



36th UNOG Staff Coordinating Council 36^{ème} Conseil de coordination du personnel de l'ONUG

Minutes of the 9th meeting

held on 6 December 2018 at 1.30 p.m. in Room V

Council members present: ALMARIO Francis, APOSTOLOV Mario, BALY Mohamed Chiraz, CHANTREL Dominique, CHAOUI Prisca, DUPARC Philippe, FUNCK Thomaz Samuel, KALOTAY Kalman, KELLY Paul, MEYER Olivier, PECK ARIF Catherine, RUHANA-MUKAMUSONI Angelique, STANOVIC Marko, TAPORAIE Amos.

Council members absent: ADELISE Dominique, BALD Ian, EL GARAH Samira, GAZIYEV Jamshid, JAMES Elizabeth, NWABUOGU Gloria, POPA Gabriela, RICHARDS Ian, ROUAI Slim, SMITH Bradford, TOUIHRI Mohssen.

The meeting began at 1.35 p.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. Adoption of the minutes of the 8th meeting

The minutes of the 8th meeting were adopted without changes as recorded in the Council secretariat.

3. Report of the Finance Commission

The Council was informed that the FC revised the budget in light of the updated revenue estimations from SAFI and submitted it to the EB for its deliberation. The revised budget will be submitted to the Council under a separate agenda item. The Council was also informed that candidates for auditors of the 2017-2018 accounts were identified, whose nominations would also be considered under a separate item.

4. Report of the Executive Bureau

The EB reported on its activities since the previous Council meeting, notably on the following items:

- (1) Mission to New York: the Council was briefed on the mission of Mr. Richards, Mr. Bali and Ms. Chaoui to NY for lobbying Member States (MS) and attending the CCISUA midterm assembly. Various issues of importance were raised with MS, i.e. GSDM, SHP, Pension Fund. At the CCISUA midterm, all unions met and discussed various issues including local salary survey, post adjustment methodology, ASHI, UN reform, Pension Fund, OSLA, Ombudsman and other subjects. The mission was also useful to meet with UN management officials, notably the ASG for Human Resources with whom Geneva issues were discussed such as contract renewal policy, harassment and misconduct. It was noted that the ASG confirmed that the instruction to disregard the normal contract renewal policy of 1-2-2-5 years was given by UNHQ.
- (2) Gender issue in the staff rules and regulations: the Council was informed that an SMC working group would meet the following week to discuss the Administration's proposed changes to the SRR whereby the consideration of gender is introduced in downsizing cases trumping performance, length of service and contract type., a proposal objected by all staff unions give its impact on acquired rights.
- (3) The Council was briefed on a joint townhall meeting held with temporary staff in OHCHR, noting especially that a global roster for temp staff would be put in place and the Administration would promote the regularization of those who have been a long time in said contracts. Amongst various issues raised by staff at the meeting the issue of courtesy period CDL during mandatory break in service was highlighted, which forces non-EU passport holders to leave Geneva/Europe before a new temp contract starts – an issue particularly important for those with children in school or health problems. UNOG HRMS was contacted and the procedure of how to obtain an extension of the courtesy period CDL was clarified.

- (4) The Council was informed that a meeting with the High Commissioner for Human Rights had taken place recently, at which various staff issues in OHCHR were discussed, notably gender strategy, temp contracts, harassment and misconduct. The HC expressed her wish to follow-up on the issues later on.
- (5) Responsibility for IT equipment in DCM: the Council recalled that ICTS started requesting staff to sign a form assuming responsibility for the equipment (i.e. laptops) officially entrusted to them. Members present were informed that OSLA had been contacted and confirmed that the form did not impose any more responsibility than what was already established in relevant the rules, thus making the form redundant. The Administration had not confirmed yet whether or not it would refuse to give equipment to staff would refused to sign the form.
- (6) Picnic tables: the Council was informed that the EB decided to suspend its purchase of picnic tables for the Ariana Park (as had been approved at the Council's 8th meeting) in light of the considerable reduction in revenue estimations.
- (7) Club subsidies: the Council was informed that the EB decided to cap individual club subsidies to CHF 1,500 in light of the considerable reduction in revenue estimations.

Other items left for discussion under individual agenda items.

5. Revised 2018-2019 budget

Reference was made to the recent broadcast concerning the situation at SAFI and the reduced income expectation for the Council, which was known after the Council approved its 2018-2019 budget, and thus made necessary the review of the latter. A revised budget was presented reflecting the changes and adjusting expenditures accordingly.

A discussion followed. The issue of income from SAFI would be discussed under an individual agenda item. It was recalled that humanitarian donations – as per the adopted guidelines on the subject – were only considered where staff organized collections following natural/humanitarian disasters and only to match the collected amount in recognition of staff efforts. It was noted that the children's party in 2019 would be moved from Spring to the month of December, thus not appearing in the December 2018 – November 2019 budget cycle.

Having looked at the different budget lines presented, the Council unanimously agreed to adopt the revised budget as presented.

6. Election of auditors

The Council recalled that no candidates were available at the time of last staff General Assembly. In accordance with Annex I Article 6 of the Regulations, four staff members were nominated as auditors of the 2017-2018 accounts: Ms. Vivian Clement, Mr. Jason Munyan, Ms. Myra Carandang, and Mr. Patrick Magnin.

A question was raised whether the Council had agreed to establish annual external auditing. It was said that the 35th Council had agreed on an external audit only for 2016-2017 and that the new Council would have to agree on it again. It was also said that internal audits should take place every year as per the Regulations, and each Council should decide whether a particular external audit is necessary. The Council was called to vote on the election of auditors; registering one objection to the election, the Council agreed.

7. SHP

The Council noted that the SG requested an additional CHF 67 million in his Fifth Annual Progress Report on SHP to install ventilation in the Palais old buildings that would make hot-desking possible – otherwise not possible due to health and technical reasons. The Administration's proposal is for the cost to be compensated by the revalorisation of the buildings. It was said that Council members had lobbied against it during the recent mission in New York.

The Council was briefed on the project, noting the new building is expected to be completed in 2020 and serve as temporary swing space whilst all renovations are complete. There will be 4 desks for every 5 staff with no attributed work space. The project is shifting and certain parts have been discarded such as the renovation of some meeting rooms, and – to the detriment of staff – plans for a club/fitness area. It was noted that a provisional conference centre will be built in the parking area next to Nations, which will take

some 150 parking places away from staff. The need to assure parking for staff was highlighted. A broadcast was expected to be issued soon on SHP issues.

Concerning underground parking in the E building it was said it would retain the same conditions, and following the introduction of a new entrance it would reopen in January. The Administration was requested not to charge staff for parking there until it reopened.

Concerning the introduction of ventilation into older buildings, their heritage status was raised which should generate the involvement of the Geneva authorities. It was said that the project implied ventilation in parts not considered heritage.

8. GSDM

The Council recalled that an earlier GSDM proposal included establishing service centres in Budapest, Nairobi and Mexico. During the recent mission in New York, Council members reminded Member States that no francophone duty station was included in the proposal. Member States finally rejected the proposal and requested the SG to submit a different one. Several Member States have so far offered new duty stations for service centres. The new client service centre in UNOG was shown as an example. Concerning impact on posts, the Council recognized the Administration has done great work in placing staff affected by GSDM, with new positions yet to be found for about 4 or 5 affected staff.

9. OIOS report on UNEP travel

The Council took note of the recent OIOS report on official travel in UNEP, highlighting issues such as double standards on travel, lack of clarity in the authorisation of travel for senior management, lack of accountability, etc. Those issues were said to be examples of those that may also be happening in Geneva and it was agreed to monitor them.

10. Update on SAFI

The Council recalled the broadcast sent out detailing SAFI sales/financial issues, namely medium to long term decline in revenue (mostly related to brand requirements, sales conditions) and decline in number of visitors to the shop (directly related to the increasingly restricted parking policy in the Palais). The SHP will also affect SAFI as it will likely have to move to a temporary location and later one again to a new permanent location, for which SAFI does not have the resources.

The role of SAFI was clarified, having been originally a purchase service for staff members. It was noted that in legal terms it is completely separate from the Council, and that it had always been the SAFI Board's decision that its profits be given to staff as it statutorily exists for staff welfare, through the Council. Concern was raised about the decrease in Council revenue from SAFI as a result of its situation and the importance to preserve and increase other sources of revenue.

11. Children's Christmas party

The Council recalled that a project for a 2018 children's Christmas party had been circulated. However, following the revised budget adopted by the Council, it was agreed that the next children's party of the Council would take place in December 2019.

12. UN Special

A request was raised for access to the latest UN Special financial statements. It was recalled that they had already been provided to the requestor, which included all lines of income and expenditure.

13. Any other business

The Executive Secretary, Ms. Chaoui, conveyed her thanks to all Council members for their support and expressed her satisfaction to have been able to work collaboratively during the year.

A question was raised on the annual report and whether it required to be discussed and issued by the Council plenary. The majority of Council members present agreed on the interpretation of the Regulations that it was not a report issued by the plenary, but rather by the Executive Secretary as had been the practice for many years.

The meeting ended at 3:10 p.m.