



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

Minutes of the 3rd meeting

held on 15 March 2018 at 1.15 p.m. in Room IV (and resumed on 21 March 2018)

Council members present: ALMARIO Francis, APOSTOLOV Mario, BALY Mohamed Chiraz, CHAOUI Prisca, DUPARC Philippe, FUNCK Thomaz Samuel, GAZIYEV Jamshid, KALOTAY Kalman, KELLY Paul, MEYER Olivier, PECK ARIF Catherine, POPA Gabriela, RICHARDS Ian, SMITH Bradford, STANOVIC Marko, TAPORAIE Amos, TOUIHRI Mohssen.

Council members absent: BALD Ian, BEN AYED Slim, CHANTREL Dominique, EL GARAH Samira, JAMES Elizabeth, NWABUOGU Gloria, ROUAI Slim, RUHANA-MUKAMUSONI Angelique.

The meeting opened at 2:00 p.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. Adoption of the minutes of the 1st and 2nd meetings

The minutes of the 1st and 2nd meetings were adopted without changes as recorded at the Council's secretariat.

3. Report of the outgoing Finance Commission

The outgoing FC noted that the audit report of the 2016-2017 accounts had been made public. It also informed the plenary that the 2017-2018 accounts would likely see a lower revenue than expected due to a foreseen reduction in the contribution from SAFI, which is facing an unanticipated payment of due taxes to the Swiss fiscal authorities. A brief discussion followed.

4. Composition of the Finance Commission

The floor was opened for candidates to the Finance Commission, where more candidates were nominated than the 3 positions open. Seeing that polling officers were not able to join the meeting – due to the referendum on strike that was being carried out that day – the election of the new Finance Commission was adjourned.

5. Report of the Executive Bureau

The EB noted that 4 meetings had been held up to that point, notably covering discussions on the work programme, ICSC campaign, and Council investments, all of which were subjects to be covered under individual agenda items.

6. Adoption of the work programme of the Council

The draft work programme was presented as reviewed by the EB. A discussion followed on concerns regarding Umoja, SHP and offshoring (GSDM), as well as on the style of the draft. The importance of measurable outcomes was highlighted. A suggestion was raised to use the work programme as a basis for an internal document to be used as a planning tool; it was suggested that having proposed the idea, Mr. Stanovic could prepare a draft. Finally, the Council adopted its work programme as amended and recorded in the Council's secretariat.

7. Campaign for fair pay and work conditions

Mr. Richards briefed the plenary on his mission to ACPAQ in New York as President of CCISUA, and recounted that the Advisory Committee agreed to carry out a review of the post adjustment

system for future cycles, yet it did not agree on revisiting the 2016 exercise. Mr. Richards also informed that he had met the Secretary-general, who had agreed that a revision of the ICSC's statutes and working methods was necessary.

The Council noted that the 1st day of global action was well observed in many duty stations, including a work stoppage and assembly of staff in Geneva. It also noted that the message from the Director-General concerning the call for strike was badly received by many staff and had a backfiring effect of encouraging staff to vote on the referendum. It further noted what was being already perceived as very good participation in the referendum until that time of the day.

A discussion followed where the Council debated and agreed on the need to engage a public relations firm to assist in the achievement of the campaign's objectives. The Council agreed to replenish the budget line of "ICSC campaign" (formerly "No Pay Cut" campaign) up to CHF 60'000 as of 15 March 2018.

The plenary was informed that there was coordination with local Swiss unions who had expressed their solidarity and support to the campaign. A suggestion was also raised to circulate the terms of reference of the lawyer that had been engaged for the legal actions against the pay cut.

Mr. Apostolov left the meeting at this point.

8. Council investments

The Council recalled its previous discussions on investing Council funds, including the idea of vacation rental properties, for which the EB had agreed and was looking into the legal implications.

The Council was informed of the request from UN Port for a short-term loan of CHF 20'000 given the fact that as a new association it had no operational funds to start the season – to be reimbursed by the end of August 2018. It was noted that the Council is present in the managerial committee of UN Port, and that the financial projections of the association (based on the historic data) are sound. The Council agreed to the request and requested the FC to draft the terms.

The importance of being involved in the new gym to be built in the context of SHP was highlighted, and it was noted that the Council would manage the space.

The meeting was adjourned at 2:30 p.m. due to the referendum on strike taking place that day, to be resumed the following week.

The meeting resumed on 21 March 2018 at 1.25 p.m. in Room IV.

Council members present: ALMARIO Francis, BALD Ian, BALLY Mohamed Chiraz, CHAOUI Prisca, DUPARC Philippe, GAZIYEV Jamshid, KALOTAY Kalman, KELLY Paul, PECK ARIF Catherine, ROUAI Slim, RUHANA-MUKAMUSONI Angelique, SMITH Bradford, STANOVIC Marko, TAPORAIE Amos.

Council members absent: APOSTOLOV Mario, BEN AYED Slim, CHANTREL Dominique, EL GARAH Samira, FUNCK Thomaz Samuel, JAMES Elizabeth, MEYER Olivier, NWABUOGU Gloria, POPA Gabriela, RICHARDS Ian, TOUIHRI Mohssen.

The agenda was amended as reflected below.

9. Update on ICSC campaign

The Council recalled the strike of the week before, noting it was well observed and received plenty of media coverage, which had been positive, and that staff in Bangkok were holding a work stoppage the same day. The plenary was informed that following the previous EB meeting, it was decided to call for a second day of strike on 23 March, taking into account that the ICSC would be in session that day discussing post adjustment, and that ILO and WHO might also be on strike.

The Council agreed to hold a picket line on the day of the strike, and to inform staff via broadcast. A call for volunteers for the picket line was raised. Mr. Smith, Mr. Kelly, Mr. Kalotay, Ms. Peck Arif,

Mr. Gaziyeu, Mr. Baly, Mr. Almario, Ms. Ruhana-Mukamusoni, Mr. Rouai volunteered, and Mr. Bald expressed his full support although not sure whether he could join.

A discussion followed on the legal strategy, noting that OSLA would continue to pursue the case against the pay cut on behalf of many staff who had already appealed, as well as with the assistance of an external lawyer; both pursuing different approaches to maximize success possibilities. It was mentioned that a broadcast would be sent to staff reminding them of the opportunity to challenge the pay cut if they had not already done so. The discussion continued on clarifications regarding how to proceed with the appeal and the legal grounds.

10. Composition of the SHP joint working group

A discussion was held on the background and composition of the SHP joint working group, and its renewal following the election of the 36th Council. The plenary decided to hold a vote on the composition by staff representatives, whereby Ms. Prisca Chaoui obtained 13 votes, Mr. Marko Stanovic obtained 3 votes, Mr. Mohamed Baly obtained 10 votes, and Mr. Jamshid Gaziyeu obtained 10 votes. Following the vote, the staff representatives to the SHP joint working group were elected as follows: Ms. Chaoui, Mr. Baly, Mr. Gaziyeu.

Mr. Gaziyeu left the meeting at this point.

11. Composition of the G1-G4 review group

The floor was opened for expressions of interest to volunteer for the renewed membership of the G1-G4 review group. The following Council members volunteered to be part in the group: **Mr. Chantrel, Ms. Peck Arif, Mr. Kalotay, Ms. Chaoui, Mr. Duparc.**

12. Children's party

The Council was informed that this year's children's party would take place on 16 May, with a Sonia Grimm show as the main attraction, plus mini disco and various amusements for children. It was noted that this year children of all ages would be allowed to join given the foreseen show allowed it.

13. Extraordinary assembly

The Council noted that the Polling Officer's mandate was ending and that at such point by-elections would be required. For that purpose, and as per Annex I, Article 6.1 of the Regulations, the Council agreed to hold an extraordinary assembly during the week of 9 April.

14. Monitoring and evaluation

It was suggested that the financial audits of the Council be external on a permanent basis, and to that end the Regulations be reviewed at a certain point.

15. Official missions

A request was raised to the floor to circulate a calendar list of all missions and official meetings planned for the rest of the year, as well as a suggestion to include diversity of Council lists in official missions, and to institute mission reports after every mission for each participant. Further concerns were raised on what may be deemed as lack of transparency in the taking of negotiating positions vis-à-vis Management, reproaching that said positions are not taken collectively beforehand.

A discussion followed. It was said that on the composition of delegations the Council normally agrees on the number of a particular delegation and mandates the EB to nominate the Council members that take part. It was further said that going on missions representing the Council requires Council members with the appropriate expertise. On reports, it was recalled that the Council's annual report reflects on the missions undertaken and may be considered the best and more comprehensive report on missions; plus, the EB continuously reports to the Council and the

Council to staff on its activities including missions. A discussion followed on the nature of the work carried out during missions.

16. Term limits of staff representatives

A suggestion was raised to review the terms of officeholders of the Council, which may entail a review of the Regulations. Also a suggestion was raised to review the Regulations so as to remove obstacles to constitute Sectoral Assemblies. It was mentioned in the subsequent discussion that terms are regulated by a resolution of the GA on release, which cannot be changed, and established up to 4 years of full-time release.

Mr. Smith and Mr. Kalotay agreed to join Ms. Nwabuogu and Mr. Gaziyeu in the legal committee to initiate a review of the Regulations.

17. Financial support to various groups

A proposal was raised to implement a yearly contribution of CHF 10'000 for each of the lists that were elected to the Council, taking into account that the yearly income of the Council surpasses CHF 400'000, arguing it would be fair to have a budget to give to said groups for staff activities and outreach.

A brief discussion followed in which the proposal was notably opposed, and a request to carry out a nominal vote was raised. The following vote was registered:

Votes in favour: Stanovic Marko, Taporaie Amos.

Votes against: Almario Francis, Bald Ian, Baly Mohamed Chiraz, Chaoui Prisca, Duparc Philippe, Kalotay Kalman, Kelly Paul, Peck Arif Catherine, Rouai Slim, Ruhana-Mukamusoni Angelique.

Abstentions: Smith Bradford.

Following the vote, the proposal was not carried.

18. Attendance of Council members at meetings

The importance of attending Council meetings and improving participation was highlighted.

19. Children's Christmas party

A suggestion was raised to reestablish the children's Christmas party, arguing that many staff have requested it. Following a brief discussion, the Council agreed that a more detailed proposal would have to be drafted before it was able to consider it.

The quorum was lost at this point with the departure of Mr. Smith, Ms. Peck Arif, Mr. Baly, Ms. Ruhana-Mukamusoni and Mr. Gaziyeu.

The members who remained present continued the meeting for information purposes.

20. Any other business

It was argued that during the week before the latest Council elections, the Council leadership at the time met with Management in the context of a JNC meeting requesting Management to cancel the official UN email account of the Staff Alliance list, which the Administration cancelled. This was said to set a bad example and that a complaint would be filed before the Arbitration Commission. Those concerned were asked to remedy the situation or face the Arbitration Commission.

The meeting ended at 2:45 p.m.