

**GRIEVANCE PROCEDURE
DEPARTMENT OF EXTERNAL AFFAIRS
"KEY TO SYMBOLS"**

BARGAINING AGENTS**OCCUPATIONAL GROUPS**

PAFSO Professional Association of Foreign Service Officers

FS Foreign Service

PSAC Public Service Alliance of Canada

AS Administrative Services

CM Communications

CR Clerical and Regulatory

DA Data Processing

DD Drafting and Illustration

EG Engineering and Scientific Support

FI Financial Administration

GL General Labour and Trades

GS General Services

GT General Technical

HP Heating, Power and Stationary Plant Operation

IS Information Services

OE Office Equipment Operation

PG Purchasing and Supply

PM Programme Administration

SI Social Science Support

ST Secretarial, Stenographic and Typing

TE Telephone Operation

IBEW International Brotherhood of Electrical Workers

EL Electronics

PIPS Professional Institute of the Public Service of Canada

AR Architecture and Town Planning

CS Computer Systems Administration

HR Historical Research

LA Law

LS Library Science

ESSA Economists, Sociologists and Statisticians Association

ES Economics, Sociology and Statistics