

# New MOUs and an improved Carrier Academy



**Brian  
Renfro**

National Agreement, these MOUs were entered into in order to continue the spirit of the language included in the previous versions.

Two of the three MOUs (M-01877 and M-01878) remain essentially unchanged from their predecessors, while the third (M-01876) contains significant modifications which should result in full-time regular opportunities being filled quicker than in the past.

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The MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01876) continued the previous process contained in M-01856 for full-time opportunities that became available prior to July 1. For those opportunities that become available on or after July 1, it contains some significant changes that should facilitate full-time opportunities being filled quicker through conversion to full-time status of city carrier assistants and voluntary reassignment of career employees. For a detailed explanation of these changes, refer to this month’s Contract Talk on page 39.

Overall, these processes so far have resulted in more than 35,000 city carrier assistant conversions to full-time career status, nearly 7,000 PTF conversions to full-time status and thousands of transfers being processed.

## Standard Training Program for City Letter Carriers

I’m pleased to announce that NALC and USPS recently expanded and improved the training program for new letter carriers. We have made significant improvements and changes to the curriculum. Those changes were based on input both from Carrier Academy facilitators and from those who have attended the Academy. Much of the hands-on practice will be put back in the classroom portion of the training.

Currently we are in the process of training all of our master facilitators from each USPS district in the country, who will then train the rest of the Carrier Academy instructors in their districts and set up their new classrooms. The new Carrier Academy is scheduled to be up and running nationally by the end of September.

In addition to creating the new Carrier Academy, NALC and USPS entered into an agreement in the form of a joint letter on June 2 regarding the Academy. The joint letter, Re: Standard Training Program for City Letter Carriers (M-01879), recognizes the importance of providing quality training to new city letter carriers and sets some expectations for implementing and monitoring the new Academy. The agreement ensures:

- For the first time, the Carrier Academy will be established in each of the 67 USPS districts, each academy will use the Standard Training Program for City Letter Carriers, and new letter carriers will participate in all aspects of the training.
- An alternative dispute resolution process will be utilized to address any issue regarding Carrier Academy.
- USPS will provide a list of prospective letter carriers to the appropriate national business agent as early as administratively practicable, including the new employee’s name, academy location, dates and times of the academy, and the installation where the new employee will be assigned.
- An annual, or more frequent if needed, review and update of the Standard Training Program for City Letter Carriers will take place.

The development of the new Carrier Academy is a result of the hard work of many people from both the Postal Service and the NALC. I am thankful for the feedback from the field that we used to guide our efforts. I am especially thankful for the work of the facilitators in the Arizona and Northern Virginia districts who participated in extensive testing of the elements included in the new curriculum. I trust this new Carrier Academy, as well as this agreement, will serve the needs of our new letter carriers and the Postal Service well for years to come.