

Foreign Service Grievance Board

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February 4, 1975 ■

MEMORANDUM

Findings of the Board in the Case of

Record of Proceedings 74-252-AID-93

On November 27, 1974, [REDACTED] filed a grievance with the Board which, however, had not been first processed through the informal procedures of the Agency for International Development (AID) as required by the regulations. The Board therefore forwarded the grievance to AID for its consideration. The final informal review was completed on December 24, 1974. On January 2, 1975, the Board took jurisdiction and ordered an appropriate investigation, which consisted of a review of the Record of Proceedings in this case, of [REDACTED] official personnel record, of appropriate regulations, and discussions with officials of AID knowledgeable about the issue raised by the grievance.

[REDACTED] grievance stems from a Personnel Action (AID Form 4-450, Exception to SF-50) with an effective date of October 31, 1974, which established the occupational category of the grievant in the event of a Reduction in Force as 1710.01, Education Officer. J

[REDACTED] acknowledges that the title and code are those of his last overseas position in [REDACTED]. He alleges, however, that the Agency has changed the code since he occupied the position and that, whatever code the Agency is now using to describe responsibilities similar to those he had in his last permanent position overseas should be the one assigned to him at the present time for RIF purposes.

Background

On June 12, 1974, AID put into effect an amendment in the Reduction in Force regulations by Manual Circular 476.2. This amend-

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ment provided that the employee's occupational category is the six-digit occupational code of the position occupied by the employee in Washington or overseas. The amendment also provided that the occupational code of an employee on the complement will be that of the last permanent position, either overseas or in the United States. This six-digit code is commonly referred to as the AOSC (Agency Occupational Specialty Code).

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The grievant held the position of Education Officer in [REDACTED], [REDACTED], until April 30, 1972, when he was transferred to Washington and put on the complement. The AOSC of that position was 1710.01.

Findings

The Board took jurisdiction over [REDACTED] grievance on the basis of his claim that the AOSC assigned him was not the BOSC of his last permanent position overseas. The Board notes that the grievant acknowledges that the AOSC assigned to him on October 31, 1974, was that of his position in [REDACTED], but he claims that the Agency has changed the AOSC since he was assigned to the position. The Board has been informed by AID that there has been no change in the title and AOSC of that position. The Board further notes that there has been no claim or evidence that the AOSC assigned to the [REDACTED] position was inaccurate or otherwise incorrect.

While as stated above there has been no change to date in the title and AOSC of the position formerly occupied by the grievant, the Board has been advised that the Agency will make such a change in due course. The Board has no information about the probable effective date of such a change. In any case, this is not a matter now before the Board.

The Board finds that the grievant's AOSC was issued in accordance with Manual Circular 476.2, effective June 12, 1974, and notes that there is no claim that the regulation 3, which was not properly promulgated.

Conclusion

The Board concludes that it has no basis to sustain the grievant's charge that his AOSC assigned in accordance with Manual Circular 476.2, effective June 12, 1974, is incorrect, and therefore must deny his grievance.

William
Chairman " - 'ff .--C;V-- ■ - 1 Foreign Service
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