NINETY-EIGHTH NATIONAL CONVENTION
OF
THE AMERICAN LEGION
Cincinnati, Ohio
August 30, 31, September 1, 2016

Resolution No. 317: Enforcing Veterans' Preference Hiring Practices in Federal Civil Service
Origin: Convention Committee on Veterans Employment & Education
Submitted by: Convention Committee on Veterans Employment & Education

WHEREAS, The Congress of the United States has passed legislation giving veterans who are disabled or who serve on active-duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over non-veterans both in federal hiring practices and in retention during reductions in force; and

WHEREAS, Federal agencies are required to provide a fool-proof way for applicants to state their veterans' preference and human resource personnel and hiring managers are required to consistently and accurately apply veterans' preference in hiring but fail to do so on one or both counts; and

WHEREAS, Manual application processes and hiring practices, along with the lack of accountability for recruitment outreach to the veteran community are no longer acceptable in the federal sector and have proven to be ineffective and used as a way around veterans' preference; now, therefore, be it

RESOLVED, By The American Legion in National Convention assembled in Cincinnati, Ohio, August 30, 31, September 1, 2016, That The American Legion restate its commitment to ensure that veterans' preference is consistently and accurately applied in federal civilian recruitment, application and hiring; and, be it further

RESOLVED, That The American Legion monitor the hiring and recruitment practices of federal agencies when it has been brought to our attention that veterans applications and candidacy are not being fairly handled by the agency; and, be it finally

RESOLVED, That The American Legion seek and support any legislative or administrative proposal that will mandate the use of automated recruitment, hiring and retention system that safeguard against hiring malpractice in the application and the hiring process.