

**NATIONAL EXECUTIVE COMMITTEE
OF
THE AMERICAN LEGION
INDIANAPOLIS, INDIANA
OCTOBER 12-13, 2016**

**Resolution No. 20: Oppose Efforts to Downgrade Low-Level Wage Positions within the
Department of Veterans Affairs**

Origin: Veterans Employment & Education Commission

Submitted By: Veterans Employment & Education Commission

WHEREAS, The annual review of positions within the Department of Veterans Affairs has overwhelmingly resulted in the downgrades of employees occupying positions GS7 and below, as well as WG-4 and below; and

WHEREAS, No evidence has surfaced indicating that management positions tied to these positions have been downgraded, which is a complete violation of the Office of Personnel Management (OPM) standards; and

WHEREAS, The vast majority of the downgrades were a result of internal, centralized reclassification directed by the agency without any input from the employees who actually perform those duties; and

WHEREAS, The federal employees directly affected by the downgrade, occupy positions such as Patient Support Assistant (veterans hold 42 percent of this position – 18 percent of those veterans are service-connected); Police Officer (veterans hold 87 percent of this position – 22 percent are service-connected); Biomed Technician (veterans hold 79.5 percent of this position – 21 percent are service-connected); and Claims Assistant (veterans hold 56.8 percent of this position – 17.8 percent are service-connected); and

WHEREAS, Positions within the Federal Government are classified by occupational series, grade or pay level, and pay plan; and

WHEREAS, Pay plans identify the pay system under which the position is covered; and

WHEREAS, Many white-collar employees are paid under the General Schedule (GS), which is regulated by title 5 and administered by OPM; and

WHEREAS, GS positions, including other white-collar positions, are paid annual salaries; and

WHEREAS, Blue-collar employees are paid under the Federal Wage System (FWS); and

WHEREAS, FWS positions are craft, trade, and laboring positions and include several different pay plans (WS, WG, WL, etc.); and

WHEREAS, FWS positions are paid on an hourly basis; now therefore, be it

RESOLVED, By the National Executive Committee of The American Legion in regular meeting assembled in Indianapolis, Indiana, on October 12-13, 2016, That The American Legion vigorously opposes any downgrading of lowest wage positions GS7 and below, and WG-4 and below; and, be it finally

RESOLVED, That The American Legion supports legislation that prevents the downgrading of positions GS7 and below, and WG-4 and below, without a total comprehensive review that includes a non-biased third party, and interested stakeholders.