



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

Minutes of the 7th meeting

held on 27 June 2017 at 1:30 p.m. in Room C.529

Council members present: ALMARIO Francis, ALMEIDA Patricia, APOSTOLOV Mario, BALY Mohamed Chiraz, CHAOUI Prisca, FEGLI Catherine, FUNCK Samuel, GAZIYEV Jamshid, JAMES Elizabeth, KALOTAY Kalman, KELLY Paul, PECK ARIF Catherine, RICHARDS Ian, STANOVIC Marko, TAPORAIE Amos, VESTERMAN Claire.

Council members absent: ASFAW Tensai, BEN AYED Slim, CHANTREL Dominique, MELLET Johnny, NOBLAT-PIANTA Virginie, NWABUOGU Gloria, POPA Gabriela, ROUAI Slim, TOUHIRI Mohssen.

The meeting opened at 1:40 p.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. Adoption of the agenda

The agenda was adopted with changes as reflected below.

3. Adoption of the minutes of the 4th, 5th and 6th meetings

The aforementioned minutes were adopted without changes as recorded in the Council secretariat.

4. Report of the Executive Bureau

The ES briefed the Council plenary on various matters dealt with by the Executive Bureau since the previous Council meeting, including the following: (1) the children's party and the good feedback obtained from parents; (2) postponement of the e-bike day due to the pay cut campaign; (3) introductory meeting held with the new Executive Secretary of ECE; (4) OHCHR mobility issues; (5) OCHA restructuring; (6) IT job network issues; (7) UNISDR restructuring.

A brief discussion followed. It was clarified that the mobility policy continues to be implemented without interruption along with its established schedule.

5. Report of the Finance Commission

The Treasurer recalled that the audit report had been issued and circulated, which included only 3 recommendations. Regarding the one on cash payments (specifically related to payments to bands during the staff gala), it was noted how difficult it is to find affordable bands that accept payments other than with cash, although was clarified that with regards to payment to bands, the council did not handle cash directly. The council makes an electronic payment order to the bank. The band then collects the cash directly from the bank cashier.

On the recommendation to submit the Council's accounts to external auditing, the plenary was informed that the FC is currently obtaining quotes from different fiduciaries for a possible audit of the accounts and that it will report back to the Council on its next meeting.

The Council also went through the expenditures under the special budget approved for the campaign against the pay cut, which amount to CHF 12,491.85, and noted that the expenditures remain well within the approved envelope of CHF 30,000.

A discussion followed on the nature of payments, how they are carried out, their supporting documentation, and overall the different accounts of the Council. It was noted that financial information is available for consultation at the secretariat to all Council members.

6. “No Pay Cut” campaign and legal support to staff challenging the pay cut

The Council plenary was briefed on the work stoppage that took place for two hours on 16 July 2017 and a discussion was held on the campaign and the way forward. It was pointed out that the actions of the campaign rest on three main areas: legal, statistical, and how staff are directly personally affected. The legal aspect is being looked at with the lawyer engaged for that purpose – whose report on the pay cut is currently expected – and also liaising with OSLA, notably on how to approach individual cases of staff and the legal actions that may be carried out. On the statistical side, it was recalled that ACPAQ would be meeting in New York later that week and will look into the statistical issues that had been raised by staff unions and organizations.

The Council recalled the ICSC session in July where it will review its decision on the pay cut (the issue of post adjustment). The plenary was presented with a recommendation to send a delegation of up to three persons, 2 Council members plus – possibly – one of the statisticians who reviewed the ICSC data in New York. The two recommended Council members to join the delegation are Mr. Jamshid Gazyev and Mr. Mohamed Chiraz Baly. Seeing that no objection was raised, the Council agreed on the aforementioned delegation and related travel expenditures. It was noted that Mr. Ian Richards will also be attending the ICSC session along with the delegation but in his capacity of CCISUA President (travel costs borne by CCISUA).

A discussion followed on the next legal steps and all Council members of the Professional category were encouraged to submit legal claims against the pay cut. The importance to make legal and political pressure against the pay cut was highlighted.

7. CCISUA General Assembly

The Council was briefed on the items discussed at the recent CCISUA GA in Addis Ababa, which included: Pension Fund, pay cuts, mobility, harassment, administration of justice, GSDM, security, among others. It was noted that FICSA attended and that Mr. Ian Richards was re-elected as President of CCISUA. It was said that resolutions will be circulated when available.

8. SHP

The Council was briefed on a meeting recently held with the Administration on SHP and the data collected by Gensler. From this meeting, staff representatives understood that “hot-desking” was reintroduced into the plans for office space and the length to which it will be implemented will vary between departments. A discussion followed on the role and functions of the working group on SHP. Mr. Stanovic regretted he was not invited to the abovementioned meeting.

Mr. Stanovic nominated Mr. Taporaie to be his substitute should he not be able to attend meetings in the future. No action was taken on the proposal.

It was clarified that the meeting was not a working group meeting but rather an informal meeting to hand over the data.

9. Appointment of auditors

As per Annex I, Article 6.2 of the Regulations, in the absence of elected auditors for the 2016-2017 financial year, the Council was presented with the following 3 nominations for auditors: Ms. Jocelyn Tay, Ms. Chirine Liptovszky and Ms. Sophie Linehan.

Since the number of candidates (3) did not exceed the number of seats (5), the abovementioned staff were declared to be elected auditors without opposition.

10. Any other business

The Council plenary recalled the new policy on retirement age which had set it at 65 years, effective on 1 January 2018. It discussed on its implementation noting that an administrative instruction is yet to be issued, which should come out by the end of 2017 along with the respective change in the Staff Rules and Regulations by the General Assembly.

The meeting closed at 3:25 p.m.