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GRIEVANCE PROCEDURE*

The negotiated grievance procedure detailed below must be followed by a USAID employee covered by the American Federation of Government Employees (AFGE). Grievances concerning RIF are initiated at Step 2 of the negotiated grievance procedure. An employee covered by AFGE is not entitled to appeal a RIF action to the Merit Systems Protection Board, except when the employee raises an allegation of discrimination under 5 U.S.C. 2302(b)(1). This exception gives an employee the option of filing a RIF appeal to the Board in lieu of filing a grievance under the negotiated grievance procedure detailed below.

STEP 2

Grievances concerning RIF actions are filed with the Personnel Operations Division, Office of Human Resources, within 20 working days of an alleged violation, misinterpretation, or misapplication of any law, rule, or regulation. The Personnel Operations Division will provide a written response within 10 working days.

STEP 3

Within 10 working days of receipt of the Step 2 decision, the grievant and/or AFGE may submit the grievance to the Chief, Labor, Employee Relations, and Performance Management Division (M/HR/LERPM). The submission must include the written material exchanged at the previous steps. The Chief, M/HR/LERPM, or designee, shall review the record of the case, investigate, meet with the grievant and/or the employee's AFGE representative and give the grievant a written decision within 30 working days after receipt of the grievance and materials.

*Article 31, Grievance and Arbitration Procedure, Agreement Between the Agency for International Development and the American Federation of Government Employees, June 1987.