



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

**Le Bureau exécutif | The Executive Bureau**

**Minutes of the 19<sup>th</sup> meeting**

*held on 12 October 2021 at 9 a.m. via MS Teams*

Members of the Executive Bureau	BALI Mohamed	Present
	DUPARC Philippe	Absent
	JOHNSON Laura	Present
	MEYER Olivier	Present
	POPA Gabriela	Present
	RICHARDS Ian	Present
	SMITH Bradford	Present
President of the Council	CHAOUI Prisca	Absent
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 minutes of the 18<sup>th</sup> meeting**

The minutes of the 18<sup>th</sup> meeting were adopted without changes as recorded in the Council secretariat.

**Point 3 CCISUA mid-Term: UNOG Delegation**

The EB reopened the discussion on the composition of the Council's delegation to the CCISUA mid-term meeting in November in New York recalling that Council members had raised that the delegation should also reflect gender parity, but at the same time expressed concerns about the cost. The concerns were particularly noted in the light of the significantly diminished levels of income of the Council due to the Covid situation and Palais renovations on the effects on SAFI. A proposal was raised to maintain the delegation as originally established whereby Brad Smith, Prisca Chaoui, Ian Richards and Mohamed Bali would attend the week of the CCISUA mid-term meeting, as well as three days of the following for lobbying at the GA with the exception of Prisca Chaoui. EB members Catherine Peck Arif, Gabriella Popa and Laura Johnson would be able to participate in the CCISUA mid-term meeting virtually.

Following the discussion, the EB agreed with the proposal bearing in mind the financial health of the Council and the need for strong justification of any additional expense, especially concerning travel. It was also agreed, however, that if any of the members of the delegation could not travel the EB would revisit the delegation members.

**Point 4 Follow-up to meeting with USG Pollard and townhall**

The EB mentioned that a broadcast was sent to all staff on 8 October 2021 following the recent townhall meeting, namely concerning agile contracts, post adjustment survey, H building and SMC issues. Another broadcast will be sent to staff at large on the meeting with USG Pollard where contractual issues, racism in the workplace, delegation of authority, return to the office and vaccinations, and the SMC were discussed. Two broadcasts were sent to ECE staff also following the meeting with USG Pollard on issues pertaining OIOS, MEU, Ombuds and Ethics Office, and on the results of the meeting with the UNECE Executive Secretary.

**Point 5 Languages Service**

The EB was informed of good participation among translators in the recent global survey concerning their increased workload, although not so much in the related one circulated among typing pool staff. In

collaboration with the other staff unions involved (Nairobi, Vienna, New York) a summary would be drafted keeping comments anonymous.

Concerning departmental consultations between staff unions and management on the issue of translators, the global unions met with management to discuss the consultation framework for the outputs of the various working groups established by LS. These consultations will be under ST/SGB/274 at the departmental level with the possibility of escalation to the SMC if required. The working group would review the issues and submit recommendations with sufficient time to receive input from staff. Another coordination meeting would take place later that week and it would decide whether to organize a global townhall.

The EB continued discussing the evolution of the increased workload and how it was seemingly bringing about detrimental changes to translators and revisers, which would have to be raised through the SMC process. The LS Sectoral Assembly would also meet later that week to continue with staff discussions at the departmental level.

#### **Point 6 Pension Fund**

The EB agreed to draft a communication updating staff on Pension Fund issues to be circulated shortly.

#### **Point 7 Covid vaccination survey**

The EB recalled that management (UNHQ) has yet to release the results of their recent survey on Covid vaccination. EB members were informed that management in Geneva was considering to start requiring staff to be present in offices 1 or 2 days per week as of November. The EB would remain attentive to any announcement in that regard with the health and safety of staff in mind, especially considering the staff views expressed in the Council's recent survey on the applicability of Covid certificates at the UN.

#### **Point 8 SMC**

The EB was briefed on the recent hybrid SMC meeting held in Bonn which lasted seven full days (Saturday to Friday). Overall, it was considered to be a positive meeting, particularly thanks to its partially face-to-face aspect which had allowed for building of relationships with other unions, thorough discussions and effective transmission of agreed positions. Discussions between staff and management were noted to have been intense at times, for instance on the issue of giving internal candidates preference in recruitment exercises, where management made it very clear the GA was in strong opposition to such proposal. Management agreed to cover if needed quarantine costs for staff returning from home leave. The proposal to implement unemployment insurance for UN staff was discussed and management agreed to consider the idea further on the basis of a fully-funded-by-staff basis.

The report of the SMC session with all the detailed discussions and results would be shared with the EB and Council members when issued by the SMC secretariat.

#### **Point 9 Any other business**

- The EB would explore with the President possible dates to call for the next Council meeting.
- The EB would follow-up with Polling Officers the status of the expected call for joint bodies' elections.
- Concerning the long service awards, the Director-General would be invited to address staff at an online gathering expected to be held by the end of October coinciding with the week of the UN anniversary. UNOG HR was already in the phase of printing award certificates, which the Council would assist in handing out along with the medals it also issued.

*The meeting was adjourned at 9.50 a.m.*