

hiring is expected to be very limited in the foreseeable future.

During the expected period of severe downsizing, these regulations may restrict the flexibility that agencies have to hire candidates. Current statutory requirements, which include providing hiring preference to veterans, are not affected by these regulations. The regulations also do not affect existing collective bargaining agreements. The parties to such agreements, however, are free to renegotiate those provisions that may be affected. When current agreements expire, new agreements must adhere to these regulations. With the switch to the individual employee empowerment concept contained in these regulations, the Interagency Placement Program (IPP) is being suspended. Employees who are enrolled in the IPP at the time of its suspension (February 29, 1996) will be eligible for the Interagency Career Transition Assistance Plan (ICTAP), and will be notified of their rights and benefits under the new program. The new regulations also provide ICTAP eligibility to several other categories of employees who were formerly eligible for the Interagency Placement Program including employees separated because of a compensable injury whose compensation is subsequently terminated, disability retirees whose disability annuity has been terminated, certain Military Reserve and National Guard technicians who become eligible for a special disability annuity, and employees who were separated because they declined a transfer of function or directed reassignment to another commuting area. As a result, former subparts G and H which provided placement eligibility for these special categories of employees have been merged into the revised subpart G which is set forth in these regulations.

OPM will monitor Agency and Interagency Career Transition Assistance Plans, and will prepare periodic progress reports. OPM will make every effort to obtain data from agencies through the existing Central Personnel Data File. To assist agencies and employees in implementing Career Transition Assistance Plans, OPM's Workforce Restructuring Office has set up a clearinghouse containing both private sector and Federal career transition materials (call 202-606-0960 for additional information) and a special forum on OPM's MAINSTREET computer-based bulletin board to provide information and handle inquiries about the new regulations (with modem dial 202-606-4800 and select the Career Transition forum). OPM also has a cadre of experienced

career transition specialists available for on-site assistance. Comprehensive information on worldwide Federal job opportunities is available from OPM by phone (912-757-3000; 912-744-2299 for TDD) or electronic bulletin board (912-757-3100).

Waiver of Notice of Proposed Rulemaking and Delay in Effective Date

Pursuant to 5 U.S.C. 553(b)(3)(B), I find that good cause exists for waiving the general notice of proposed rulemaking because it would be contrary to the public interest to delay access to benefits. Also, pursuant to 5 U.S.C. 553(d)(3), I find that good cause exists to waive the delay in the effective date and make this amendment effective in less than 30 days. The delay in the effective date is being waived to give effect to the benefits extended by the amended provisions at the earliest practicable date.

Regulatory Flexibility Act

I certify that this regulation will not have a significant economic impact on a substantial number of small entities because it affects only Federal employees.

Executive Order 12866, Regulatory Review

This rule has been reviewed by the Office of Management and Budget in accordance with Executive Order 12866.

List of Subjects in 5 CFR Part 330

Armed forces reserves, Government employees.

U.S. Office of Personnel Management.

James B. King,

Director.

Accordingly, OPM is amending part 330 of title 5, Code of Federal Regulations, as follows:

PART 330—RECRUITMENT, SELECTION, AND PLACEMENT (GENERAL)

1. The authority citation for part 330 continues to read as follows:

Authority: 5 U.S.C. 1302, 3301, 3302; E.O. 10577, 3 CFR 1954-58 Comp., p. 218; § 330.102 also issued under 5 U.S.C. 3327; subpart B also issued under 5 U.S.C. 3315 and 8151; § 330.401 also issued under 5 U.S.C. 3310; subpart H also issued under 5 U.S.C. 8337(h) and 8457(b); subpart I also issued under sec. 4432 of Pub. Law 102-484.

2. Section 330.301 is revised to read as follows:

§ 330.301 Coverage.

(a) This subpart covers the Interagency Placement Program for employees who will be displaced or

who have been separated from their Federal jobs as a result of agency work force reductions, compensable on-the-job injury, discontinued service retirement, or disability retirement. Agencies have the primary responsibility for providing placement assistance to their surplus and displaced employees, and for administering career transition assistance programs. OPM supplements these agency efforts by administering the Interagency Placement Program which gives surplus or displaced employees priority referral to positions in other agencies.

(b) The applicability of this subpart is suspended from February 29, 1996 through September 30, 1999. In the interim, placement assistance will be provided in accordance with subparts B, F, and G of this part. OPM may extend this date if it determines that the Federal Government is still experiencing an emergency downsizing situation.

3. Subpart F is redesignated as subpart J and a new subpart F is added to read as follows:

Subpart F—Agency Career Transition Assistance Plans (CTAP) for Local Surplus and Displaced Employees

Sec.

- 330.601 Purpose.
- 330.602 Agency plans.
- 330.603 Duration.
- 330.604 Definitions.
- 330.605 Eligibility.
- 330.606 Order of selection for filing vacancies from within the agency.
- 330.607 Agency notification responsibilities.
- 330.608 Application and selection.
- 330.609 Qualification reviews.
- 330.610 Reporting.
- 330.611 Oversight.

Authority: Presidential memorandum dated September 12, 1995, entitled "Career Transition Assistance for Federal Employees".

§ 330.601 Purpose.

(a) This subpart implements the President's memorandum of September 12, 1995, to establish agency career transition assistance plans for Federal employees during a period of severe Federal downsizing. It is the policy of the United States Government to provide services to help surplus and displaced Federal employees take charge of their own careers and find other job offers, either within the Federal Government or in the private sector.

(b) The regulations in this subpart set forth minimum criteria for agency career transition assistance plans. Consistent with the regulations, agencies may supplement these provisions to expand