

INTRODUCTION

The Public Service Staff Relation Act provides for the establishment of a grievance process for all federal public servants covered by the Act. The departmental process for the presentation of grievances is designed to ensure that employees receive both timely and considered replies to their grievances. To this end our grievance process is restricted to two steps except for those employees whose collective agreement requires a three step procedure. Grievance procedures are subject to collective bargaining and are contained in most collective agreements. Where collective agreements contain grievance procedures which conflict with or vary from the Departmental ones the procedures contained in the agreement apply. Where collective agreements do not contain a grievance procedure, as in the case of the FS group, the Public Service Staff Relations Board Regulations and Rules of Procedure apply, subject to the agreement reached between Treasury Board and the Professional Association of Foreign Service officers concerning time limits (Page 4).