VETERANS’ PREFERENCE

It shall be the policy of Piedmont Community College, as mandated by the State of North Carolina in G.S. 128-15, that in appreciation for their service to this State and this country during a period of war, and in recognition of the time and advantage lost toward the pursuit of a civilian career; veterans shall be granted preference in employment.

"Veteran" means a person who served in the Armed Forces of the United States on active duty, for reasons other than training, and has been discharged under other than dishonorable conditions.

Eligible veteran" means:
- a veteran who served during a period of war; or
- the spouse of a disabled veteran; or
- the surviving spouse or dependent of a veteran who dies on active duty during a period of war either directly or indirectly as the result of such service; or
- a veteran who suffered a disabling injury for service-related reasons during peacetime; or
- the surviving spouse or dependent of a person who served in the Armed Forces of the United States on active duty, for reasons other than training, who dies for service-related reasons during peacetime.

Periods of war includes:
- December 7, 1941 through May 15, 1975
- June 6, 1983 through December 1, 1987
- December 20, 1989 through January 31, 1990
- August 2, 1990 through The date approved by Congress or the President as the ending date for hostilities for the War on Terrorism.
- Or, any other campaign, expedition or engagement for which a campaign badge or medal is authorized by the United States Department of Defense

To claim veterans’ preference, all eligible persons shall submit a DD Form 214, Certificate of Release or Discharge from Active Duty, along with a Piedmont Community College Application for Employment, explanatory cover letter, current resume, official/unofficial transcript documenting required degree to the Personnel Office. Required degree will be based on position advertisements for vacant positions. In order to claim veterans’ preference, eligible veterans must meet the minimum training and experience requirements for the position and must be capable of performing the duties assigned to the position. When the qualifications and experience of the final candidates for a position are deemed equal, preference will be given to the eligible veteran.
Hereafter, in all evaluations of applicants for positions with Piedmont Community College preference shall be given to all eligible veterans who are legal residence of the State of North Carolina and who served the State or the United States honorably in either the army, navy, marine corps, nurses' corps, air corps, air force, coast guard, or any of the armed services during a period of war. This preference applies to initial employment with PCC and extends to other employment events including subsequent hirings, promotions, reassignments, and horizontal transfers.

LEGAL REFERENCE:
Authority G.S. 128—15 Employment preference for veterans and their spouses or surviving spouses
NC Administrative Code: 23 NCAC 02C .0210 Local College Personnel Policies

HISTORY NOTE: Effective February 1, 2009