

Consistent with established regulations and operational needs, the Postal Service will make every effort to grant requests for leave without pay by employees for training and educational opportunities. Customer Service District offices will maintain a record of employee requests for LWOP under these provisions and the resulting action taken (approved/disapproved). If the request is denied, supporting rationale must accompany all such denials. This documentation will be forwarded to the National Training Committee, with a copy to the area manager of Human Resources on a biannual basis for review. The Committee, through joint agreement, will take appropriate action if it deems necessary.

The parties agree to consult at the national level to define whether specific training courses and/or programs are job-related, self-developmental, or can be considered both. The National Joint Training Committee will review all training programs for the purpose of compiling a listing of training opportunities for postal employees. Further, the National Joint Training Committee will discuss the establishment of training programs to promote local joint labor-management cooperation.

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

**Re: Use of Privately Owned Vehicles**

The parties agree that the following represents the policy of the U.S. Postal Service and the American Postal Workers Union concerning the furnishing of privately owned vehicles (POV) by employees of the crafts represented by the APWU:

No craft employee represented by the APWU may be coerced into furnishing a vehicle or carrying passengers without the employee's consent. The use of a personal vehicle is the decision of the employee and it is not the intent of the parties to discourage such use of personal vehicles when transportation is needed from one postal facility to another or in the completion of the employee's assignment. When an employee begins his/her work day at one postal unit and is provided transportation to another unit to complete his/her tour of duty, that employee will be provided transportation back to the unit where his/her tour began if transportation is needed. If the employee ends tour at the new location the return trip will not be on the clock but transportation will be provided promptly by management upon request.

Date July 21, 1987

(The preceding Memorandum of Understanding, Use of Privately Owned Vehicles, applies to Transitional Employees.)

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