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1 March 1982

MEMORANDUM FOR: Director of Personnel

FROM:

Director, Foreign Broadcast Information Service

STAT

SUBJECT: Foreign National Administration - Austria Bureau

REFERENCE: My discussion with you of 25 February, Same Subject

1. As indicated in our telephone conversation, your concurrence is requested on two matters relating to our Austria Bureau:

a. We request the granting of the full cost-of-living increase for 1982; and

b. We ask delay in position classification at that bureau by the Department of State.

2. For your background, foreign national employees of FBIS in Vienna were denied full cost-of-living increases in 1980 and 1981 by PMCD; a further reduction in 1982 would impact heavily on our ability to retain experienced personnel. We consider COLI's a separate item from the ongoing wage and classification surveys conducted under the inter-agency system. Inasmuch as our employees know that COLI's cannot be implemented retroactively, it will be difficult to explain why their cost-of-living adjustments are reduced three years in a row.

3. With regard to the State proposal to conduct a classification survey at Vienna within the next several months, State would again--as in London, Nicosia, and Bangkok--be classifying our positions without having accepted our position standards and with no appreciation for FBIS requirements and mission. Thus we would be exposing the entire bureau cadre to the possibility of downgrading without having completed the wage policy study we are planning to contract with a private consultant. In London we have just seen a militant union contact our bureau chief with the objective of organizing our employees in the wake of the State survey at that post. We simply cannot subject our Austria Bureau employees to that kind of tension and turmoil at this time without adversely affecting our operations.

SUBJECT: Foreign National Administration - Austria Bureau

4. We have other matters of concern relating to our worldwide operations during the interim period, but will discuss these directly with PMCD. As a basic principle, it is important during the interim period--until the completion of the contracted wage policy survey we are contemplating--that there should be an atmosphere of "status quo" at our foreign bureaus without new penalties for our employees. This is necessary if our operations are to continue without serious disruption. We believe that to grant a cost-of-living increase and to protect the Austria Bureau from the rigors of a State classification study at this time is consistent with this principle.



STAT

CONCUR:

Director of Personnel

Date

DDS&T/FBIS/ (1Mar82)

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