



**Q: Can a Veteran be eligible for multiple classifications?**

**A:** No. A Veteran can meet the specifications for multiple classifications but they can only select one for consideration and inclusion for their numerical rating.

**Q: If I believe my Veterans' preference rights may have been violated, where can I file a complaint?**

**A:** Preference eligibles who believe their rights under any law or regulation relating to Veterans' preference have been violated may seek information or file a complaint with the Department of Labor's Veterans' Employment and Training Service (VETS). Complaints must be filed in writing and within 60 days after the date of the alleged violation. The VETS Staff Directory (<http://www.dol.gov/vets/aboutvets/contacts/>) lists the locations for the National Offices, and Regional and State Offices.

**Q: What does the Veterans' Employment and Training Service (VETS) do with my complaint?**

**A:** Upon receipt of the initial complaint, filed within 60 days of an alleged violation, VETS conducts an investigation to determine if the claimant's Veterans' preference rights have been infringed upon or if a claimant was denied the opportunity to compete under merit promotion procedures when the agency is accepting applications from outside its workforce. If VETS determines that the case has merit, every effort is made to resolve it. If a resolution is not reached in a timely manner, or in cases of appeal, the claimant may elect to elevate the complaint to the Merit Systems Protection Board (MSPB).

**Q: What is a "Derived Preference" for hiring consideration?**

**A:** Derived preference, available to eligible spouses (including widows or widowers), is based on the qualifying service of a Veteran who is not able to work. Under certain circumstances, mothers of deceased or disabled Veterans are also eligible for

derived preference. Derived preference follows the same appointment process as Veterans' preference.

**Q: Where can I get more information about Veterans' preference?**

**A:** Specific details regarding Veterans' preference can be found on the OPM website (<http://www.opm.gov/staffingPortal/Vetguide.asp>) and the Feds Hire Vets website (<http://www.fedshirevets.gov/job/vetpref/index.aspx>). or contact the Veteran Employment Services Office at 202-461-7759

# Veterans' Preference

## Frequently Asked Questions (FAQ)



**VA for VETS**  
YOUR GATEWAY TO VA CAREERS



U.S. Department  
of Veterans Affairs

**Q: What is Veterans' preference?**

**A:** Veterans' preference in its present form comes from the Veterans' Preference Act of 1944, as amended, and is now codified in various provisions of Title 5, U. S. Code. By law, Veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over others in hiring from competitive lists of eligibles and also in retention during reductions in force. In addition to receiving preference in competitive appointments, Veterans may be considered for special noncompetitive appointments for which only they are eligible.



**Q: Why is Veterans' preference given?**

**A:** Since the time of the Civil War, Veterans of the Armed Forces have been given some degree of preference in appointments to Federal jobs. Recognizing their sacrifice, Congress enacted laws to prevent Veterans seeking Federal employment from being penalized for their time in military service. Veterans' preference recognizes the economic loss suffered by citizens who have served their country in uniform, restores Veterans



to a favorable competitive position for Federal Government employment, and acknowledges the larger obligation owed to disabled Veterans.

**Q: When does Veterans' preference apply?**

**A:** Preference in hiring applies to permanent and temporary positions in the competitive and excepted services of the Executive Branch. Preference does not apply to positions in the Senior Executive Service or to Executive Branch positions for which Senate confirmation is required. The legislative and judicial branches of the Federal Government also are exempt from the Veterans' Preference Act unless the positions are in the competitive service (Government Printing Office, for example) or have been made subject to the Act by another law.

Preference applies in hiring from civil service examinations conducted by the Office of Personnel Management (OPM) and agencies under delegated examining authority for most excepted service jobs including Veterans Recruitment Appointments (VRA), and when agencies make temporary, term, and overseas limited appointments. Veterans' preference does not apply to promotion, reassignment, change to lower grade, transfer or reinstatement. **Note:** Veterans' preference does not require an agency to use any particular appointment process.

**Q: How can a Veteran or employer determine eligibility for Veterans' preference?**

**A:** The Department of Labor's Office of the Assistant Secretary for Policy (OASP) and Veterans' Employment and Training Service (VETS) developed an online, interactive system called the Veterans' Preference Advisor (<http://www.dol.gov/elaws/vets/vetpref/choice.htm>) to help Veterans understand:

- Whether or not they are eligible to receive Veterans' preference,
- The type of preference to which they may be entitled,
- The benefits associated with the preference, and

- The steps necessary to file a complaint due to the failure of a Federal Agency to provide those benefits.

The Veterans' Preference Advisor leads the inquirer through a series of questions to determine eligibility and provides specific information and instructions for filing a complaint. It is important to note that the tool is intended to be a first step and to provide general information, but it does not offer definitive advice regarding an individual's Veterans' preference entitlement.

**Q: What are the different Veterans' preferences?**

**A:** Veterans' preference uses a numerical rating system. Veterans receive additional points for their status as a Military Service Member either while they served or as they currently serve.



**Q: What are the classifications of Veterans who are eligible for Veterans' Preference?**

**A:** There are four classifications of Veterans' preference:

Classification	Description	Preference Points
TP	Preference eligible with no disability rating	5
CPS	Disability rating of 30% or more	10
CP	Disability rating of at least 10% but less than 30%	10
XP	Disability rating less than 10%	10

**Q: How does Veterans' preference impact the numerical rating for a job position selection?**

**A:** Under the numerical rating system, Veterans are afforded preference points based on their classification. The points gained through this preference are added to their overall rating based on knowledge, skills, and abilities (KSAs) and experience.