

Foreign Service Grievance Board

March 14, 1973

GRIEVANT

Record of Proceedings 73-1G3-AID-26

On January 15, 1973, **GRIEVANT**, FSR-3, submitted a formal grievance to the Foreign Service Grievance Board charging a violation by AID of the Joint State/AID/USIA Travel Regulations. The Board acknowledged physical receipt, of **GRIEVANT'S** grievance on January 31, accepted jurisdiction over it on a tentative basis on February 2 and conducted an inquiry.

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against travel by ship is discriminatory and not in accordance with the Joint State/AID/USIA travel regulations.

Findings

The Board's investigation of the issue reveals that at the time the grievance was first taken up with TJE AID, that Agency in an "announcement" issued on December 28, 1971 denied travel by ship to its employees. This was in contravention to Uniform State/ AID/vJSIA Foreign Service Travel Regulations. These regulations found in 6 FAM 131.1.2.c and Manual Order (MO) 56C2 at that time permitted travel by ship for personnel of all three agencies - although not to the same degree - for each agency. On April 11, 1972, however, these regulations were formally revised with respect to AID and USIA. This revision, while it continued to permit certain travel by ship for USIA employees, in effect prohibited ship travel for USIA employees. (Ship travel is not prohibited outright but is, in effect, made prohibitive by establishing other modes of travel, particularly air, as the basis upon which transit time, leave and related costs must be calculated.) On September 7, 1972 these regulations were revised again but the same strictures against ship travel were retained.

It is clear that there are differences amongst the agencies on the modes of travel each permits its personnel. There are, however, other differences as well in the personnel practices of the three agencies. There is no requirement - legal or otherwise - that the agencies conform in their travel regulations. Accordingly,

USAID was free to restrict travel by ship, an action which was based on- the need to conserve funds and was not capricious in nature, in light of these circumstances and the formal incorporation of its initial prohibition on ship travel into Agency regulations, there appears nothing further which this Board can usefully do.

^ S. Siikin
Chairman Foreign
Service Grievance Board