

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

Article 19

Upward Mobility

Section 1. Goal

The parties agree that the goal of upward mobility is to provide employees the opportunity to compete for Agency positions so as to advance and perform at their potential.

Section 2. Objective

Upward mobility objectives are to be an integral consideration in affirmative action planning and will be consistent with equal employment opportunity goals and objectives.

In implementing upward mobility programs, the Agency will consider the following approaches which will provide for:

- A. Identification of job patterns and promotional opportunities commensurate with employee skills and potential;

24

25 B. Lateral reassignments and bridge positions for employees whose current
26 jobs do not provide an opportunity for further advancement;

27

28 C. Education and training to provide employees the opportunity to enhance
29 promotional qualifications;

30

31 D. Staffing techniques;

32

33 E. Elimination, whenever possible, of nonperformance related impediments
34 as promotional factors.

35

36

37 Section 3. Educational Programs

38

39 The Agency, where practicable, will continue to establish programs with local
40 institutions or other training sources that increase the opportunity for employees
41 to participate in continuing education programs.

42