

VETERANS PREFERENCE

I am providing the following questions and answers to frequently asked questions.

Q & A VETERANS PREFERENCE AND EXCESSING

01. Can a veteran preference be excessed from a section or installation to the same wage level?

A. Yes

02. Can a veteran preference employee be excessed from a section or installation to a lower level assignment?

A. No.

03. If a veteran preference employee is reached and the employees seniority will only allow a lower level assignment, what does the contract require?

A. The contractual requirement is that the excessing must stop. Involuntarily moving the veteran to a lower level would require a RIF. RIFs are prohibited by Article 6.

04. Can the veteran preference employee be skipped?

A. Skipping the veteran would violate Article 12 and the Craft Seniority Articles, and could not be done unless in accordance with an agreement made prior to November 2001. The excessing would have to stop.

05. After excessing or a reduction of employees is announced, what if the veteran volunteers to be reduced?

A. This would violate the RIF rules unless the veteran was first provided an opportunity for a specific same level job.

06. Can a veteran preference employee be excessed to unassigned status?

A. In the same installation, yes.

07. As unassigned, can the veteran preference employee perform lower level work?

A. On occasion, yes. On a daily basis, temporarily, yes. One decision stated the employee could be assigned lower level on a temporary basis. The American Postal Workers Union is seeking an MSPB (Merit System Protection Board) on the definition of temporary.

We do not believe the leaving of a veteran preference employee as unassigned for years with no effort or ability to assign the employee to a same level assignment can be considered temporary.

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