



35th UNOG Staff Coordinating Council 35^{ème} Conseil de coordination du personnel de l'ONUG

Minutes of the 3rd meeting

held on 7 April 2017 at 1:15 p.m. in Room VIII

Council members present: ALMEIDA Patricia, APOSTOLOV Mario, ASFAW Tensai, BALY Mohamed Chiraz, BEN AYED Slim, CHAOUI Prisca, FEGLI Catherine, FUNCK Thomaz Samuel, GAZIYEV Jamshid, JAMES Elizabeth, KALOTAY Kalman, KELLY Paul, PECK ARIF Catherine, POPA Gabriela, RICHARDS Ian, STANOVIC Marko, TAPORAIE Amos, VESTERMAN Claire.

Council members absent: ALMARIO Francis, CHANTREL Dominique, MELLET Johnny, NOBLAT-PIANTA Virginie, NWABUOGU Gloria, ROUAI Slim, TOUIHRI Mohssen.

The meeting opened at 1:30 p.m.

1. Adoption of the agenda

Following a discussion, the Council adopted the agenda of the meeting as reflected below.

2. 7.5% pay cut

The Council recalled the decision of the ICSC to adjust down the Geneva post adjustment resulting in an approximate 7.5% reduction of the overall remuneration of P-and-above categories. An Extraordinary General Assembly (EGA) of staff had been held on 6 April to address the issue jointly with other Geneva staff unions to which over 1000 people attended. Mr. Richards spoke about the way the EGA was carried and the discussions that took place, and how FICSA and CCISUA staff unions are collaborating on how to move forward. Mr. Richards read to the Council the resolution that was adopted at the EGA and said staff unions are preparing a letter calling on international organizations in Geneva not to implement the ICSC decision. Depending on the results – he added – staff unions will study further measures. Mr. Richards highlighted the importance of taking a campaign footing and be prepared to carry out outreach efforts, for which funding will be needed. To that end, the Council was presented with a proposal to approve a special budget line for expenditures.

Mr. Apostolov joined the meeting at this point.

A discussion followed on the strategy on how to tackle the issue of the ICSC decision, the substantive content of the resolution, and actions to take. The Council as a whole expressed its full agreement in the need for taking measures. The fact that the SHP entails great spending in a remuneration reduction context was criticized. It was ratified that a clear message must be sent that this issue is not acceptable for staff and that the Council will take all steps/measures necessary to protest the ICSC decision, including the possibility of a strike, coordinating actions with other staff unions. Mr. Kalotay also suggested to expedite via email the Council's expenditure approval processes under the relevant regulations.

Ms. Almeida joined the meeting at this point.

The discussion continued on how to best set up a budget, how to carry out expenditures on campaigning, on the strategy and possible actions, and how to implement the resolution adopted at the EGA. Mobilization was mentioned as an important element of the campaign, including the support of the GFTU, PSI and other organizations the Council is affiliated to. A concrete plan will be put together with other unions.

Finally, the Council agreed to give a mandate to the EB to carry out its strategy against the pay cut, including a budgetary allocation of CHF 30,000 for campaigning activities and outreach efforts, including the provision of materials, legal fees, carrying out demonstrations, etc. The EB will report back to the Council on the expenditures.

The meeting closed at 2:15 p.m.