

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

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

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**Minutes/Actes**

Meeting No: 45/22  
Date: 12 October 2017  
Time: 1:15 pm  
Venue: CR F  
Quorum: 13/16 Units

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

The meeting was quorate at 1:30 pm with Camille McKenzie in the Chair and the Secretary taking notes. The meeting was recorded and a copy deposited with the UNSU Administrator.

1. Adoption of the Agenda

The draft agenda was adopted with the addition of a point 3 Travel to MINURSO at the President's request.

2. Adoption of Minutes of previous Council meeting

Minutes for meetings 21 were adopted unanimously.

3. Travel to MINURSO

The President had received an email from national staff at MINURSO requesting her presence and support in negotiations on downsizing and outsourcing, problems compounded by other management issues in the Mission. She had attempted to address the issue with DFS at HQ, but she felt the gravity of the situation required her presence in the field. She proposed combining a trip to Laayoune with her travel to the AFT Public Service International General Meeting in Geneva (Geneva 28 October to 3 November, Laayoune 4 to 9 November). The aim of the trip was for DFS to agree to consultation with the staff and to ensure mitigation measures were adopted. She would invite DFS to designate an administration representative to travel with her.

Council members expressed their reservations before a rushed request. They alerted against creating the perception that UNSU was selective in supporting local staff at some missions and not others, since many were facing similar cuts. In the course of the debate, Council members requested:

- Terms of Reference for the trip with clear expected outcomes
- that local staff at MINURSO be required to establish their own staff representation
- that Leadership intervene with management at HQ prior to the trip
- to determine a predictable policy as to how similar requests would be handled in future

The Chair tabled a motion to delay the vote by a week pending the submission of further information. The motion passed with 8 votes in favour and 5 against.

#### 4. Executive Board report and President's report and summary of communications

The EB report was circulated.

The President went through her summary of communications, providing further details on some points. VP1 provided details on the information session on whistle-blower protection. The Secretary highlighted the importance of receiving a written report of activities from Leadership, in terms of record keeping and accountability.

Staff Member Eduardo Diaz requested the floor. Council voted to grant it by 5 votes in favour, 4 against and 4 abstentions. He inquired about the Staff Council's records, asked why the room signage indicates that Council meetings are closed, and expressed his concern that an Arbitration Committee had not yet been established. The Secretary referred him to the Staff Union office for records, assured him that the Council was working on resolving the issue of signage and informed him that Polling Officers had been designated to conduct by-elections, including for an Arbitration Committee.

#### 5. UNSU finances

The point on finances was deferred in absence of Treasurer. Council members could consult documents circulated by email.

#### 6. Security Briefing

#### 7. Update on work with AFT and 12. Council retreat

Unit 26 Alt. suggested to Council that they plan a non-retreat training with AFT and postpone the retreat until there was a full Council. VP2 added that a meeting was scheduled for Monday with OHRM, who could also provide training. The council agreed to proceed this way by show of hands.

#### 8. Reform Strategy

Secretary pointed out that debates between the Administration and MSs would be focussing on management structure and budget cycles, whereas issues that could really affect staff would be side-lined. A concerted drive was required in order to assure that practical issues such as GSDM, Umoja and Mobility received the attention

they required. The President said she had been working on options to push back against cuts at the Secretariat. She suggested an action in defence of jobs towards the end of the year. Unit 23 Alt. considered it premature, in view of the reports published to date Unit 39 Rep. asked what the CCISUA representative to the GA was doing regarding the staff's concerns on the reform. He asked for the President to communicate with him on the matter. The President believed we would be facing a situation of massive reclassification in DFS and DPKO, where people would have to reapply for their jobs. The President was lobbying with OPPBA and the Comptroller and would convene a large information meeting with staff.

The meeting adjourned at 2:50

Items remaining on the agenda for the following meeting were:

9. Regularising situation of the Legal Counsel
10. Special post allowance on UNDT judgments on equal pay for equal work
11. Suspension of 2014 continuous appointments exercise.
12. Conference Room signage showing Staff Council meetings as [Closed].