



# Veterans Preference

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HR Liaisons

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# For what positions is a Veterans Preference Required?

- Required only under Florida law. Not federal law.
- At UCF: ONLY for University System's University Support Personnel System. (U.S.P.S.) Positions

# Who Qualifies?

1. Disabled Veterans who have served on active duty in any branch of the Armed Forces and who presently have an existing service-connected disability which is compensable under public laws administered by the DVA or are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the DVA and the Department of Defense.
2. The spouse of a Veteran:
  - a) who has a total and permanent service-connected disability and who, because of this disability, cannot qualify for employment; or
  - b) Who is missing in action, captured in line of duty by a hostile force, or detained or interned in line of duty by a foreign government or power.



# Who Qualifies?

3. A Veteran of any war, who has served at least one day during that war time period as defined in subsection 1.01 (14) or who has been awarded a campaign or expeditionary medal. Active duty for training shall not be allowed for eligibility under this paragraph.
4. The unremarried widow or widower of a Veteran who died of a service-connected disability.
5. The mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions as verified by the U.S. Department of Defense.

# Who Qualifies?

6. A Veteran as defined in section 1.01m (14) Florida Statutes. “Active Duty for Training” may not be allowed under this paragraph. The term “veteran” is defined as a person who served in the active military, naval, or air service and who was discharged or released therefrom under honorable conditions only or who later received an upgraded discharge under honorable conditions.
7. A current member of any reserve component of the U.S. Armed Forces or the Florida National Guard.

-FloridaVets.org

# Who Qualifies?

- DOD Form DD214 or military discharge papers
- Disabled Veterans must submit verification of a service-connected disability
- Spouses must have proof of current marriage
- Honorable Discharge
- U.S. Citizens and lawfully authorized alien workers.
- Applicant does NOT have to be a Florida resident.



## What does the preference entail?

- For positions filled using a numeric points system, preferred applicant is automatically awarded 5-15 points/percent depending on the category.
- The eligible applicant must first reach a passing score before Veterans' Preference points can be added. Therefore, if it has been determined that a passing score is 80, the applicant **MUST** first achieve an 80 on the exam before the Preference points can be added to the overall score.

# What does the preference entail?

- If a numeric system is not used, Preference MUST first be given to the disabled Veteran. Then the other categories will come second. This is of course provided that the individuals meet the minimum requirements.
- Preference eligible applicant must be given preference at each stage of the selection process:
  - If an applicant meets minimum qualifications, s/he must be interviewed.
  - If the applicant is tied with a non-preference applicant as the most qualified in the final round, the veteran must be selected.



# What does the preference entail?

- If the preference-eligible applicant is not the most qualified, UCF need not hire the veteran.
- Determinations that the preferred applicant is not qualified to advance must be reviewed at a higher level of management with the authority to overturn the decision.
- Determinations to hire a non-preferred applicant over a preferred applicant must be documented.

# Promotion Preference

Preference in Promotion- can only use once when first available after a break in employment for deployment and return to the same employer.

# VEVRAA

- Vietnam Era Veterans' Readjustment Assistance Act
- Requires UCF to take affirmative action to employ and advance in employment specified categories of veterans protected by the Act and prohibits discrimination against such veterans.
- Requires UCF to list their employment openings with the appropriate employment service delivery system, and that covered veterans receive priority in referral to such openings.

# Who is covered?

Vietnam era veterans, special disabled veterans, and veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized are protected in employment by the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, [38 U.S.C. 4212](#).



## Exceptions to the listing requirement

- **Executive and senior management-** (b) whose primary duty is management of the enterprise in which the employee is employed or of a customarily recognized department or subdivision thereof; (c) who customarily and regularly directs the work of two or more other employees; and (d) who has the authority to hire or fire other employees or whose suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees are given particular weight
- **Internal hires**
- **Positions lasting three days or less**
- **Includes full-time employment, temporary employment of more than three days' duration, and part-time employment.**

## Discrimination Prohibited

- UCF may not discriminate against any protected veteran as defined by Vietnam Era Veterans' Readjustment Assistance Act.
- Discipline for discrimination up to termination.

# Reasonable Accommodation

UCF is required to make reasonable accommodation for the known physical or mental impairments of an qualified individual with a disability, so that the individual can perform a job, take a class, or participate in other work or educational programs on an equal basis unless the accommodation would impose an undue hardship on UCF.

- Medical documentation of the disability and need for RA is often required and must be maintained confidentially when received.
- Examples of RAs: readers or interpreters, leave, job restructuring, making facilities accessible, modifying work schedules, more time for testing, accessible videos or power point
- Not required as an RA: creating a new position or eliminating essential functions of current position or class requirements, lowering production or performance standards, changing supervisor/professor.
- See the <http://eeo.ucf.edu/> for additional information. Contact EO/AA for technical assistance.

# Questions???





# Thank You

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