

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

National Headquarters
1727 KING STREET, SUITE 400
ALEXANDRIA, VA 22314-2753
(703) 836-9660

October 17, 2021

Board Memo 082-2021: Time Limit on Higher-Level Temporary Assignments

Executive Board,

Effective October 19, the 120-day limit to serve in a vacant higher-level detail assignment will resume. This policy was temporarily modified on April 17, 2020, per NAPS' request and extended to October 9, 2021. It will remain in effect until October 18, 2021.

Employees serving on a detail assignment in a vacant higher-level position as of October 19 may not remain detailed in the vacant position past February 16, 2022, without losing their eligibility to be a potential candidate for the vacant higher-level position.

Please share this information with your membership.

Thank you and be safe.

NAPS Headquarters



April 17, 2020

Mr. Brian J. Wagner
President
National Association
of Postal Supervisors
1727 King Street Suite 400
Alexandria, VA 22314-2753



Dear Brian:

Following consultation with you, the Postal Service has decided to implement a temporary modification to Handbook EL-312, *Employment and Placement*, Section 743.15, *120-Calendar-Day Time Limit on Higher-Level Temporary Assignments*.

Handbook EL-312, Section 743.15 currently limits an employee serving on a higher-level temporary assignment to a vacant position to no more than 120 calendar days if the employee could become or is a potential candidate for the vacant position.

This temporary modification provides an exception to individuals currently serving in a higher-level temporary assignment that have not yet exceeded the 120-calendar-day time limit. Individuals meeting this criteria may continue in these temporary assignments through July 16, 2020 and will remain eligible for placement into these vacant positions.

The purpose of this modification is to support continuation of operations as part as the response to COVID-19 by minimizing the transition of individuals from those temporary assignments and not at the detriment of those individuals interested in becoming potential candidates for those positions.

Please contact me if you have any questions concerning this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bruce A. Nicholson".

Bruce A. Nicholson
Manager
Labor Relations Policy Administration

LINDA DECARLO
ACTING VICE PRESIDENT
EMPLOYEE RESOURCE MANAGEMENT



April 21, 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

Effective April 17, the policy found in Handbook EL-312, Employment and Placement, Section 743.15, concerning the time limit on higher-level temporary assignments (details) will be temporarily modified through Thursday, July 16, or otherwise notified.

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 July 16 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 have already exceeded the 120 calendar day limit. All other policies as stated in EL-312 subchapter 75 are still in effect.

If you have questions, please contact Kim Clark, Acting Director National Human Resources at 202-400-4058 or khclark@usps.gov.

Linda DeCarlo

Linda DeCarlo

SIMON M. STOREY
VICE PRESIDENT, HUMAN RESOURCES



October 7, 2021

AREA VICE PRESIDENTS
DIRECTORS, HUMAN RESOURCES (FIELD)
DIVISION DIRECTORS
MANAGERS, HUMAN RESOURCES (DISTRICTS)

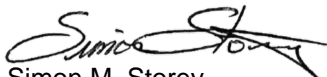
SUBJECT: Time Limit on Higher-Level Temporary Assignments

Section 743.15 of the Handbook EL-312, *Employment and Placement*, limits the amount of time an employee can serve in a detail assignment to a vacant higher-level position. An employee is limited to no more than 120 calendar days in a temporary higher-level detail assignment if the employee could become or is a potential candidate for the vacant position. These provisions, temporarily modified on April 17, 2020, were extended to October 9, 2021 and will remain in effect until October 18, 2021.

Effective October 19, the policy found in Handbook EL-312, *Employment and Placement*, Section 743.15, concerning the limits to the time an employee can be on higher-level temporary detail assignments will resume.

Employees serving on a detail assignment in a vacant higher-level position as of October 19, 2021, may not remain detailed into the vacant position past February 16, 2022, without losing their eligibility to be a potential candidate for the vacant higher level position.

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



Simon M. Storey