



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

Le Bureau exécutif | The Executive Bureau

Minutes of the 11th meeting

held on 15 June 2021 2021 at 9 a.m. via MS Teams

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	CHAOUI Prisca	Present
Vice-president of the Council	PECK ARIF Catherine	Present

The meeting began at 9.05 a.m.

Point 1 Adoption of agenda

The agenda was adopted with changes as reflected below.

Point 2 Adoption of minutes of the 10th meeting

The minutes of the 10th meeting were adopted without changes as recorded in the Council Secretariat.

Point 3 UNECE

The EB took note of feedback from UNECE staff on various issues (recruitment & selection, staffing, work conditions, and allegations of misconduct by certain managers, etc.) which would be raised at the next meeting with the UNECE ES, who seemed keen on continuing engagement with staff representation.

Point 4 Joint Negotiation Committee (JNC)

Following the latest JNC, staff representation was tasked to draft terms of reference for a new working group on racism, which was being finalised. Staff representatives were also invited to attend the training "Unite for Respect" (to be circulated to Council members). Management agreed to hold a staff briefing on Legitimation Cards in September. Regarding issues in the Security and Safety Service (SSS), the JNC deemed that the complexity of the matter required a separate meeting and so discussions were postponed. EB sent a communication to Management to follow-up on such a meeting.

Point 5 Communications from Council Members

The EB took note of emails recently sent by a Council member to Languages Service (LS) staff which it considered very disturbing as it discredited the work of the Council by departing from agreed official Council positions. In the emails, the Council member made reference to the suggestion made at the latest Council meeting to engage Member States in the context of the issue of translators' workload increase; the EB recalled no one in the Council seconded the proposal due mainly to the Covid context and the fact that contacting Member States that voted for the resolution to increase workload standards could be counter-productive, as was recorded in the Council minutes. The EB further recalled it acted abiding by the decisions and recommendations of the Council (Article 9 of the Regulations).

A discussion followed. EB members confirmed that the mentioned Council member did not have the support of the member's own list nor any other Council members for that matter. The messages created confusion, disoriented staff, and created tension with Management – even to the point of risking the blocking of all-staff email addresses in DCM and discrediting the processes of staff representation. The EB reiterated the right to free speech and dissent, but Council members were bound to respect the Council decisions and any communications with staff should not be slanderous nor discredit the staff representation process. A broadcast addressed to LS staff would be drafted updating them on the legal challenge of the application of the GA resolution by management.

EB members noted that the GA resolution by which the translators' workload was increased did not follow previously established practices by resorting to a budgetary resolution to tackle a work standard matter, which was deemed dubious, but noted the extreme difficulty for any staff union to challenge such a resolution.

Point 6 Election to the Staff Pension Committee

The EB was reminded that elections to the Staff Pension Committee were approaching, where participant representatives would be elected. A suggestion was raised to organize information sessions on the Pension Fund to update staff on the current status of the Fund and the importance of the elections; the EB agreed. Following the lead of other staff unions, the EB also agreed to actively support the electoral ticket where the Council was represented by EB member Ian Richards.

Point 7 Overly restrictive recruitment criteria

The EB recalled having received examples of overly restrictive requirements in job openings in certain departments, particularly the need to have field experience, including recent field experience and experience in a particular region. Whilst the policy overall talked about mobility and career advancement, such examples were deemed barriers to mobility and career advancement, as well as a step back from ensuring transparent recruitment processes as it was clear that vacancies were being drafted with particular candidates in mind. In the absence of a fully functioning and efficient mobility policy, requirements such as the mentioned one would normally be considered excessive. The EB agreed the issue should be raised at the SMC level along with other staff unions. A discussion followed about the best approach to the issue and coordination with unions. A paper would be drafted to raise the issue.

Point 8 Any other business

- Issues with the H building: EB members noted negative feedback from staff who had started to work in the H building, e.g., issues with temperature and lighting, noise, privacy, disparity between nice and gloomy office areas, unresponsiveness of the SHP Transition Team vis-à-vis complaints, etc. The EB agreed to raise the issues with the administration.

The meeting was adjourned at 9.50 a.m.