



37th UNOG Staff Coordinating Council 37^{ème} Conseil de coordination du personnel de l'ONUG

Minutes of the 7th meeting

held on 10 September 2019 at 1.15 p.m. in Room V

Council members present: ALMARIO Francis; APOSTOLOV Mario; CHANTREL Dominique; CHAOUI Prisca; DUPARC Philippe; GAZIYEV Jamshid; JAMES Elizabeth; JAQUIOT Cédric; KALOTAY Kalman; MEYER Olivier; PECK ARIF Cathy; POPA Gabriela; RICHARDS Ian; RIOUKHINA Evelina; SAMA ITOUA Nzété Da; SMITH Bradford; STANOVIC Marko; TAPORAIE Amos.

Council members absent: BALD Iain; BULYCH Yaroslav; CHIRAZ BALY Mohamed; DAN Lin; KELLY Paul; LEONI Brigitte; RUHANA MUKAMUSONI Angelique.

The meeting opened at 1.20 p.m.

1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

2. Adoption of the minutes of the 6th meeting

The minutes of the 6th meeting were adopted without changes as recorded in the Council secretariat.

The issue of the memorial tree for Kofi Annan discussed during the 6th meeting was briefly mentioned, noting the Administration only agreed on the option of a tree a year after the Council had proposed it, at which time the financial situation had become more fragile.

3. Report of the Executive Bureau

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

- Meeting with the new DG where several issues were raised, namely SHP, pay cut and SAFI premises.
- Meeting with ES of ECE where a budget-related discussion took place, confirming no occupied post would be cut.
- Recent JNC meeting: changes to the JNC framework were discussed, namely meetings to be held at least once every 3 months plus possible emergency meetings; new Secretariat-wide long service medal awards where certificates would be issued by the Administration and the Council would continue to give medals the same manner. A future JNC meeting would be held on 4 October to discuss other issues, i.e. UNOPS contracts, career perspectives for GS staff. The DG would be expected to send a representative to JNC meetings and in case of no agreement a matter would be expected to be referred to the DG.
- OCHA: still no news had been received on potential post cuts in Geneva vis-à-vis its restructuring.
- Courtesy meeting with the new ombudsman in Geneva for continued collaboration.
- SMC discussions continued including in the context of the 3x3 group where issues important to Geneva were being raised. A new policy on misconduct was agreed on.
- UN Special: WHO SA informed the Council at the latest IAC meeting they accepted to separate and therefore end UN Special as it was then. UN Special would continue until December and a call for tender would be organised for the Council to produce a new magazine to take the place of UN Special as of January.

Concerning UN Special and the new magazine, it was said it that income from every magazine was expected to rise, noting also that the income would not be shared with WHO SA as in the UN Special arrangements. The importance of ensuring participation of people invested in the magazine was highlighted.

The Council would be briefed on additional issues on specific agenda items below.

4. Report of the Finance Commission

The Finance Commission reported that no significant disbursements had been made in the past weeks apart from the payment of the CCISUA membership (CHF 20'000). The FC would also liaise with the appointed auditors to begin their work on the 2018-2019 accounts. It was noted that the CCISUA membership in 2019 was considerably lower than in previous years, and that the SAFI income that year was considerably higher (CHF 170'000) than the expected CHF 98'000. The FC would share the preliminary accounts (including expense report and amended budget) with the Council plenary at its following meeting. The issue of a possible external audit was raised, although noted that the statutes were silent with respect of external audits and that the special external audit carried out 2 years before had confirmed that the accounts were in order.

5. ICSC Summer session

The Council plenary recalled the broadcast recently sent on the outcome of the ICSC summer session. No questions were raised in that regard.

6. Pay cut

The Council recalled the recent ILOAT decision whereby the ICSC pay cut was deemed illegal and staff of specialized agencies in Geneva were then paid retroactively and their salaries adjusted accordingly. Following an earlier townhall it had been strategically decided to focus efforts on the ICSC summer session, but unfortunately the ICSC did not come back on its decision, resulting in a situation where UN P staff had lower salaries than colleagues of same grades in the specialized agencies. The Council was informed that a brief would be submitted to the UNDT concerning the legal case against the pay cut, although the UNDT President of the judges had already confirmed that the case was still pending with them.

The need to begin mobilizing staff was highlighted. A broadcast would be sent out to that effect and to exert pressure on the Administration, and multiple forms of industrial action including potential work stoppage, staff mobilization, call on the SG, would be considered. It was noted that during the townhall meeting of the previous day, staff looked forward to action on the part of the Council. A discussion followed on whether it was possible to carry out legal actions outside the jurisdiction of the UNDT in local courts. Further discussion was held on mobilization and communication efforts. It was noted that the relevant decision makers are in New York and that any efforts should bear that in mind. A suggestion was raised to look into publicity. It was agreed to hire a public relations firm and the Executive Bureau was requested to present a proposal.

Mr. Apostolov left the meeting at this point.

7. CCISUA mid-term GA

The Council was briefed on the items that would be covered during the upcoming CCISUA mid-term GA in New York during 5-7 November 2019 (namely education grant, mobility, hardship allowance, parental leave, internal justice, pension fund, equal pay for Geneva and UN reform), and on the importance of the subsequent lobbying efforts vis-à-vis Member States. A discussion followed on the composition of the delegation. Having voted on different options, the Council agreed (with 14 votes in favour) on a delegation of three staff representatives for a period of two weeks (first week CCISUA mid-term GA, second week lobbying), in the assumption that the three of them can attend for the entire duration, otherwise to include more staff representatives in the delegation but with a maximum of three present in New York at the same time. The approximate cost was agreed at CHF 17'800.

8. End of year events

The Council recalled that a committee to decide on options for the children's party in December was not able to reach an agreement, therefore two proposals were submitted to the Council for deliberation and approval. The Council deliberated on the contents of each proposal. The first one included a quote for a Sonia Grimm show for approx. CHF 16'000 plus the several other activities that would have to be added to the show; this proposal obtained 1 vote in favour and 1 abstention. The second proposal was a quote for a single package of presentations and activities for approx. CHF 22'600, which would be less expensive than contracting separate activities apart from the main presentation. The second proposal obtained 12 votes in favour and was therefore was agreed upon. The Council was also briefed on the expected format of the 2019 staff gala which was expected to be on a smaller scale than previous years but more interactive.

Seeing that Mr. Smith, Mr. Gaziyeu, Mr. Chantrel and Mr. Sama left the meeting at that point, quorum was lost.

9. Communications

Informal conversation continued under no quorum.

10. Football Club

Informal conversation continued under no quorum.

11. Day of memory

Informal conversation continued under no quorum.

12. Any other business

No other business was raised as there was no quorum.

The meeting closed at 3:30 p.m.