



UNITED NATIONS STAFF UNION  
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS  
UNIES

**45th STAFF COUNCIL/45ème CONSEIL DU PERSONNEL**

Agenda/Ordre du jour

Meeting No: 45/04

Date: 25 April 2017

Time: 1:20 – 3 pm

Venue: CR E

**45<sup>th</sup> Staff Council Meeting Minutes**

Chair :

SMC VI meeting called by council,

Chair: agenda adopted.

Only one item on agenda, to discuss upcoming SMC VI, was asked for additional extra time to discuss other business.

Agreed.

Staff Union President Ms Bibi Khan, discussed moving union forward, related how the council works etc, and how it interacts, with the new councilors', stressed understanding the rules and responsibilities of representatives. On how to escalate issues upwards. To bring concerns to the council, then if still no remedy, to bring to the leadership.

President Bibi Khan, discussed the past election. Reminded the council that the leadership was elected by staff at large, that our mandate is given to us by the staff at large. A description of the SMC's function and what it is, followed.

A brief explanation of how overseas bodies bring their own affiliations to CCISUA.

A discussion of the Union President and 5 members to attend SMC and operate through working groups. Lamented that Staff Union was two weeks to late to raise any items to agenda, that it can only participate, with no input into its agenda. She discusses Department of Management (DM) is represented, and has been targeted for deep restructuring. Then talks about other non represented units having tried to get into the discussion, but unfortunately, are unable. However in the mean time, can produce effective reports for the Staff Unions attention. Asked the council to work together, and to please let her know of any additional staff members, 3 in number, whom would like to be observers, of the SMC VI. The President concludes discussion.

An observation to Union leadership was raised by representative Mohamed, that to say it was too late to present to SMC, was flawed, and strongly urged Leadership to find a way to have a voice at SMC VI.

Vice President Ms Nemeth asked to be fair minded to new leadership. That we were here to discuss the SMC, and that the deadline window for agendas had been missed.

Mr Casin asked if leadership was not ready to present items, if a special case can be argued to include Staff Union into SMC, President Khan said they can request for an ad hoc meeting. A quick comment was made that the SMC is a year long process, and to clarify the position that we can interfere when it suits our interests, that we have to be careful not to be bullied by other unions and management. The President restated again, that they can have an ad hoc meeting at SMC. Chair - we have to know if we go to consult or to negotiate. President Khan said that it was a point of contention, that consultation is not negotiation.

President Khan acknowledged a letter from the Secretary General, that it was very positive in that he wants to work with us, and have a good working relationship with the Union. Vice President Nemeth asked the council take advantage of this, and to work in positive way.

#### Item 1

Chair: working groups are in progress, and presenting their reports. VP, will find out who members are on those working groups, Contention of the flexible working space, that we are strongly against that, definitely.

Geneva asking for satisfaction surveys. 2 years after CMP , 5th committee did not approve flexible working space, only in terms of a trial period. It was noted that flexible working hours and flexible working space are two separate issues. That the level of dishonesty from management regarding flexible working space was a problem. Was encouraged to put together a survey to staff on their satisfaction on flexible work space.

#### Whistleblower issues -

Mentioned the formation for an external independent arbitration group, acknowledged problems with internal justice system, that the process was too slow and torturous to be of any good. Again restated the intention to try to find out which members are on the working groups for this issue. Recognized that staff are at a loss to find where to go to blow whistles. That the channels of internal justice were viewed with suspicion and a good chance of uncovering whistleblowers was too great a risk.

A specific point on the SMC whistleblower report about conflating different forms of harassment together was problematic, and asked if they could be kept separate for clarity.

Mr Casin asked what are the statistics and results percentage wise of cases won and lost from internal justice system. That we should use our own surveys and not rely on management figures. VP asked the council if they could make surveys for these issues, and asked if we can create working groups to look at these issues.

Women gender balance from Geneva, repetitive Mohammed argued for caution on the language and statistics provided.

Asked for a reasonable common sense approach, and to be mindful of "cherry picked" data on gender issues. Asked for unfiltered data.

Item on mission hiring practices.

discussed at length several problems and issues arising around this topic.

Agreed that there are concerns with this.

Meeting ended.

3 :00