

**TEXAS STATE TECHNICAL COLLEGE SYSTEM
SYSTEM OPERATING STANDARD**

No. HR.2.1.15			Page 1 of 3			Effective Date: 09/30/11		
DIVISION:			Human and Organization Development					
SUBJECT:			Veteran's Employment Preference					
AUTHORITY:			Texas Government Code Chapter 657					
PROPOSED BY:			<i>Original Signed by Gail Lawrence</i>					
TITLE:			Vice Chancellor for Human and Organization Development			Date: 09/30/11		
RECOMMENDED BY:			<i>Original Signed by Gail Lawrence</i>					
TITLE:			Vice Chancellor for Human and Organization Development			Date: 09/30/11		
APPROVED BY:			<i>Original Signed by Mike Reeser</i>					
TITLE:			Chancellor			Date: 09/30/11		

STATUS: Approved by MR 9/30/11

HISTORICAL STATUS: Proposed September 2011

POLICY

Compliance

PERTINENT INFORMATION

As authorized in Chapter 657 of the *Texas Government Code*, an individual who qualifies for a veteran's preference is entitled to a preference in State employment over other applicants for the same position who do not have greater qualifications.

DELEGATION OF AUTHORITY

TSTC Human and Organization Development has the authority and the responsibility to implement this System Operating Standard.

DEFINITIONS

Chief Administrative Officer means the Chancellor for the TSTC System and the presidents of each of the campuses of the TSTC System.

Veteran means an individual who served in the army, navy, air force, marine corps, or coast guard of the United States or in an auxiliary service of one of those branches of the armed forces.

OPERATING REQUIREMENTS

Preference in Employment

As authorized in Chapter 657 of the *Texas Government Code*, an individual who qualifies for a veteran's preference is entitled to a preference in State employment over other applicants for the same position who do not have greater qualifications.

A veteran qualifies for a veteran's employment preference if the veteran:

1. served in the military for not less than 90 consecutive days during a national emergency declared in accordance with federal law or was discharged from military service for an established service-connected disability;
2. was honorably discharged from military service; and
3. is competent.

A veteran's surviving spouse who has not remarried or an orphan of a veteran qualifies for a veteran's employment preference if:

1. the veteran was killed while on active duty;
2. the veteran served in the military for not less than 90 consecutive days during a national emergency declared in accordance with federal law; and
3. the spouse or orphan is competent.

Preference Applicable to Reduction in Workforce

An individual entitled to a veteran's employment preference is also entitled to a preference in retaining employment if TSTC reduces its workforce.

Complaint Regarding Employment Decision

An individual entitled to a veteran's employment preference who is aggrieved by a decision of TSTC, relating to hiring or to retention of the individual in the event of a workforce reduction, may appeal the decision by filing a complaint with the governing body of TSTC.

Reporting Requirements

TSTC shall file quarterly with the comptroller a report in accordance with Section 657.008 *Texas Government Code*.

Job Posting Requirements

TSTC shall provide the Texas Workforce Commission information regarding an open position that is subject to the veteran's employment preference in accordance with rules established by the Texas Workforce Commission.

PERFORMANCE STANDARDS

1. The veteran's employment preference is applied in hiring and in reductions in force.
2. The quarterly report is filed with the comptroller.
3. Information for all positions subject to the veteran's employment preference is provided to the Texas Workforce Commission.



COLLEGE OPERATING PROCEDURE

COLLEGE		Page 1 of
OFFICE OF RESPONSIBILITY:		
APPROVED BY:		
TITLE:	Date:	
FORWARDED TO SYSTEM OFFICE ON		