



January 31, 2020

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NAPS HEADQUARTERS

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

Dear Brian:

As a matter of general interest, effective January 31, the Postal Service will require that all new bargaining unit (career and non-career) applicants for employment be fingerprinted, complete their SF-85, and be issued either a favorable interim National Agency Check with Inquiries (NACI) or a favorable complete NACI prior to their P.S. Form 50 being processed. The Postal Service will no longer rely on the "criminal pre-check" report for initial hiring decisions.

Once a conditional job offer is provided to a prospective employee, he or she will receive an email link to initiate the background investigation process. The background investigation will provide an interim NACI result. If the result is favorable, the prospective employee will be able to conditionally onboard and begin working pending a full NACI result, provided all other eligibility and suitability conditions are met. If an interim NACI is not favorable, the candidate will not onboard unless and until the NACI is finalized with a favorable result. A favorable full NACI result remains a condition of Postal Service employment. An individual onboarded with an interim NACI must be separated if his or her full NACI result is unfavorable after all appropriate appeals.

Prospective employees with a conditional job offer prior to January 31 will go through the current process.

Please contact or Bruce Nicholson at extension 7773 if you have questions concerning this matter.

Sincerely,

A handwritten signature in blue ink that reads "David E. Mills".

br David E. Mills
A/Manager
Labor Relations Policies and Programs