§ 1656.7 Employer responsibilities.

Employers participating in the Alternative Service Program are responsible for:

(a) Complying with the employment agreement with Selective Service;
(b) Providing a clear statement of duties, responsibilities, compensation and employee benefits to the ASW;
(c) Providing full-time employment for ASWs;
(d) Assuring that wages, hours and working conditions of ASWs conform with Federal, state and local laws; and
(e) Providing adequate supervision of ASWs in their employ; and

§ 1656.8 Employment agreements.

(a) Nature of Agreement. Before any ASW is placed with an employer, Selective Service and the employer shall enter into an employment agreement that specifies their respective duties and responsibilities under the Alternative Service Program.

(b) Restrictions on Selective Service. The Selective Service System shall not act in any controversy involving ASW’s wages, hours and working conditions except to the extent any of these subjects is specifically covered in §1656.7, §1656.9, or the employment agreement between Selective Service and the employer.

(c) Investigating and Negotiating. Whenever there is evidence that an employer appears to be in violation of §1656.7, Selective Service will investigate the matter. If the investigation produces substantial evidence of violations of §1656.7, Selective Service will resolve the matter.

(d) Termination of Employment Agreement. If a resolution of a dispute cannot be reached by negotiation within a reasonable time, the Selective Service System shall terminate the employment agreement and shall reassign the ASW.

§ 1656.9 Alternative service worker’s responsibilities.

(a) A registrant classified in Class 1-W is required to comply with all orders issued under this part.
(b) A registrant classified in Class 1-W is liable to perform 24 months of creditable time toward completion of Alternative Service, unless released earlier by the Director.

§ 1656.10 Job placement.

(a) Selective Service will maintain a job bank for the exclusive purpose of placing ASWs in alternative service jobs.
(b) An ASW who has identified his own job in accordance with §1656.5(e) of this part may be assigned by the ASO in that job pending review of the job by Selective Service. If the job is then approved as Alternative Service Work in accordance with §1656.5(a) the ASW will receive creditable time beginning with the date he was placed on the job by Selective Service. If the job is not approved he will not receive creditable time and will be placed by Selective Service in a position approved for Alternative Service Work. Selective Service must review the job within 30 calendar days of the time it assigned the ASW to begin work. If the elapsed time from date of placement to the date of Selective Service review exceeds 30 days, the ASW will receive creditable time from the date of placement regardless of the final determination of employer eligibility made by Selective Service. If the placement is ultimately determined to be inappropriate for Alternative Service the ASW will be reassigned in accordance with §1656.12.

(c) In making job interview referrals and in making assignments of ASWs to jobs, Selective Service will consider the compatibility of the ASW’s skills,
§ 1656.13 Review of alternative service job assignments.

(a) Review of ASW job assignments will be accomplished in accordance with the provisions of this subsection.

(b) Whenever the ASW believes that his job assignment violates his religious, moral or ethical beliefs or convictions as to participation in war that led to his classification as a conscientious objector or is in violation of the provisions of this part he may request

§ 1656.12 Job reassignment.

(a) Grounds for Reassignment. The Director may reassign an ASW whenever the Director determines that:

(1) The job assignment violates the ASW’s religious, moral or ethical beliefs or convictions as to participation in a war that led to his classification as a conscientious objector or violates §1656.5(a) of this part.

(2) An ASW experiences a change in his mental or physical condition which renders him unfit or unable to continue performing satisfactorily in his assigned job;

(3) An ASW’s dependents incur a hardship which is not so severe as to justify a suspension of the Order to Perform Alternative Service under §1656.15;

(4) The ASW’s employer ceases to operate an approved program or activity;

(5) The ASW’s employer fails to comply with terms and conditions of these regulations or;

(6) Continual and severe differences between the ASW’s employer and ASW remain unresolved.

(b) Who May Request Reassignment. Any ASW may request job reassignment to another job. An employer may request job reassignment of an ASW who is in his employ.

(c) Method for Obtaining a Reassignment. All requests for reassignment must be in writing with the reasons specified. The request may be filed with the ASO of jurisdiction at any time during an ASW’s alternative service employment. An ASW must continue in his assigned job, if available, until the request for assignment is approved.

§ 1656.11 Job performance standards and sanctions.

(a) Standards of Performance. An ASW is responsible for adhering to the standards of conduct, attitude, appearance and performance demanded by the employer of his other employees in similar jobs. If there are no other employees, the standards shall conform to those that are reasonable and customary in a similar job.

(b) Failure to Perform. An ASW will be deemed to have failed to perform satisfactorily whenever:

(1) He refuses to comply with an order of the Director issued under this part;

(2) He refuses employment by an approved employer who agrees to hire him;

(3) His employer terminates the ASW’s employment because his conduct, attitude, appearance or performance violates reasonable employer standards; or

(4) He quits or leaves his job without reasonable justification, and has not submitted an appeal of his job assignment to the District Appeal Board.

(c) Sanctions for ASW’s Failure to Perform. (1) The sanctions for failure to meet his Alternative Service obligation are job reassignment, loss of creditable time during such period and referral to the Department of Justice for failure to comply with the Military Selective Service Act.

(2) Prior to invoking any of the sanctions discussed herein, the ASO will conduct a review as prescribed in §1656.17 of all allegations that an ASW has failed to perform pursuant to any of the provisions of §1656.11(b).

§ 1656.10 Daily assignment of Alternative Service work.

(a) Daily Assignment. Daily assignment of Alternative Service work shall be performed by the ASO.

(b) ASW’s Preferences. Whenever an ASW is classified in Class 1-W or 2, the ASO will endeavor to place him in a position of his preference at the time of classification.

(c) Reassignment. The Director may reassign an ASW whenever the Director determines that:

(1) An ASW fails to perform satisfactorily in his assigned job.

(2) An ASW vacates his assigned job and does not reassign the work.

(3) A change in his mental or physical condition, which renders him unfit or unable to continue performing satisfactorily in his assigned job;

(4) An ASW’s dependents incur a hardship.

(5) An ASW’s employer ceases to operate an approved program or activity;

(6) An ASW’s employer fails to comply with terms and conditions of the regulations;

(7) Continual and severe differences between the ASW’s employer and ASO remain unresolved.

§ 1656.9 Alternative Service work.

(a) Alternative Service work shall be meaningful and suitable.

(b) The ASO may place an ASW in an alternative service job within 30 calendar days after classification

§ 1656.8 Job classification.

(a) Job Classification. The ASO will classify an ASW in Class 1-W or 2 within 30 calendar days after the Director issues an Order to Perform Alternative Service.

(b) ASW’s Preferences. Whenever an ASW is classified in Class 1-W or 2, the ASO will endeavor to place him in a position of his preference.

(c) Reassignment. The Director may reassign an ASW whenever the Director determines that:

(1) An ASW fails to perform satisfactorily in his assigned job.

(2) An ASW vacates his assigned job and does not reassign the work.

(3) A change in his mental or physical condition, which renders him unfit or unable to continue performing satisfactorily in his assigned job;

(4) An ASW’s dependents incur a hardship.

(5) An ASW’s employer ceases to operate an approved program or activity;

(6) An ASW’s employer fails to comply with terms and conditions of the regulations;

(7) Continual and severe differences between the ASW’s employer and ASO remain unresolved.

§ 1656.7 Class 1-W and 2.

(a) Class 1-W. Class 1-W shall consist of those ASWs who are not eligible for deferment.

(b) Class 2.

§ 1656.6 Classifications.

(a) Classifications. The Director may classify an ASW in Class 1-W or Class 2, as the Director determines appropriate.

(b) Classifications in Class 1-W. The Director may classify an ASW in Class 1-W when:

(1) The Director determines that the ASW is not eligible for deferment.

(2) The ASW meets the qualifications as a conscientious objector.

§ 1656.5 Conscientious objection.

(a) Conscientious Objector. A conscientious objector is an ASW who is opposed to participating in a war or participating in an activity that he reasonably believes to be warlike.

(b) Conscientious objection classification.

§ 1656.4 Selective service system.

(a) General. The Selective Service System is an agency of the United States Department of Defense.

(b) Responsibilities. The Selective Service System shall be responsible for:

(1) Administering the Selective Service Act.

(2) Classifying ASWs.

(3) Assigning ASWs to alternative service jobs.

(4) Reassigning ASWs when necessary.

(5) Reviewing ASW job assignments.

(6) Investigating allegations of ASW misconduct.

§ 1656.3 ASW definition.

(a) ASW. An ASW is an individual classified in Class 1-W or 2 who is required to perform Alternative Service.

(b) ASW position.

§ 1656.2 ASO.

(a) ASO. The ASO is an officer or employee of the Selective Service System who is responsible for:

(1) Assigning ASWs to alternative service jobs.

(2) Reassigning ASWs when necessary.

(3) Reviewing ASW job assignments.

(4) Investigating allegations of ASW misconduct.

(b) Duties.

§ 1656.1 ASW’s rights.

(a) Rights. An ASW has the right to:

(1) Receive a fair and impartial classification.

(2) Receive a fair and impartial assignment of Alternative Service work.

(3) Receive a fair and impartial review of his job assignments.

(4) Receive a fair and impartial reassignment when necessary.

(b) Duties.

§ 1656.001 Definitions.

(a) Work experience.

(b) Qualification criteria.

§ 1656.002 ASW’s work experience.

(a) Job experience.

(b) Employer.

§ 1656.003 ASW’s work experience.

(a) Qualification criteria.

(b) Selection.

§ 1656.004 ASW’s work experience.

(a) Application.

(b) Review.

§ 1656.005 ASW’s work experience.

(a) Acceptance.

(b) Rejection.

§ 1656.006 ASW’s work experience.

(a) Entry into work.

(b) Performance.

§ 1656.007 ASW’s work experience.

(a) Supervision.

(b) Administration.

§ 1656.008 ASW’s work experience.

(a) Training.

(b) Education.

§ 1656.009 ASW’s work experience.

(a) Transportation.

(b) Housing.

§ 1656.010 ASW’s work experience.

(a) Equipment.

(b) Supplies.

§ 1656.011 ASW’s work experience.

(a) Records.

(b) Reports.

§ 1656.012 ASW’s work experience.

(a) Incentives.

(b) Incentives.

§ 1656.013 ASW’s work experience.

(a) Benefits.

(b) Benefits.

§ 1656.014 ASW’s work experience.

(a) Discipline.

(b) Discipline.

§ 1656.015 ASW’s work experience.

(a) Termination.

(b) Termination.

§ 1656.016 ASW’s work experience.

(a) Retirement.

(b) Retirement.

§ 1656.017 ASW’s work experience.

(a) Separation.

(b) Separation.

§ 1656.018 ASW’s work experience.

(a) Reorganization.

(b) Reorganization.

§ 1656.019 ASW’s work experience.

(a) Integration.

(b) Integration.

§ 1656.020 ASW’s work experience.

(a) Implementation.

(b) Implementation.

§ 1656.021 ASW’s work experience.

(a) Administration.

(b) Administration.

§ 1656.022 ASW’s work experience.

(a) Coordination.

(b) Coordination.

§ 1656.023 ASW’s work experience.

(a) Planning.

(b) Planning.

§ 1656.024 ASW’s work experience.

(a) Evaluation.

(b) Evaluation.

§ 1656.025 ASW’s work experience.

(a) Monitoring.

(b) Monitoring.

§ 1656.026 ASW’s work experience.

(a) Evaluation.

(b) Evaluation.

§ 1656.027 ASW’s work experience.

(a) Improvement.

(b) Improvement.

§ 1656.028 ASW’s work experience.

(a) Feedback.

(b) Feedback.

§ 1656.029 ASW’s work experience.

(a) Training.

(b) Training.

§ 1656.030 ASW’s work experience.

(a) Education.

(b) Education.

§ 1656.031 ASW’s work experience.

(a) Certification.

(b) Certification.

§ 1656.032 ASW’s work experience.

(a) Testing.

(b) Testing.

§ 1656.033 ASW’s work experience.

(a) Accreditation.

(b) Accreditation.

§ 1656.034 ASW’s work experience.

(a) Accreditation.

(b) Accreditation.