

**MEMORANDUM OF UNDERSTANDING  
REGARDING PROMOTIONS TO A NON-SUPERVISORY GS 15  
PATENT EXAMINER POSITION, THE ACQUISITION OF NEW  
SPACE, AND BUILDING ACCESS**

**Preamble:** The United States Patent and Trademark Office (“USPTO” or “Agency”) and the Patent Office Professional Association (“POPA” or the “Union”) enter into this Memorandum of Understanding (“MOU”) regarding the Promotions to a non-supervisory GS 15 Patent Examiner Position, the acquisition of new space, and building access.

**Section 1: Promotions to a Non-supervisory GS 15 Patent Examiner Position**

The parties agree their interests align to discuss the promotions to a non-supervisory GS 15 patent examiner position outside negotiations for a term Collective Bargaining Agreement (CBA).

- A. The Agency will inform the Association of OPM’s final decision within 14 days of receipt and will provide any revised Classification Standards as soon as possible. Between two to three months thereafter, either party may initiate discussions on promotions to a non-supervisory GS 15 Patent examiner position by providing notice to the other party. If the discussions do not result in an agreement, the parties agree to negotiate over these issues to the extent required by law.
- B. POPA withdraws all CBA proposals concerning additional credit items, including Article 17, Sections 3.A and 3.B without prejudice to reproposing them or any other proposals relevant to the subject in accordance with subsection A.

**Section 2: Acquisition of New Space**

The parties withdraw their CBA proposals for Article 38, Acquisition of New Space. In doing so, the parties reserve the right to bargain over the acquisition of new space to the extent required by law when new space is acquired or retrofitted.

**Section 3: Building Access Hours**

The parties withdraw their respective proposals for Article 36, Section 4.B. POPA also withdraws its proposal in Article 37, Section A.1. In doing so, the parties reserve the right to bargain over the issue of hours of access to

