

Stand Up Talk – National Reassessment Process



Reassessment Process

Our district is now initiating the Postal Service's National Reassessment Process. This process is focused on reviewing all rehabilitation and limited duty assignments, task by task to ensure all assignments are operationally necessary.

As our operations become more automated, both in the plant and in customer services, it is becoming more difficult to provide productive and necessary work to employees with medical restrictions. A team of management members from operations, medical, labor relations, and injury compensation functions here in the cluster was established to complete the process of identifying such work and placing employees with medical restrictions in these assignments. All assignments are based on a review of current medical restrictions; strict adherence and compliance with Postal and Federal policy/regulations as well as the collective bargaining agreements.

In the event work within the Postal Service is not identified, employees will be referred to the Office of Workers' Compensation Programs (OWCP) for placement on the compensation rolls. While in this status, receiving compensation from OWCP, an employee may be placed in the OWCP Vocational Rehabilitation Program. However, these employees also have other options such as using sick leave or annual leave or possibly applying for disability retirement or regular retirement if they are eligible.

This process is currently addressing injured-on-duty employees who have reached maximum medical improvement or where their condition has been ruled to be permanent. The ongoing steps of the process will address injured-on-duty employees who do not yet have permanent conditions or where they have not yet reached maximum medical improvement (limited duty assignments).

As our staffing needs continue to change, we are increasingly experiencing situations where sufficient productive or necessary assignments to accommodate injured employees are more difficult to find. We take our responsibility to all employees very seriously and will work with these employees to ensure they are afforded all rights under the Federal Employees Compensation Act.