

[Home](#)[My HR](#)[Inside USPS](#)[search My HR](#)

You are here: [Departments](#) / [Human Resources](#) / [Subjects](#) / [Organizational Changes](#)

[Print](#)[LiteBlue HR Home](#)[Subjects](#)[Roles](#)

Organizational Changes

Streamlining for Operational Flexibility

The United States Postal Service (USPS) continues efforts to increase operational efficiencies and manage costs in order to carry out its mission to provide reliable, affordable, universal postal services. We continue to look for ways to improve profitability through product development and innovation, pricing, improving operational efficiencies and reducing costs within our control.

Essential Links

[Organizational Change/RIF FAQs](#)[Employee Assistance Program](#)[Retirement Information](#)[VER Home Page](#)[Competitive Areas](#)[Email for Organizational Change Questions](#)

What's Happening Now?

2018 Chief Information Officer (CIO) Restructure

The Chief Information Officer organization is being restructured as of **January 4, 2018**. As part of the restructuring, a new Business Services Organization (BSO) has been created to directly report to the CIO office. The Business Services Organization will drive foundational financial disciplines across the CIO organization. Other departments are also being affected with new reporting structures. The purpose of the restructure is to modernize the CIO organization to better align with the Future Ready needs of the Postal Service while working to become a more efficient organization as it streamlines its technology workforce. Effective **January 23, 2018**, a reduction in force (RIF) will be implemented in the CIO competitive area as a result of the restructure.

Employees who are reassigned due to this restructure will receive a Notification of Personnel Action (PS Form 50) in the mail, indicating their new finance number and/or their new occupation code. RIF impacted employees will receive a Specific RIF Notice with a RIF effective date of **April 13, 2018**. The notice will advise impacted employees of either their RIF assignment or, if no assignment is available, their RIF separation. RIF demotions and reassignments will be effective **April 14, 2018**. RIF impacted employees may request non-competitive reassignments and apply for promotions throughout the RIF timeline.

A Voluntary Early Retirement (VER) will be offered to all eligible EAS employees in the CIO competitive areas. Employees who submit a VER application and accept a job offer after the irrevocable date (**March 23rd**) may withdraw their paperwork before the VER effective date (**March 31st**).

For additional information, select one of the following links below:

- [CIO RIF Timeline](#)
- [CIO Employee Handout](#)
- [CIO General Explanation of RIF and RIF Avoidance](#)
- [CIO General Explanation of VER](#)
- [CIO Frequently asked Questions \(FAQs\)](#)

Preparing for Changes

During any organizational change, employees can take proactive steps to prepare for possible workplace changes and important USPS notifications.

- Update your Address** - Keeping your address and contact information up-to-date with USPS is important for all employees. You may miss important information in the mail if your address is not current. Access the [Change of Address](#) app now.
- Create and/or Update your eCareer Profile** - It's one of the best ways to prepare for any career move within the Postal Service. Open the "How to

Apply" document on *LiteBlue* on the [eCareer information page](#) to get started.

- **Check your Personnel Folder** - Double check your work-related documents for accuracy. Having these files up-to-date can give you peace of mind when change happens, and you can do it online via the [eOPF](#) app on *LiteBlue*. Note: eOPF cannot be accessed via *Blue* on a postal computer or within the *Blue* Postal network.

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