

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

**Re: Skills Repository for Programmers**

The purpose of this MOU is to provide for the creation of a database identifying the knowledge, skills, and program languages of the Programmers and Developers in the Technology Application Group. The database or "Skills Repository" will be used by the Employer to identify needed skills to support the continuity of operations and technical programs.

The Skills Repository will be accessible only by EAS personnel and the Technical Training Specialist (TTS) located in each Information Technology Center. The TTS will be responsible for inputting and maintaining the information in the Skills Repository.

Programmers and Developers will be encouraged, but not required, to participate in the Skills Repository. Programmers and Developers who participate in the Skills Repository will meet with the TTS and provide their computer language(s) and level of proficiency in each language.

The Skills Repository may not be used for promotions, disciplinary action, or to assign overtime. The Skills Repository may be used to assign special projects to meet an immediate need of the Employer.