

1-2. USE OF REDUCTION IN FORCE

g. Reasonable accommodation. In a RIF situation, Departmental Offices/Operating Administrations should analyze the anticipated and actual effects on handicapped employees, particularly those with targeted disabilities. Within the limits imposed by law and regulations, every effort should be made to minimize effects on employees whose disabilities make it impossible or unreasonable for them to be reassigned within the Department.

h. Correction required by the Office of the Secretary (OST). In addition to any OPM action mentioned in paragraph f. of this section, the Director of Personnel for the Department of Transportation (DOT) may review the OST or Operating Administrations' preparation for RIF at any stage. In the event that actions are being taken contrary to the express provisions or the spirit and intent of the applicable regulations or would violate employee rights or equities, the Director of Personnel may order corrective action with respect to those matters.

i. Contact with the Office of Personnel Management. All contacts with OPM for the interpretation of regulations or the determination of policy will be made through the Departmental Office of Personnel.