



## 36<sup>th</sup> UNOG Staff Coordinating Council 36<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Minutes of the 2<sup>nd</sup> (emergency) meeting

held on 23 February 2018 at 2 p.m. in Room S4

**Council members present:** ALMARIO Francis, APOSTOLOV Mario, BALD Ian, BALLY Mohamed Chiraz, BEN AYED Slim, CHAOUI Prisca, DUPARC Philippe, EL GARAH Samira, GAZIYEV Jamshid, JAMES Elizabeth, KALOTAY Kalman, KELLY Paul, MEYER Olivier, NWABUOGU Gloria, POPA Gabriela, RICHARDS Ian, ROUAI Slim, RUHANA-MUKAMUSONI Angelique, STANOVIC Marko, TAPORAIE Amos, TOUIHRI Mohssen.

**Council members absent:** CHANTREL Dominique, FUNCK Thomaz Samuel, PECK ARIF Catherine, SMITH Bradford.

*The meeting opened at 2:00 p.m.*

#### Single agenda item:

#### Extraordinary consultative procedure for a proposal to strike against the pay cut

It was recalled that the ICSC, at its July session, had revised the method and implementation of the pay cut such that it wouldn't exceed 3 percent. At the start of February both the Council and organizations learned to their shock and surprise that the cut would now be 5.1 percent to be implemented between February and June.

This development had been brought to the attention of staff at a staff meeting earlier in the week and at which staff expressed deep concern about the cut, the arbitrary manner in which the ICSC had taken decisions when it is mandated to be neutral, and how it had manipulated results and is being pressured by governments with an austerity agenda, affecting conditions of service of staff in all duty stations.

It was noted that at the staff meeting staff had voted unanimously for the Council to organize work stoppages as part of an escalation of actions for which it also wished the Council to organize an extraordinary consultative procedure for a strike, as per Article 16 of the Regulations. A discussion followed and clarifications were sought on how such a vote would be conducted and the legal implications. The Council agreed to hold a staff vote on strike action<sup>1</sup>, whereby staff will be asked through a single question whether they agree to hold one or multiple days of strike to oppose the deterioration of their pay and work conditions.

Following further discussion, the Council agreed to:

- seek external legal advice on strike action and staff rights related thereto, for which the expense will fall under the "No pay cut campaign" budget line;
- replenish the "No pay cut campaign" budget line up to CHF 30'000 as of the present date;
- contact the DG's office to remind him that no measure, apart from a salary deduction, can be taken against any staff member participating in the strike.

*The meeting closed at 2:45 p.m.*

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<sup>1</sup> Following the request for nominal vote, the motion passed with no abstentions, no votes against, and the following positive vote by Council members: F. Almario, M. Apostolov, I. Bald, M. Baly, P. Chaoui, P. Duparc, S. El Garah, J. Gazyev, E. James, K. Kalotay, P. Kelly, O. Meyer, G. Nwabuogu, G. Popa, I. Richards, S. Rouai, A. Ruhana-Mukamusoni, M. Stanovic, A. Taporaie.