



## 34<sup>th</sup> UNOG Staff Coordinating Council 34<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Minutes of the 5<sup>th</sup> meeting

held on 6 September 2016 at 1:15 p.m. in Room XXIII

**Council members present:** BALY Mohamed Chiraz, BENAYED Slim, CHANTREL Dominique, CHAOUI Prisca, EL GARAH Samira, FUNCK THOMAZ Samuel GAZIYEV Jamshid, JAMES Elizabeth, MAGNIN Patrick, KALOTAY Kalman, KELLY Paul, MELLET Johnny, NWABUOGU Gloria, PECK ARIF Catherine, RICHARDS Ian, ROUAI Slim, SHAMSIE Syed, STANOVIC Marko, VESTERMAN Claire.

**Council members absent:** ALMARIO Francis, APOSTOLOV Mario, DOS SANTOS José, POPA Gabriela, TOUIHRI Mohssen, VILCHES Sandrine.

*The meeting began at 1:15 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted with an addition of a new item entitled: Situation at the Security service.

Mr. Stanovic asked for the floor in a point of order. He requested the president to remind the participants that the Council meeting are open only to staff members holding a valid contract with the UN unless invited to attend by the President. Mr. Kalotay requested a nominal vote on such a request. Following a brief discussion, it was decided to postpone the decision till next council meeting in order to check the Statutes and the Internal Rules of the Council.

Mr. Kalotay mentioned that the agenda was submitted without annotation and requested to have annotated agenda for next Council meetings. Mr. Richards indicated that the items are straightforward and he doesn't see the need to detail them before the meeting.

#### 2. Adoption of the minutes of the 4<sup>rd</sup> Council meeting

The minutes of the 4<sup>rd</sup> meeting were adopted with one change to item 6 as reflected in the Council's records.

#### 3. Report of the Finance Commission

Ms. Chaoui informed the Council that the FC has executed many payments within the approved budget.

#### 4. Report of the Executive Bureau

Mr. Richards reported to the Council on the activities of the EB since the previous Council meeting, which included the following issues: mobility policy and the survey launched by the SCC in order to prepare the SCC position on that policy, SHP and the results of the survey, UNDT meeting of stakeholders, Garden party, Global service delivery model (possibility of administrative jobs being offshored from Geneva), Geneva Group, Interns, Compensation review, purchase of materials for polling officers and supply of water for the 8<sup>th</sup> floor Sports Room.

#### 5. CCISUA Contribution

Mr. C. Bali mentioned that the SCC was one of the two creators of CCISUA which is currently playing an important role as a Union Federation. It had lately taken the lead concerning many important issues, such as the compensation review, the increase in allocations for General Service Staff in Geneva, the Pension Fund and the issue of staff Safety in the field. He proposed to increase the SCC contribution to CCISUA budget from CHF 26,000 to CHF 35,000. The issue was put to vote, 15 voted for and there was one abstention. The motion was carried.

*Mr. J. Mellet had left the meeting before the voting procedure.*

## **6. Mid-Term CCISUA GA**

In order to ensure continuity, the Bureau recommended that the Council send the same delegation that participated at the General Assembly of CCISUA held in Santiago. It was recalled that in composing the delegation to Santiago the Council had ensure a balanced representation of lists. Council members would also be required to be in New York to lobby on a number of issues including severance payments, internal justice, the global service delivery model, the compensation review for locally recruited staff, performance management reform and the strategic heritage plan. Consequently, the Council agreed on the following delegation: Mr. Richards (in his capacity of President of CCISUA) and Mr. Bali for the mid-term meeting and subsequent lobbying, Mr. Stanovic (for the mid-term GA only) and Mr. Gaziyevev (for lobbying only).

## **7. FICSA/CCISUA**

Mr. Richards reminded the SCC that FICSA was created in the 50s, but subsequently split into two federations: CCISUA and FICSA. The two federations were trying to better coordinate their activities. A joint FICSA/CCISUA meeting was scheduled from 27 to 29 September at UNOG. Since UNOG would be hosting the meeting, Mr. Richards proposed to allocate a budget of CHF 1,000 for refreshments. The Council agreed.

## **8. Deputy Editor-in-Chief of UN special**

Mr. Richards informed the Council that Ms Jordan had expressed her interest to be Deputy Editor-in-Chief of UN Special and in view of her competencies, the Bureau recommended that the Council confirm her in this position. He informed the meeting that Ms. Jordan has already resigned from her position in the Council and from New Wood's Executive Committee. Mr. Kalotay confirmed the last point. The Council approved the nomination and Ms Jordan was appointed Deputy Editor-in-Chief of Un special.

## **9. Parking Place**

Mr. Richards mentioned that the SCC had a parking place in the internal court with a rental cost of CHF 800 per year. The Bureau recommended to keep the parking place. The issue was put to vote. 14 voted in favour with 3 abstentions and the motion was carried.

*Ms. S. El Garah joined the meeting during this discussion.*

## **10. UN staff day**

Mr. Rouai informed the Council that he has attended a meeting with Management concerning the celebration of UN staff day on 25 October. He mentioned that many proposals were on the table but nothing has been decided yet. He said that he informed the meeting that the SCC will contribute to the celebration through the different clubs which are active within UNOG.

## **11. Bicycle day**

Ms. Chaoui informed the Council that a proposal was being discussed by the UNOG Working group on mobility to organize a bike day where staff could test electrical bikes. Many retailers in Geneva had been contacted to participate in such initiative. To date, none had given a positive answer. However, based on positive answers that would be received, a bike day would be organized.

## **12. Pension Fund**

Mr. Richards mentioned the problems the Pension Fund is currently encountering, including attempts to remove the fund from the UN, Outsourcing of 15% of the investments, delays in payments and governance issues. He mentioned the petition launched by CCISUA, FICSA and Uniserv and press coverage of the fund's situation. A brief discussion followed where the idea of filing a legal case against the fund was mentioned. Mr. Richards mentioned that work is currently being carried within CCISUA in order to draft a template for legal assistance in case staff wish to choose the legal venue. He ended saying that the Council will closely follow-up the matter.

### **13. International Civil Service Commission**

Mr. Richards mentioned the different issues covered during the ICSC summer session held in Geneva, which include, inter alia, compensation review for locally recruited staff, use of NPOs, separation payments, the place-to-place survey for post adjustment, the recalculation of allowances for GS staff and contract flexibility. On the last point, he indicated that unions are against further flexibility in contract types given that the current framework was already more flexible than that seen in the private sector around the world.

### **14. 14. Situation in OCHA, UNRISD and UNISDR**

Mr. Richards indicated that OCHA, UNRISD and UNISDR were facing funding problems. OCHA was likely to lose 100 posts globally. UNRISD had already lost 4 posts but had recently received funds making budget cuts less imminent. As for UNISDR, it was undergoing a functional review. The SCC has been following up these situations directly or through the OCHA and UNISDR sectoral assemblies.

### **15. Guidelines on Clubs**

Ms. Chaoui explained that the existing guidelines on clubs had been revisited to add more clarity on certain issues. The new guidelines were submitted to Council members for their review. Mr. Kalotay expressed his reservations concerning Paragraphs 4 and 11. A discussion followed. The text was put to vote. 13 voted in favour, 2 against and there was one abstention. The new guidelines were adopted.

### **16. Illegal dismissal of staff member in UNOG Central Support Services**

Mr. Richards mentioned the case of a staff member in CSS that had been arbitrarily dismissed. The staff member had appealed the decision and the judge had ordered his reinstatement or the payment of 24 months of compensation as well as 3 months for moral damages. The staff member had approached the Council to express his interest in being reinstated into the Organization. A letter had been sent to the DG supporting this request. Since no answer had been given, it was decided to send a letter to the Secretary-General's Chef de Cabinet.

### **17. Results of survey on the work of the Council**

Ms. Chaoui informed the Council about the results of the survey conducted in May 2016 in relation to the Council activities. She highlighted that the results were overall positive. She indicated that the details of the survey would be sent soon to all staff through a broadcast and that a follow-up would be ensured.

### **18. Situation in the Security Service**

Mr. Richards indicated that CCISUA was currently studying a proposal that was submitted by the UN secretary general 12 years ago and that aimed at creating an S category for the Security Service and at aligning its working conditions to those of local law enforcement, including a retirement after 25 years of service. Mr. Richards indicated that a Townhall would be organized with the Security Service to discuss such a proposal.

Mr. Kalman raised the issue of the position paper submitted on behalf of the Council in relation to the new shift system for the Security Service. He asked that it be put on record that he formally opposed the paper. A discussion followed where Mr Kalman was reminded that when the issue was raised during the 4th Council meeting, he didn't request a vote neither did he oppose the paper, but then subsequently filed a complaint about the paper with the Arbitration Commission.

### **19. Any other business**

No issue was raised under this item.

*The meeting ended at 15.05*