

(b) An employee given a transitional appointment under paragraph (a) of this section serves subject to—

(1) the satisfactory performance of assigned duties ; and

(2) the satisfactory completion, within such reasonable time as is prescribed in the regulations of the Civil Service Commission, of not less than 1 school year of full-time approved education or training, or the equivalent thereof, except that 2 school years of full-time approved education or training, or the equivalent thereof, shall be required when an employee has not completed high school, or the equivalent thereof, by virtue of that education or training.

(c) An employee who does not satisfactorily meet the conditions set forth in paragraph (b) of this section shall be removed in accordance with appropriate procedures.

(d) An employee who satisfactorily meets the conditions set forth in paragraph (b) of this section and who has completed not less than 1 year of current continuous employment under a transitional appointment shall, in accordance with the regulations of the Civil Service Commission, be converted to career-conditional or career employment when he furnishes his employing agency proof of the satisfactory completion of the required education or training. An employee converted under this paragraph shall automatically acquire a competitive status.

(e) In selecting an applicant for appointment under this section, an agency head shall not discriminate because of race, color, religion, sex, national origin, or political affiliation.

SEC. 2. A person eligible for appointment under section 1 of this order may be appointed only within 1 year after his separation from the Armed Forces, 1 year following his release from hospitalization or treatment immediately following his separation from the Armed Forces, or 1 year after the effective date of this order, whichever is later.

SEC. 3. Any law, Executive order, or regulation which would disqualify an applicant for appointment in the competitive service shall also disqualify a person otherwise eligible for appointment under section 1 of this order.

SEC. 4. For the purpose of this order—

(a) "agency" means a military department as defined in section 102 of title 5, United States Code, an executive agency (other than the General Accounting Office) as defined in section 105 of title 5, United States Code, and those portions of the legislative and judicial branches of the Federal Government and of the government of the District of Columbia having positions in the competitive service ; and

(b) "Vietnam era" means the period beginning August 5, 1964, and ending on such date thereafter to be determined by Presidential proclamation or concurrent resolution of the Congress.

LYNDON B. JOHNSON.

THE WHITE HOUSE,  
February 9, 1968.

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#### U.S. CIVIL SERVICE COMMISSION—QUESTIONS AND ANSWERS ABOUT FEDERAL EMPLOYMENT OPPORTUNITIES FOR VIETNAM ERA VETERANS

In keeping with a longstanding national policy of giving special consideration to those who have served in the Armed Forces during times of crisis, steps are being taken to assist veterans returning from service in Vietnam and elsewhere during the Vietnam era. The Federal Government has led the way in times past in giving employment preference to returning veterans seeking first-time employment in the Government and in restoring its former employees who left for military service. Now, in response to unprecedented conditions that mark this unique period in the Nation's history, new action is being taken on behalf of Vietnam era veterans to supplement what is already being done to "serve those who have served us."

The following has been prepared by the Civil Service Commission to answer the many questions being asked about the new program of assistance to Vietnam era veterans.

#### GENERAL INFORMATION

1. Q. What prompted this new action on behalf of Vietnam era veterans?

A. In a January 30, 1968, message to Congress, President Johnson proposed several new or additional benefits that the Nation could provide for Vietnam