Job Application Disqualifications

(January 24, 2022) NWSEO has received numerous recent reports of job applicants being unexpectedly disqualified or rated ineligible from Merit Assignment Plan (MAP) certificates, often using the same resumes that have successfully been referred onto panels in the past. Many of these disqualifications appear to be due to non-substantive reasons such as providing a supposedly incorrect format of dates worked for each job in the resume, or not specifying that a full-time job was worked 40 hours per week.

Although NWSEO was not notified nor consulted, our understanding is that the Office of Human Capital Services (OHCS) apparently decided sometime in December to change how resume information is considered or enforced in the MAP certificate process. This unilateral change is causing great harm to our members who are applying for these jobs, many of whom have waited years for a particular job at a desired location to open, only to be disqualified from consideration through no fault of their own, due to arbitrary actions by OHCS. We understand that NWS management is engaging with OHCS regarding these recent changes, but OHCS has not agreed to make any changes to their new procedures.

NWSEO is gathering information on this critically important issue. Any bargaining unit employee who has been disqualified or rated ineligible on an NWS job application since December 1, 2021, is urged to provide the following information to NWSEO at: nwseostrong@nwseo.org as soon as possible:

- Your name, current job title, series, grade/step and location.
- Job announcement number, position title, series, grade(s) and position location.
- OHCS reason for the disqualification or ineligible rating (we need the exact wording. If you have an email, provide that as well.).
- Appeal action taken (if any), and the response to that appeal.
- Also provide any supporting documentation to demonstrate what had occurred.

We urge anyone who was disqualified and has not already appealed to do so as soon as possible. Appeal requests should be sent to csdoperations@noaa.gov. Please copy NWSEO at nwseostrong@nwseo.org on your appeal request. State in your email that you are appealing the decision and the reasons why. It would be beneficial to justify your appeal with the information in your resume that may have been overlooked or misinterpreted.

NWSEO will do everything we can to ensure that our members and all bargaining unit employees receive fair and proper consideration in the job application process. Providing the information requested above will help us to do so.