

REASSIGNMENT FAQs

This document contains frequently asked questions (FAQs) regarding the process and activities related to employees and Reassignments.

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1.0 GENERAL

What is a reassignment?

A reassignment is when an employee transfers from one postal installation to another postal installation, to a new position in your current craft or to a different craft at a current or new location.

What types of reassignments are available?

There are [voluntary](#) and [involuntary](#) reassignments.

What is eReassign?

eReassign is a web based tool to express your interest in transferring from one postal installation to another postal installation, to a new position in your current craft or to a different craft at a new location.

Who can use eReassign?

APWU, NPMHU, and NALC bargaining unit employees ONLY are allowed to use eReassign. EAS employees (management), RCAs, TRCs, PMRs, or FT regular Rural Carriers cannot use eReassign.

NOTE: *All potential excessed APWU employees receive priority consideration in eReassign per the contract.*

What if I forgot my USPS PIN?

If you do not know your USPS PIN (Personal Identification Number), then complete the following steps:

- Call *PostalEASE* at 1-877-4PS-EASE (1-877-477-3273).
- Press 1 for *PostalEASE*.
- When prompted, enter your SSN.
- When prompted for your USPS PIN, pause, and then press 2.
- Your USPS PIN will be mailed to your address of record the next business day.

What are the Question Marks on all the pages used for?

The small question marks in front of the field names on all the pages provide context-sensitive help. When you click on the question mark, a pop-up window appears that gives you specific help on that part of the page.

Can I use the Back button on my browser?

No. The eReassign application does not function properly if you use the Back and Forward browser buttons to navigate the site.

Will an employee have to wait for one request to be resolved before another one is processed?

No, an employee may submit multiple requests at any time.

Is online help available?

Yes, online help is available. Click on the ? beside the field to view specific help text or click the Help link in the header and footer of each page to receive general help about the eReassign application.

Can you perform a search by city rather than by District?

Yes. Employees may click the Search by City button in the Search for Offices section of their Welcome Page to access the Search by City screen. Employees may enter any combination of city, state, and ZIP Code to search for offices. The Search by State Map function also exists.

Are there positions available outside Reassignment Opportunities?

Yes, an employee may apply for a reassignment whether there are vacancies or not. Reassignment Opportunities is a place to advertise for positions that are difficult to fill.

Will an active reassignment request expire?

All requests are set to expire exactly one year from the Request Received Date or on this date each subsequent year that a request is extended. However, a request choice with a status of In Review will be automatically extended for an additional year. This automatic extension happens only once for each choice. All other choices will expire normally, unless they are manually extended. Employees or HR on behalf of an employee, are able to extend requests or choices within a request for an additional year, beginning 90 days before it is set to expire. Requests that have been manually extended will not subsequently be automatically extended. To manually extend a request, click the Extend Request button on the bottom of the Request Tab. If a request or choice within a request is not extended it is set to Closed as Expired one year from the Request Received Date or on this date each subsequent year that a request is extended. The Request Received Date is the date that is indicated by HR or System Administrative users in the case where a request is submitted on behalf of an employee. This date differs from the Request Submission Date, which represents the date the request was physically entered into the eReassign system. The Request Received Date and Request Submission Date will be the same for employees who submit requests themselves through the eReassign system.

If I saved a draft request and come back to complete it, how come it is not displayed on the Welcome Screen?

Draft requests that have not been submitted within 30 days will be deleted from the system. Employees are notified of this when they save a request as a draft.

What does it mean if I select an office and no crafts are listed?

This office does not have any career bargaining unit positions or no active or occupied job slots for the current occ codes exist.

What do I do if a job title at an office does not show up in the drop-down box as a position choice?

When a job is not reflected in eReassign in the drop-down box for an office, first check to see if there is

an occupied or vacant career bargaining unit job slot in HCES (other than Rural Carrier). This can occur if there is a career job slot for a job that has been replaced by another job title (such as Sales and Service Associate for Distribution and Window Clerk). If there is no occupied or vacant career job slot in HCES for that job, you must create one in HCES. After eReassign receives the weekly extract from HCES (every Saturday night), it should populate the drop-down box.

How do I know if I have a reassignment request?

HR Users are notified weekly with a summary of all newly submitted reassignment requests. They can also change eReassign to notify them each time a reassignment request is submitted to their District. Requests requiring attention remain on the Welcome page until they are closed or withdrawn.

Can you perform a search for priority reassignment requests?

Yes. Admin users may click on the Search for Priority Request button on their Welcome page to access the Priority Request screen. Admin users may enter any combination of the search criteria available to search for priority requests that are within the priority window period. Priority Requests that are outside the priority window period are available through the Search for Request button or Request by District button. Search results are based on user profile.

Will changes in an employee's current address or position, etc. be reflected in active requests?

Not in this release of eReassign. Only changes made by the employee in eReassign will be reflected. Changes made to their official current address, office, position, etc. will only be reflected in newly submitted requests.

How much time does an employee have to send in requested information regarding his/her active requests?

An employee has 30 days to provide any additional information.

What is the role of Selecting Officials for active requests?

SO Users gather information on employees requesting transfers with consideration given in submission date order. Gathering employee data involves using the Actions tab within eReassign. These actions generate email requests to losing HR offices or losing supervisors, and automatically populate the checklist with request dates. SO Users can also use templates within eReassign for letters to request information from or provide information to employees. Supervisors or HR Users at losing HR offices must provide requested employee information to requesting Selecting Officials (SO) in a timely manner. SO Users obtain supervisor evaluations from employees' supervisors, using the online supervisor evaluation function in eReassign. SO Users can also create Reassignment Opportunity Postings for hard to fill positions in their Districts.

What is the role of Human Resources Users?

Human Resources users are assigned the same tasks as Selecting Officials, except they process requests at the District level. HR is responsible for processing requests to installations within a District that do not have an active Selecting Official present. HR however, do not have the ability to complete the Decision Tool, and must nominate a supervisor or postmaster as a Selecting Official to make a Decision. This one time "Selecting Official" is assigned through the eReassign system as well, and logs on through the employee portal.

What is the role of the HR Management User for active and priority requests?

HR Management Users can review requests and generate reports, but cannot process reassignment requests, assign requests to selecting officials, or process postings. This profile is well suited for Managers, Personnel Services, District HR managers, or others who wish to monitor reassignments or use of eReassign.

Who processes career bargaining unit employees' active requests?

Active Requests are processed by either District HR or Selecting Officials. Selecting Officials process all requests to their individual installations. District HR Users process transfer requests for all offices within their Performance Clusters that are not processed by a Selecting Official. HR and SO Users are listed in eReassign as "HR Contacts" and "SO Contacts", for other HR offices to contact for information on employees. HR and SO Users process requests submitted online by career bargaining unit employees. An employee may still request voluntary transfers in writing or if an employee does not have access to eReassign, HR and SO Users can print and provide the standard Submission Form to the employee through a link at the bottom of the Welcome Page. This Submission Form ensures that all required information is gathered from the employee. HR and SO Users must enter these requests into eReassign on behalf of an employee.

What types of automatic actions take place within eReassign?

Automatic notifications are provided to HR Users of reassignment requests for employees in their Districts for which they need to provide information or for those requesting a transfer to their Performance Clusters. The submission notification is batched so weekly messages are received indicating the total number of requests received for the week. Three automatic email reminders are sent within the system to HR Users when information is not provided or actions within eReassign have not been accomplished. When eReassign generates dates automatically on the checklist because HR Users requested information within eReassign, the HR Users who provide the information must enter dates information is received and sent to complete the checklist. Otherwise, automatic reminders will continue to be sent. Online history of an employee's transfer request is automatically maintained in eReassign, as a result of actions taken within the system. If the Selecting Official completes the questions within the Decision Analysis Tool, these are maintained in history. The checklist and history of an employee's request can be printed. Once the Selecting Official has approved a transfer request and the release date has been coordinated with the employee's current HR office outside of eReassign, the HR User officially requests that the employee be released in HCES via an email that is sent from within eReassign to request the employee's release and also requests the employee's personnel records. Requests that have a status of IN REVIEW will be extended automatically for an additional year when they reach one year from the Request Received Date. It will only do this for requests that have not been previously extended. Finally, the HR User notifies the employee using letters within eReassign and enters comments about the accepted position, location, and effective date. An email is automatically sent to the gaining HR User if an "On Hold" or "In Review" request has a change in eligibility. If any of the following employee criteria change from week to week, a detailed email is automatically sent:

Installation/Organization ID
Seniority Date
The employee changes from Active to Separated
DES-ACT Code
Months at Installation

Please note: the employee information is loaded weekly on Saturdays from HCES

How do Selecting Officials (when assigned by HR only) view active transfer requests made for their offices?

When an HR User is processing a request (and not a Selecting Official), and has gathered all appropriate employee information for review (attendance, safety and work history, and supervisor evaluation), they assign the employee's request to a one-time Selecting Official within eReassign. The Selecting Official then accesses eReassign using the Internet (not the Blue page) at: <http://about.usps.com/careers/current-usps-employees/ereassign.htm> and enters their 8-digit employee identification number and USPS PIN. Once the request is assigned, the Selecting Official will see it on their Welcome Page. They may also view past employee requests they have acted upon by performing a Request Search.

Can locally prepared Supervisor Evaluations or Decision Analysis Tools be used?

Losing and gaining HR offices are to use the selecting official's Decision Analysis Tool provided in eReassign. eReassign provides a consistent and standardized approach to voluntary reassignment processing for the nation, and replaces locally devised forms or procedures. The Decision Analysis Tool in eReassign was devised by consulting with Headquarters Labor Relations, and it is the form to be used for processing transfers. Phase Maintenance 4 added updated functionality to the Supervisor Evaluation. Previously, locally prepared forms were unable to be submitted. Currently, if a supervisor does not have access to eReassign, the supervisor can send a completed Manual Supervisor Evaluation form to the gaining HR. The Gaining HR can click the "Enter Manual Supervisor Evaluation" button in the Actions Tab after a supervisor has been assigned. The "Enter Manual Supervisor Evaluation" page contains the same fields as the supervisor evaluation form he/she would complete him/herself. The Gaining HR will enter the same information into eReassign that appears on the locally prepared Supervisor Evaluation.

Is it required that HR send an employee's Official Personnel Folder to offices for review?

No. We are eliminating the transferring of official personnel folders (OPFs) around the country for consideration for voluntary transfers, at Headquarters' Labor Relations direction. With the increased number of reassignment requests being entered by our career bargaining unit employees, the forwarding of OPFs poses the unnecessary problems of tracking and forwarding to multiple offices, plus increased chance of loss or misplacing. If any live discipline exists for an employee and it is requested in conjunction with a voluntary reassignment request, it is to be copied (retain originals at office) and forwarded to gaining HR offices for consideration. Once an employee is approved for transfer and a HCES release date is agreed to, the OPF must be forwarded by Registered Mail to the gaining HR office.

How do offices advertise "difficult-to-fill" vacancies?

A "difficult-to-fill" position is a career bargaining unit vacancy the District has been unable to fill through other means (job bidding, changes in craft, excessing, etc.) within their District or Area, and could proceed to filling through a new hire or transfer. Selecting Officials and HR Users have the ability to post "difficult-to-fill" vacancies in an area of eReassign called Reassignment Opportunities. Bulletin board notices are no longer to be manually sent to other Districts to advertise vacancies. The SO/HR User posts vacancy information for employees who can view and apply online and for which HR is prepared to accept transfers from outside their Performance Clusters. Employees who apply for these vacancies are considered in date order of their requests.

Can reports be generated in eReassign?

Reports are available online in eReassign for both HR/SO Users and HR Management Users to generate information about requests within their area of responsibility. Reports include information about reassignment requests that were submitted with priority status. They can be generated quickly in PDF or Excel formats and saved or printed, as required. Saving reports in an Excel format allows the HR User to sort and filter data as needed, and also attach to email messages.

What is the difference between an HR User and a Selecting Official user processing a request?

Either a Selecting Official or a Human Resources user may process a request. Selecting Officials process requests to the installations they requested in eAccess. HR are responsible for all requests to the District that are to installations without a Selecting Official registered in eReassign. The procedure each user follows is identical; however every request must have the Decision Analysis Tool completed by a Selecting Official. While SO users can simply complete this section themselves, HR Users must assign a one-time Selecting Official user to complete the decision analysis tool. This one time "Selecting Official" logs in through the employee portal with their EID and 4 digit PIN, and is only responsible for completing the Decision Analysis Tool.

2.0 VOLUNTARY

Who can use eReassign?

APWU, NPMHU, and NALC bargaining unit employees ONLY are allowed to use eReassign. EAS employees (management), RCAs, TRCs, PMRs, or FT regular Rural Carriers cannot use eReassign. **NOTE: All potential excessed APWU employees receive priority consideration in eReassign per the contract.**

Is there a limit the number of installations an employee can apply to?

No.

Does an employee need to wait to apply for an assignment?

An employee does not need to wait for an opening to be “advertised” under Reassignment Opportunities, in order to express an interest in reassigning to another installation. If an opening exists and approval has been obtained to fill this position, requests will be considered in date order. The system records the date/time the request is submitted.

Can an employee withdraw their request?

An employee may withdraw their request at any time.

Can an employee request a change in crafts?

To request a change of craft at one’s current installation, you must send a letter to the Postmaster in this case. The letter is good for 1 year.

Can an employee use eReassign for mutual trades?

No.

What happens if an employee’s request is accepted?

Once an employee has met all criteria for the new position and has been accepted, their safety and attendance records will be obtained and reviewed by the potential gaining installation. A supervisor evaluation is also requested. This all happens online.

Is eReassign mandatory to use?

eReassign is a mandatory tool for field HR. Employees have the option of submitting a reassignment request through eReassign or continue to submit a written request to Human Resources. eReassign allows HR to print a blank Submission form to send to employees to submit requests. HR must then manually input this data into eReassign by submitting the request on behalf of the employee.

Will eReassign be accessible for employees who do not have computers at work?

eReassign is accessible from the internet. Employees do not need access to the Blue page, nor is eReassign accessible from any Kiosks.

How many reassignment requests can an employee have?

There is no limit to the number of requests that an employee may submit. The only limitation is that each request can only be for one specific post office and up to five crafts per request. If an employee desires more than one post office, they must submit multiple requests.

Are driving records required for reassignment?

Yes. Driving records are required when submitting a request for any Carrier or Motor Vehicle Craft. The driving disqualifications table can be viewed through the provided link on the submit request page and/or the request review page.

What is the difference between a priority request and an active request?

A priority request is a request submitted by an employee in excess for an APWU craft. APWU crafts include Material Support, Clerk, Motor Vehicle Operations, or Maintenance Craft. A priority request must be submitted between the Start Priority Transfer Date and End Priority Transfer Date and only maintains priority status during this period. Once the End Priority Transfer Date has passed, the request drops down to the normal (i.e. active requests) processing pool.

Can an employee respond to Reassignment Opportunities and still have priority consideration?

Yes, if an employee is in excess and the Reassignment Request includes a craft that is eligible for priority status, then the employee will receive a modified acknowledgement letter indicating priority consideration for the request submitted through the Reassignment Opportunities section.

3.0 INVOLUNTARY

What is an involuntary reassignment?

An involuntary reassignment occurs when an employee is removed from his or her duty assignment and moved to a new station and / or assignment without volunteering to do so.

What occurs during an involuntary reassignment?

If you are accepted for transfer to a position that requires drivers training i.e. city carrier, and you are not in a driving position, you will need to meet criteria for a driving position.

Employee safety and attendance records are not obtained or reviewed on excessed employees.

Once criteria/suitability has been met, the gaining and losing installations arrange a transfer date.

Transfers almost always occur no later than 30 days from the date the losing installation has been notified of their loss.

What happens to employees who do not occupy a duty assignment in a section (e.g. unencumbered/unassigned, light/limited duty same/other crafts who were placed in the section), when excessing from a section?

They will be removed from that section prior to excessing of employees who occupy duty assignments in the section.

Is an employee's light or limited duty status considered in excessing situations?

No. An employee in a light/limited duty status will be excessed in the same way that employees in a full duty status are excessed, based on the pay level of the duty assignment that they hold and their seniority. They will receive reasonable accommodation if necessary in their new duty assignment/installation.

An employee is receiving saved grade after being excessed into a lower pay level duty assignment. Which pay level does the employee occupy for future excessing?

The level of the employee's present duty assignment as indicated on the employee's PS Form 50.

Is the Postal Service required to minimize impact on regular workforce employees prior to excessing?

Yes. In order to minimize the impact on employees, to the extent possible, all casuals working in the affected craft and installation will be separated prior to making involuntary reassignments. Also, to the extent possible, part-time flexible employee work hours will be reduced. There is an obligation to separate casual workers if doing so would yield sufficient hours to establish a regular full time duty assignment: that is eight hours within nine or ten hours, the same five days during a service week.

Does attrition in the impacted work location reduce the impact?

The Postal Service will count attrition in the impacted work location, if it occurs in the identified wage level after the notice of excessing is provided to the union.

Will the Postal Service provide advance notice to the impacted employees prior to excessing?

Yes. When excessing employees from the section and/or craft within the installation, the Postal Service will provide reasonable notice at the local level. When excessing outside of the installation, the Postal Service will provide the impacted employees with a minimum of 60 days' notice, if possible.

What notice will the Postal Service provide to the Union?

The Union will receive six (6) months advance notice when possible. For automation based excessing the union will receive a minimum of ninety (90) days advance notice.

How are placement opportunities for impacted employees identified?

The Postal Service will provide the APWU Regional Coordinator with a notice of intent to withhold residual vacancies in which to place impacted employees. A residual vacancy is a duty assignment that goes un-bid, and remains after assignment of unencumbered employees and activation of retreat rights. In the Clerk Craft, when a duty assignment is identified as residual, the local manager will give the local union president a written notice that the duty assignment is being withheld pursuant to Article 12.

How many duty assignments will be withheld?

A sufficient number of residual duty assignments will be withheld to place impacted employees. Maintenance and Motor Vehicle craft residual vacancies in wage level PS-3 and below may be withheld if necessary. Maintenance and Motor Vehicle craft residual duty assignments PS-4 and above will only be withheld if an identified impacted employee meets the minimum qualifications for that withheld duty assignment.

How will the Postal Service determine which impacted employee is placed in a withheld residual duty assignment?

Impacted employees will use their seniority to select a withheld duty assignment for which they meet the minimum qualification(s). Minimum qualifications are usually the requisite entrance examination, a driving license (including a Commercial Driving License-CDL where necessary), an experience requirement, or a demonstration of a skill (e.g. typing). Please check the qualification standards to determine the minimum qualifications for a particular position.

If employees are being excessed from more than one installation within a close geographic area at the same time, which employees will select first from the listing of withheld duty assignments?

Area management and the APWU Regional Coordinator will meet and determine the appropriate method to be used for selection from the list.

What is an Article 12 Options Letter?

Notification to an impacted employee about their rights to select a withheld position, to revert to a PTF or PTR, to utilize eReassign to obtain a position on their own through transfer. This notice is usually issued after the 60 day notification has been issued to the employee.

How can you tell if an employee is in excess prior to submitting a request? Does this indication guarantee priority status on a reassignment request?

For employees in excess, a warning message below the District drop-down page displays on the Submit Request page. Directions are provided in the warning message indicating how employees in excess can receive priority status for a reassignment request. For HR Users submitting requests on behalf of an employee in excess, the warning message is displayed upon lookup and selection of the employee on the Submit Request page.

How long does priority status last for reassignment requests?

Priority status for reassignment requests last up until the End Priority Transfer Date (i.e. Last day of Voluntary Transferring). This date is specified on the modified acknowledgement letter displayed upon submission of a request that has received priority consideration. During this time, HR will process requests based on Craft Seniority Date and in the case of a tie, by Postal Service Computation Date. Once a request has passed the End Priority Transfer Date, all requests will be processed as a normal active request based on the date of submission.

Do priority requests that are no longer within the time of voluntary excessing still return in the Search for Priority Request search?

No. The Search for Priority Request search only returns requests that are within the time period of excessing. Once the last day of voluntary excessing has passed for the request, the request will no longer return under the Search for Priority Request. Instead, users will find the request using the Search Request or Request by District search. Search results are based on user profile.

Do you still have to acknowledge receipts of requests with priority status?

Only for requests that were submitted manually by employees that HR had to input into eReassign. Once the request has been submitted in eReassign, HR should print the modified acknowledgement letter to inform the employee that the request has been successfully received and been given priority consideration. For requests that employees submit themselves, they will receive a modified acknowledgement letter upon submission. They are able to print this modified letter, indicating the priority consideration. Because they receive this modified acknowledgement acknowledging priority consideration, it is not required for HR to send an acknowledgement letter to the employee upon receipt. However, HR should notify the employee when he or she is being considered for a position using the modified Consideration Letter than can be generated in eReassign.

Will the priority reassignment requests be in date order?

No. Priority requests are reflected in order by Craft Seniority Date ascending. In cases of the same Craft Seniority Date, requests are ordered by Postal Service Computation Time date ascending which represents the Total Postal Service Time at USPS.

When will a priority reassignment request move to the active request section?

Priority requests no longer display under the Priority Request heading once the End Priority Transfer Date has passed. Once the End Priority Transfer Date has passed and if the request has at least one choice on hold or in review, the request moves under the active request section in order in which they were received.

What is the difference between a priority request and an active request?

A priority request is a request submitted by an employee in excess for an APWU craft. APWU crafts include Material Support, Clerk, Motor Vehicle Operations, or Maintenance Craft. A priority request must be submitted between the Start Priority Transfer Date and End Priority Transfer Date and only maintains priority status during this period. Once the End Priority Transfer Date has passed, the request drops down to the normal (i.e. active requests) processing pool. An active request is a request made by an employee wishing to reassign to a new district. An active request includes request that was once given priority status, but was not processed prior to the End of Priority Transfer Date (i.e. outside of the priority window period).

Will a priority request lose priority status?

Yes. Priority requests no longer have priority status once the End Priority Transfer has passed. Once this occurs, the request no longer displays under the Priority Request heading and instead displays under Active Requests.

Can an employee respond to Reassignment Opportunities and still have priority consideration?

Yes, if an employee is in excess and the Reassignment Request includes a craft that is eligible for priority status, then the employee will receive a modified acknowledgement letter indicating priority consideration for the request submitted through the Reassignment Opportunities section.

Does the Craft Seniority Date and Postal Service Computation Date display the most recent data for priority requests within the priority window period?

Yes. All information that displays for a priority request within the priority window period is the most recent data.

What is the role of Selecting Officials for priority requests?

SO Users are responsible for processing employees' requests with priority consideration prior to active requests. Priority requests within the priority window period should be processed by Craft Seniority Date for each choice. In the case of a tie, the Postal Service Computation Date should be used to determine which choice to process first. SO users are required to complete the Decision Analysis Tool and can use templates within eReassign for letters to request information from or provide information to employees. Completion of the Decision Analysis Tool is required prior to closing a priority request as 'Accepted for this position'.

Who processes career bargaining unit employees' priority requests?

District HR Users and Selecting Officials process transfer priority requests for all offices within their Performance Clusters by using eReassign. Priority requests do not involve Losing HR or Supervisor users. The Decision Analysis Tool is not required for priority requests. Gaining HR's and SO's use a simplified version of the Decision Analysis Tool within eReassign to assess the nepotism between them and the employee. Employee requests are processed and considered in order by craft seniority date and postal service computation time.

How does a Selecting Official or Gaining HR complete the Decision Analysis Tool for a priority request submitted by an employee in excess requesting reassignment?

For priority requests with the priority window period, a new Decision tab is available when clicking on the Employee Name hyperlink on the priority request table. From here, Selecting Officials and Gaining HR Users are required to fill in the installation head name and fill out the Decision Analysis question. Upon submission of the Decision Analysis tool, this tab will disappear and the answer cannot be modified.

4.0 APWU

What are my options under eReassign?

To minimize excessing in a bid cluster employees in the installation and affected craft experiencing excessing from the craft or installation may voluntarily submit a request for transfer through eReassign. These employees will be placed on a preferred listing within eReassign by date order. These volunteers will be allowed to transfer out of their impacted installation in accordance with the MOU on Transfer Opportunities to Minimize Excessing.

The Postal Service will not provide affected employees copies of vacancies at postal facilities in advance of transfer requests. Installations with hard-to-fill vacancies post them in eReassign as Reassignment Opportunities. The Postal Service will notify employees in the impacted installation(s) of the availability of the eReassign transfer alternative.

Employees can request reassignment to these specific positions. It is the responsibility of the affected employee to check on a regular basis in eReassign for Reassignment Opportunities. Employees may also request transfers to offices that do not have reassignment opportunities listed on eReassign.

5.0 MAIL HANDLERS

Can Mail Handlers utilize eReassign?

The Postal Service (USPS) has agreed to develop an enhancement to eReassign to enable mail handlers from an impacted installation to receive priority consideration for a voluntary transfer. Management will accept the employee at the gaining installation without a review. However, regular transfer rules concerning other issues such as seniority, status, no relocation benefits, and no retreat rights will continue.

Can a reassignment be delayed?

If there is a local need to delay the reassignment of impacted mail handlers from the losing installation, management at the gaining installation will have the right to retain or hire casuals for up to 90 days. This shall be considered a legitimate reason for the retention or hiring of casuals. The number of casuals retained or hired shall be limited to the number of mail handlers delayed in reporting to the gaining installation, but will not be restricted by the 12.5 percent installation limited. Such casuals will be identified to the union and separated one-for-one as the excessed mail handlers report to the installation.