



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

Minutes of the 6th meeting

held on 2 June 2017 at 1:30 p.m. in Room VIII

Council members present: ALMEIDA Patricia, BEN AYED Slim, BALY Mohamed Chiraz, CHANTREL Dominique, CHAOUI Prisca, GAZIYEV Jamshid, KALOTAY Kalman, PECK ARIF Catherine, POPA Gabriela, RICHARDS Ian, STANOVIC Marko, TAPORAIE Amos, VESTERMAN Claire.

Council members absent: ALMARIO Francis, APOSTOLOV Mario, ASFAW Tensai, FEGLI Catherine, FUNCK Thomaz Samuel, JAMES Elizabeth, KELLY Paul, NWABUOGU Gloria, MELLET Johnny, NOBLAT-PIANTA Virginie, ROUAI Slim, TOUIHRI Mohssen.

The meeting opened at 1:45 p.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. No Pay Cut campaign

The Council was briefed on work stoppage as the action that had been agreed by all unions as the next escalating step of the campaign: possible dates, legal consequences and implications for staff, following the staff resolution of 24 May which gave the unions the mandate to proceed in that direction. It was recalled that Council statutes allow for "direct action" of up to half a day which can be authorized by a meeting of all staff. A discussion followed on work stoppage and how to carry it out. The importance to put pressure on the Management was emphasized. It was clarified that work stoppage is different from a strike, as it will intend a 1-hour or half-day work stoppage which does not separate the staff from his/her post.

Several suggestions were raised to the floor, including the possibility of paid advertising in the TPG public transport, online petitions, and importance of undertaking actions in an escalated manner. It was recalled that there had been two demonstrations so far and that a petition of no confidence on the ICSC was under way. Also, that the statisticians sent to NY to look at the ICSC data and methodology had already raised some concerns and should be presenting a report in the near future, which will be part of the staff's case that will be presented at the upcoming ICSC session in July. On publicity, it was said that whilst TPG advertising can be very expensive and would not necessarily target the right audience, the media is aware of the campaign and there had been coverage.

The meeting went on discussing the nature of the work that the expert lawyer was hired for and the costs. The Council was informed that – besides the technical and political issues being looked at within the Council and other unions – the lawyer had been hired to prepare a legal brief on the impact on staff of work stoppage and the possibility for staff to file legal complaints in the near future against the pay cut. Council members were invited to actively contribute by submitting said claims when the time comes. There was unanimous agreement by the plenary on the actions ahead, including the work stoppage and the no confidence motion.

The discussion continued and it was clarified that the ultimate decision on the pay cut – and the methodology – was with the ICSC as per the mandate given to it by the GA. The Council regretted that there was no further possible dialogue with the Administration on the matter following the SG's decision to implement.

The meeting closed at 2:30 p.m.