

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

**Re: Post Peak Season Employee Orientation**

The parties previously agreed to a “virtual” orientation procedure for the PSEs hired for the 2020 peak season. Therefore, the parties agree to the following:

1. Employees who continue their appointment as PSEs or HCAs who are changed to PSEs beyond December 31, 2020, will be provided the normal full new employee orientation.
2. Those employees will be provided the normal in-person portion of the new-employee orientation conducted by the union.
3. These orientations will be conducted at a central location where the normal in-person orientation for that District would normally occur. Orientations must be conducted in a manner that allows for proper social distancing (large room or multiple sessions).
4. These orientation sessions for employees currently on the rolls must be completed no later than January 22, 2021.
5. In the unlikely event that all the orientations are not completed by January 22, 2021, the parties at the national level can discuss alternatives.



Katherine S. Attridge  
Vice President, Labor Relations  
United States Postal Service



Mark Dimondstein  
President  
American Postal Workers Union, AFL-CIO

Date: 12/21/20