

# NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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

January 6, 2021

## **Board Memo 001-2021: USPS 120-Day Rule Temporarily Extended to March 22, 2021**

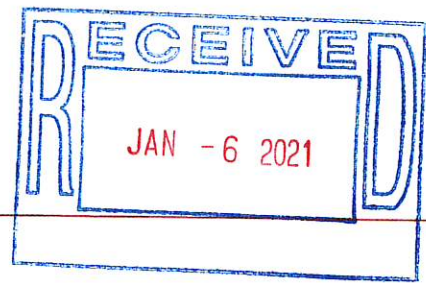
Executive Board,

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 March 22, 2021. (See attached). 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 be safe.

NAPS Headquarters

LABOR RELATIONS



January 5, 2021

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

Dear Brian:

This is in regards to my November 10, 2020 correspondence and discussions with you on the temporary modification to Handbook EL-312, *Employment and Placement*, Section 743.15, *120-Calendar-Day Time Limit on Higher-Level Temporary Assignments*.

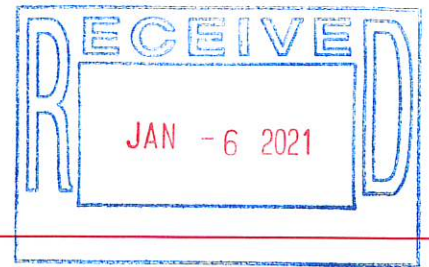
The Postal Service intends to extend this temporary modification through March 22, 2021. This temporary modification will not apply to individuals that already exceeded the 120-calendar-day limit prior to April 17.

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

Sincerely,

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

Bruce A. Nicholson  
Manager  
Labor Relations Policy Administration



January 5, 2021

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 January 19, 2021. This modification is extended through March 22, 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 March 22, 2021 and 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](mailto:joseph.r.bruce@usps.gov).

**Joseph R. Bruce** Digitally signed by Joseph R. Bruce  
Date: 2021.01.05 07:12:10 -05'00'  
Joseph R. Bruce