

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: 45/44  
Date: 26 April 2018  
Time: 1:30 pm  
Venue: CR F  
Quorum: 14/16 Units

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

The meeting was quorate with 8 units present at 1:30 pm, with Council Deputy Chair Andraž Melansek in the Chair and UNSU Secretary Aitor Arauz-Chapman taking notes. The meeting was recorded and a copy deposited with the UNSU Administrator.

1. Adoption of the Agenda

The agenda was adopted with a number of items reordered as suggested by the Chair.

2. Adoption of Minutes of previous Council meetings

Minutes for meetings 37, 38, 39, 40, 41 were adopted.  
Adoption of minutes for meetings 42 and 43 was postponed.

3. Elimination of G-to-P obstacles

The Chair reminded the Council of the information session scheduled for the following day on the matter. The Council discussed a document issued by former ASG OHRM Catherine Pollard announcing more flexible procedures for passing from G to P. The resolution was adopted unanimously as RES/STC/45/36 with the agreement to include a reference to said document.

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

The First Vice-President Patricia Nemeth had distributed a summary of communications via email. There were no comments from the Staff Council.

## 5. UNSU Finances

Treasurer Ibrahima Fayé referred to the EB minutes, where it was reported that Relief Committee for Asian Tsunami had USD 50,000 latent in an unused account. Chandana Mutucumarana (Unit 30), as a former member of that relief committee, was charged with examining whether the committee could be revived or if the funds should be allocated to other purposes.

Andraž Melansek (Unit 17) expressed his concern regarding the planning assumption of income and expenditures. Increase in membership was only 17% of what was planned; income had increased by only 8%. Expense over income showed a deficit of USD 86,000. Travel expenses were the highest item, at USD 80,000.

Michelle Rockcliffe (Unit 6) felt it was misguided to curtail important activities because membership had not increased as planned. All representatives were responsible for attracting new members. Kathryn Kuchenbrod (Unit 28) agreed that the budget should be reviewed. While many activities were important, she felt some of the travel requests were unnecessary. Esteban Casin (Unit 34) and Ondré Baronette (Unit 33) believed it was important to focus on membership activities. Trips and training were important measures to improve our capacity. It was preferable to draw up a good plan to increase visibility and membership than to limit activities.

The Treasurer stated that we had achieved our objectives in terms of membership income. Membership had gone from 850 dues-paying members to 1200. He acknowledged a deficit between income and expenditures. Historically, reserves had always been used to achieve the Union's objectives. He supported measures to increase visibility, in addition to a membership drive and a new round of the Met Life legal plan. Second Vice-President Cristina Silva added that a membership campaign would be included in activities for May Day. Esteban Casin and others suggested a range of fundraising ventures: beverage or food stands for the summer, a barber shop, a mechanic shop, a duty-free concessionary. Michelle Rockcliffe believed that suggested membership rates should be increased, as they had not been reviewed for 20 years. Kenneth Rosario (Unit 39) felt it was counterproductive to represent staff member who did not contribute. He suggested mandatory membership be put to the vote. Rates could be reduced if all staff members contributed. Eugenia Beldo (OPPBA) pointed out that Union membership should be optional. The Union should focus on what it could do to attract staff members and make membership relevant to them. Sherif Mohamed (Unit 27) asked that we look at the historical record of how the Union was funded and how it had accumulated its reserves. He was aware that missions had contributed funding in the past.

## 6. Draft Resolution on the Audit Committee

Michelle Rockcliffe introduced an updated version of the draft resolution establishing an Finance Committee. Daniel Burden (Unit 34) recorded his objection. The resolution was adopted with 11 votes in favour and 2 abstentions as RES/STC/45/37.

## 7. Security Briefing

Kenneth Rosario brought up the Integration project, on which OHRM continued to violate the rules. Leadership had requested a Security-JNC. ASG ORHM had agreed to meet with Kenneth Rosario the following Monday.

## 8. OPPBA

Eugenia Beldo asked what the Council and Leadership had done in terms of GSDM and what the status of the Downsizing Policy was. OPPBA reps were aware of the figures of affected colleagues in their own department, but they also knew that OHRM and DPI were next. Was there any progress on the mitigation measures that were announced to accommodate staff members affected by GSDM? Chandana Mutucumarana circulated the SG's report on GSDM A/72/801.

The Second Vice-President Cristina Silva reported that the Downsizing Policy was still pending adoption. She had no updates on GSDM or the mitigation measures. Daniel Burden, member of the SMC WG on GSDM, had heard nothing from the Administration since the WG had finished its work.

Eugenia Beldo believed it was incumbent on the Leadership to obtain a commitment from the organisation in terms of the downsizing policy and mitigation measures. She underlined that these issues should be at the top of the agenda at every meeting. People from all departments were about to lose their jobs in droves.

Andraž Melansek suggested a dedicated meeting on the matter in order to come up with specific proposals. Esteban Casin suggested better coordination between OPPBA and Leadership so that their concerns were transmitted more directly to Management.

The Treasurer believed that the Council would be evaluated on what it had done in the face of threats to colleagues' jobs. Participation in SMC merely gave the Administration cover to say they had consulted. He suggested a resolution expressing our loss of confidence in the Administration for the absence of consultation on the matter. It was important to fight, to mobilise staff and sensitise them on the changes coming their way.

Daniel Burden stated that staff representatives on the SMC GSDM Working Group had fought hard to get issues of concern included in the final report. However, senior management always had the last word. The First Vice President announced that GSDM was a standing item on the agenda for coming JNCs. She would invite OPPBA representatives to the coming meeting on May 8.

The meeting adjourned at 2:30 pm.