



NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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November 13, 2020

Board Memo 077-2020: USPS 120-Day Rule Temporarily Extended to Jan 19, 2021

Executive Board,

The USPS has again extended the 120-Day Rule in Handbook EL-312, Section 743.15, 120-Calendar-Day Limit on Higher-Level Temporary Assignments, until January 19. (See attached).

In a September 4, 2020 letter to USPS HQ, NAPS did not believe it was necessary to continue with the 120-Day Rule exception after September 14. NAPS continues to advocate that vacant EAS positions be posted and filled within 120-days. Please share the attachment and memo with your membership. It will also be posted on the NAPS website Bulletin Board.

Thank you and stay safe.

NAPS Headquarters



November 12, 2020

MANAGERS, HUMAN RESOURCES (AREA)
MANAGERS, HUMAN RESOURCES (DISTRICT)

SUBJECT: Temporary Change to Handbook EL-312, Employment and
Placement, Section 743.15, 120-Calendar Day Time Limit
on Higher-Level Temporary Assignments

The policy found in Handbook EL-312, Employment and Placement, Section 743.15, concerning the time limit on higher-level temporary assignments (details) was temporarily modified through November 15, 2020. This modification is extended through January 19, 2021.

Section 743.15, currently limits an employee serving on a higher-level temporary assignment (detail) to a vacant position to no more than 120 calendar days, if the employee on the temporary assignment could become, or is a potential candidate, for the vacant position.

To support continuation of operations as part of the response to COVID-19, a temporary modification to this provision has been established to provide an exception to individuals currently in a higher-level temporary assignment (detail) and have not yet met the 120 calendar day limit. Those individuals that meet this criteria may remain in the current higher-level, temporary assignment through January 19, 2021 and also be eligible to become or remain a potential candidate for the vacant position during this period.

This temporary modification does not apply to individuals that already exceeded the 120 calendar day limit prior to April 17, 2020. All other policies as stated in EL-312 subchapter 75 are still in effect.

If you have questions, please contact Joseph R. Bruce, Director, National Human Resources at joseph.r.bruce@usps.gov.

Joseph R. Bruce