

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

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June 7, 2021

Board Memo 043-2021: USPS 120-Day Rule Temporarily Extended to August 9, 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 August 9, 2021. (See attached).

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



June 4, 2021

DIRECTORS, FIELD HUMAN RESOURCES
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

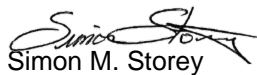
The policy found in Handbook EL-312, Employment and Placement, Section 743.15, concerning the time limit on higher-level temporary assignments (details) which was temporarily modified effective April 17, 2020, and extended to June 7, 2021, will remain in effect until at least August 9, 2021.

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, and finalizing our new organizational changes during the final phase of the administrative restructure, 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 higherlevel, temporary assignment through August 9, 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, Senior Director, National Human Resources at joseph.r.bruce@usps.gov.


Simon M. Storey