



39th UNOG Staff Coordinating Council
39^{ème} Conseil de coordination du personnel de l'ONUG

Le Bureau exécutif | The Executive Bureau

Minutes of the 4th meeting

held on 13 April 2021 at 9 a.m.

Members of the Executive Bureau	BALI Mohamed	Present
	DUPARC Philippe	Absent
	JOHNSON Laura	Present
	KALOTAY Kalman	Present
	MEYER Olivier	Present
	RICHARDS Ian	Present
	SMITH Bradford	Present
President of the Council	CHAOUÏ Prisca	Present
Vice-president of the Council	PECK ARIF Catherine	Present

The meeting began at 9 a.m.

Point 1 Adoption of agenda

The agenda was adopted with changes as reflected below.

Point 2 Adoption of the minutes of the 3rd meeting

The minutes of the 3rd meeting were adopted without changes as recorded in the Council's secretariat.

Point 3 Update on SMC

Following the SMC working group on performance management ad-hoc meeting of the previous day, the EB noted the working group agreed that the administrative instruction of the new system would be updated although, regrettably, the introduction of the new system would not be postponed. The new policy on performance management removed the mid-term review (replacing it with a continuous review) but kept a 365-degree review format (including evaluation of managers/FROs). The staff side had sent a letter to the Secretary-General complaining about lack of consultation, which was deemed key in ensuring that management return to the negotiating table to discuss the contents of the new administrative instruction. EB members noted that despite setbacks, the new policy did bring about improvements for staff which could be announced via broadcast after the policy was published officially. The EB expressed special thanks to Council member Dan Lin for her very active participation in the working group.

Point 4 Update on Languages Service (LS)

The EB evoked the impasse LS staff found themselves in concerning the imposed increase in translation workload following the GA resolution on the matter and what was considered the arbitrary interpretation of that resolution by management. After weeks and various meetings with DGACM senior management, the latter continued to uphold the increase which was expected to be implemented gradually.

A townhall had been recently held with the concerned staff where various options, including escalation of discussions and possible industrial action, were discussed. There was consensus that the increase would lead to a reduction of quality and that any action had to be centered around the health and well-being of staff and the quality of service delivered.

Discussions also continued with unions from other duty stations looking at a potential legal challenge. Already a preliminary analysis was being carried out via staff reps in New York with the help of a legal specialist to determine the chances of raising a case. Management could also be engaged on the

issue at the SMC level, for which unions would collaborate to draft a paper, particularly noting the lack of consultation.

EB members looked at different possible actions, namely raising the matter at SMC, writing to the Secretary-General, industrial action, and legal action; also the possibility of holding a survey among staff on how they feel about the possible actions. The importance of moving in unison with other duty stations was highlighted. The EB agreed to actively work on raising the issue at SMC, writing to the SG, and to explore a legal appeal.

Point 5 CCISUA

The EB noted there were already discussions within CCISUA on possible dates for its next General Assembly. EB members expressed preference to hold it in June. As for the Council's contribution to be pledged to CCISUA, in line with what was already approved and budgeted by the Council in its 2020-2021 budget, the EB agreed on the amount of CHF 20'000.

Point 6 Swiss CDL and changes to naturalization rules of 2018

The EB took note of the new regulations of the Host Country where the issuance of Legitimation Cards to dependents of staff living in France was being limited. This was noted to be problematic in certain cases, particularly for non-EU staff and with insurance considerations. A suggestion was made to write to the Director-General to make a strong case on behalf of such affected staff, asking management to look into the various issues and provide solutions.

The EB recalled that staff – as holders of Legitimation Cards – were barred in 2018 from applying for Swiss naturalization, despite efforts made by the Council at the time to call the attention of Swiss parliamentarians on how the change in law would affect staff of international organizations. EB members however recognized it was a Swiss sovereign issue beyond the competencies of the Council and noted that there were still avenues open for children of staff at a certain age to seek Swiss residence and naturalization.

Point 7 UN Today publisher contract

The EB was informed that, following the termination of the contract of the previous graphic designer, a new one had to be engaged. UN Today's editorial coordinator confirmed to be able to assume the provision of graphic design services. This implied the proposal of a comprehensive collaboration agreement for editorial support/coordination and graphic design, reviewable at the end of the year. The proposed fee for editorial support/coordination services as of April was CHF 3'000 per month, and CHF 1'300 per issue published for graphic design services. Separately, it was noted that the commercialization of advertisement in UN Today were strongly underway despite the Covid situation via collaboration agreements with vendors to that effect.

The EB agreed on such proposed collaboration agreement and to strengthen the Council's commercial efforts via the conclusion of commercialization agreements, to be vetted by the Council plenary as per the UN Today terms of reference.

Point 8 Finance Commission

As per the Regulations, the EB appointed as member of the new Finance Commission to be established for the period 2021-2022: **Mohamed Bali**.

Point 9 Long service awards

The EB agreed to write to management inquiring about how retiring staff are obtaining certificates for service accomplished, as well as to look into collaborating for the issuance of long service awards despite the Covid situation.

Point 10 Any other business

The EB agreed to call for the next meeting of the Council on Tuesday 27 April at 10 a.m. via MS Teams.

The meeting was adjourned at 10.35 a.m.