8.d will be re-lettered as Article 38.5.B.8.e and revised as follows:

> Where the application of the banding rules **above (Article 38.5.B.8.a-d)** creates ties among successful applicants, the Employer will rank tied successful applicants in the seniority order specified in Article 38.3.J of the National Agreement.

15. Due to the implementation and utilization of the SMA, the parties agree that Article 38.5.D of the 2024-2027 USPS/APWU Collective Bargaining Agreement will be revised as follows with the exception that the sentences that are being deleted shall remain in effect and citable for any RMSS dispute, grievance or issue currently pending:

> Employees under the ~~Revamped Maintenance Selection System~~ **Skilled Maintenance Assessment (SMA)** shall be permitted to update **their SMA score for any occupational group** by retaking the **applicable** in-craft SMA ~~RMSS process~~ no earlier than **four (4) months** from the generation of their last **SMA**~~MSS~~ rating. This is applicable to both eligible and ineligible ratings obtained under **the Revamped Maintenance Selection System (RMSS)** ~~any current or previous MSS~~ process. Upon such employee update request the Employer shall have thirty-seven (37) days to complete the process including notification of the result to the employee. The promotion eligibility register shall not be updated during the period of time a vacant position is in the process of being filled. Employees shall be listed on this register in order of qualifications, and all positions for promotion shall be awarded in accordance with the procedures established in Section 5, Article 38.

16. The Postal Service retains the right to make revisions to handbooks, manuals, or job descriptions that directly relate to wages, hours, or working conditions of APWU-represented bargaining unit employees in accordance with Article 19 of the Collective Bargaining Agreement.

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Date: August 14, 2026