

## NOTICE OF PROPOSED REGULATION

Date: March 29, 2012

**REGULATION TITLE:**  
Regular Status for USPS Employees

**REGULATION NO.:**  
UCF-3.041

**SUMMARY OF PROPOSED REGULATION:** This regulation defines regular status for USPS employees. Although this is a new regulation, the information in it reflects existing university practice.

**AUTHORITY:** BOG Regulation 1.001

**NAME OF PERSON WHO INITIATED PROPOSED REGULATION:**  
Mark Roberts, Associate Vice President, Chief Human Resources Officer

**COMMENTS CONCERNING THE PROPOSED REGULATION SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW.** The comments must identify the regulation you are commenting on.

**THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION IS:**

Regulations Administrator  
4000 Central Florida Blvd.  
Millican Hall, Suite 360  
Orlando, FL 32816-0015  
Phone: (407) 823-2482  
Fax: (407) 823-6155  
e-mail: [regulations@mail.ucf.edu](mailto:regulations@mail.ucf.edu)

**FULL TEXT OF THE PROPOSED REGULATION:**

**UCF-3.041 Regular Status for USPS Employees.**

- (1) Regular status for USPS employees shall be administered consistent with the following provisions.
- (2) An employee earns regular status after successful completion of the designated probationary period in a position that is benefits-earning and not temporary.
- (3) An employee with regular status filling a time-limited position shall not have

retention rights or other rights provided under layoff and recall provisions.

(4) An employee without regular status (e.g., OPS, temporary appointments, emergency appointments, etc.) may be terminated at any time without the right to appeal adverse actions. However, they may meet with their dean or director of the appropriate unit to register any concerns regarding an adverse employment action. If the organization does not have a dean or director, then another appropriate administrator shall substitute who is at the dean or director level or above. For example, an associate vice president or vice provost could substitute for a dean or director if the employee worked in such an office.

*Authority: BOG Regulation 1.001. History–New* \_\_\_\_\_ *-12.*