

New Article 20

Old Article 25

Reassignments

25.1 Definition

For the purposes of this Article, reassignment means the change of an employee from one position or work location to another position or work location for an indefinite period without promotion, ~~or~~ demotion or detail.

25.2 Reassignment Action

When NRC determines that the interest of the NRC will be served by the reassignment of an employee due to staff imbalance, workload fluctuation, new programs or locations, special projects, or for other legitimate reasons, that action ~~will~~ may be effected. When a reassignment is made, to the extent practicable, consideration will be given to the needs and circumstances of individual employees, including, but not limited to, health problems, family situation and career aspirations.

Reassignments may be made by NRC for deficiencies in an employee's work performance or conduct which may be corrected or minimized in a different work location or position. The employee will be notified of the basis for such a reassignment, which may be challenged through the negotiated grievance procedure.

~~25.3 — Reestablished Position~~

~~When an employee has been reassigned due to the abolition of his/her position, he/she will be considered for the position: (1) if it is reestablished within 1 year, and (2) if the employee applies for the position within 5 workdays after being notified that the position has been reestablished.~~

25.~~3~~4 Involuntary Reassignment

The NRC agrees to give the employee who is involuntarily reassigned a minimum of 10 workdays advance notice unless prevented from doing so by unusual circumstances or emergency conditions.

25.~~4~~5 Change in Duty Station

If the reassignment involves a change in duty station, the NRC agrees to give the employee a reasonable amount of time to accomplish the change in duty station subject to applicable laws and Government-wide regulations.

| 25.56 Notice of Mobility

Certain unit positions (e.g. resident inspector positions) are filled with the understanding that the employee selected to fill the position will routinely be reassigned to another position in the NRC at the end of a given tour of duty (typically ~~five (5)~~ seven years for resident inspectors). A resident inspector may request that the Agency consider extending the typical seven year assignment. The NRC agrees to post vacancies for ~~such~~ resident inspector positions with a nationwide area of consideration, and will include -a ~~clear (bold type)~~ notice indicating that selectees for such positions will be reassigned to other posts-of-duty at the end of their tour of duty. Failure to indicate the limited tour will not preclude the Agency from directing the reassignment.

| 25.67 Non-applicability

| The procedures delineated in this Article ~~25~~ are the comprehensive and exclusive procedures regarding reassignments which are not the result of a change in the organizational structure. If a reorganization or move is involved, Article 5 will be followed, as applicable.

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