

3 FAM 7290 EMPLOYEE-MANAGEMENT RELATIONS

3 FAM 7291 GENERAL

(TL:PER-237; 1-1-95)

(Uniform State/USAID/USIA/Commerce/Agriculture)

(Applies to Foreign Service Nationals Only)

The heads of overseas agencies are responsible for establishment and maintenance of:

—A grievance system whereby FSN employees may seek redress from real or perceived unjust treatment; and

—Open lines of communication between FSN employees and mission management.

3 FAM 7292 FSN GRIEVANCE PROCEDURES

(TL:PER-237; 1-1-95)

(Uniform State/USAID/USIA/Commerce/Agriculture)

(Applies to Foreign Service Nationals Only)

FSN employee grievance procedures shall be developed jointly by heads of overseas agencies in accordance with fair employment practices and conditions prevailing in the locality of employment. Authority for final decisions on FSN employee grievances is delegated to the head of agency at post. Guidelines for development of a post grievance procedure are contained in 3 FAH-2H, Chapter 3. If a suit is brought against the establishment in this connection, the appropriate headquarters agency shall be advised immediately.

3 FAM 7293 OPEN COMMUNICATIONS

(TL:PER-237; 1-1-95)

(Uniform State/USAID/USIA/Commerce/Agriculture)

(Applies to Foreign Service Nationals Only)

a. To prevent misunderstandings and to foster cooperation, missions shall establish open lines of communication with FSN employees. Communication may be achieved through such means as:

- (1) Regular dissemination of information via administrative notice;

(2) Periodic meetings between Mission management officials and FSN employees;

(3) Scheduled meetings between Mission management officials and representatives of an FSN employee association.

Guidance on the establishment and maintenance of open lines of an FSN employee association is contained in 3 FAH-2H, Chapter 3.

b. All conditions of FSN employment are suitable for discussion between mission officials and FSN employees, or their representatives.

3 FAM 7294 MANAGEMENT AUTHORITY

(TL:PER-237; 1-1-95)

(Uniform State/USAID/USIA/Commerce/Agriculture)

(Applies to Foreign Service Nationals Only)

These regulations, while providing authority for open discussions regarding conditions of employment between FSN employees and management officials, do not affect the U.S. Government's authority to establish FSN personnel policies governing position classification; compensation; contracting; hiring; termination; discipline; promotion; assignment; or any other condition of employment, as well as policy regarding, inter alia, the following:

(1) U.S. foreign policy or the goals of the mission;

(2) The mission's budget or organization;

(3) The size or composition of the mission's workforce; and

(4) Administrative policies relating to classified security operations; requirements of U.S. law or regulations.

3 FAM 7295 PROHIBITIONS

(TL:PER-237; 1-1-95)

(Uniform State/USAID/USIA/Commerce/Agriculture)

(Applies to Foreign Service Nationals Only)

—Recognition of a union as the representative of FSN employees is prohibited (3 FAM 7224.)

—As Federal employees, foreign national direct-hire and personal service contract personnel may not strike against the U.S. Government (3 FAM 7224).

—As supervisors and management officials, American personnel may not participate in discussions with Mission representatives on behalf of an FSN employee association or participate in the formulation of association policies or direction.

—Check-off of FSN employee association dues is prohibited.

3 FAM 7296 THROUGH 7299 UNASSIGNED