

UNITED NATIONS STAFF UNION  
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES**45th STAFF COUNCIL/45ème CONSEIL DU PERSONNEL****Minutes/Actes**

Meeting No: 45/59  
Date: 30 August 2018  
Time: 1:30 pm  
Venue: Room E  
Quorum: 15/27 Units

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

The meeting was quorate with 10 units present at 1:35 pm. Deputy Staff Council Chair Andraž Melanšek chaired and UNSU Secretary Aitor Arauz Chapman took notes. The meeting was recorded and a copy deposited with the UNSU Administrator. Units present were: 6, 10, 14, 17, 19, 20, 22, 23, 24, 25, 26, 28, 29, 30, 38.

**1. Adoption of the agenda**

The agenda was adopted with no changes.

**2. Adoption of minutes**

Minutes of meeting 58 were adopted with minor corrections suggested via email by Assistant Treasurer Rosemary Lane.

**3. Executive Board report, President's report and summary of communications**

The President's report had been circulated via email. There had been no Executive Board meeting.

Based on the President's report, Marie Delbecque (Unit 26) inquired about the President's meeting with ASG OCSS. The President replied that it was a follow-up meeting after the Listening Session. They addressed issues of travel, Umoja and Flexible Workspace. ASG OCSS and USG DFS agreed to provide answers in writing along with the results of the survey on staff satisfaction with Flexible Workspace, which she would share with the Council once received.

Guozhong Cao (Unit 25) inquired with the President regarding follow-up of the resolution on New Jersey driving licenses adopted in March. The President had transmitted the resolution to OHRM and OCSS. She had received feedback that the issue was being addressed with the host country. Guozhong Cao submitted the following motion, which was adopted unanimously:

***Motion for Leadership to request a formal response to Staff Council Resolution RES/STC/45/26 regarding driving licenses in New Jersey***

#### 4. UNSU Finances

The Assistant Treasurer reported no updates on finances.

#### 5. Death of Janice Manmohan

The President reported on the sad passing of colleague Janice Manmohan earlier in the week. Her husband had passed away a few months earlier, leaving their college-aged son orphaned. Staff Council member Sarah M'Bodji had set up a fundraiser to support her son with funeral costs and to help him continue his education. She proposed the Staff Union make a donation to the fundraising effort. A number of Council members expressed concern that a precedent would be established for similar situations in such a large organisation. The Council considered options for an emergency loan. The President had contacted the Staff Emergency Fund, who had replied they could not issue a cheque to a non-staff member. Though a number of Staff Representatives expressed their deep concern and solidarity, it was not clear that the Union could provide loans to staff members or their families. Marie Delbecque reported that the funding drive had raised over USD 9000 and suggested that staff reps should help disseminate the fundraising campaign. It was agreed that a large number of individual donations could cover the family's most pressing needs. William Bly (Unit 23) suggested providing the son with some mentorship support, which was an investment of time rather than money. Eugenia Beldo (Unit 28) suggested sending a wreath on behalf of the Union, which was agreed.

#### 6. GSDM/ Management Reform

Eugenia Beldo reported that OPPBA staff reps had been asked to help evaluate the training and skills of staff in their units. They would be submitting a training template to their ASG / USG where all staff members would record their skills, which would strengthen their position when it came to the post matching exercise. The exercise in OPPBA could be an important precedent for other sections and units subject to restructuring. The Assistant Treasurer asked if OPPBA Reps had pursued the idea of having an observer on the matching exercise. Eugenia Beldo had asked the USG, who had replied that the process would be done at the USG level and that reps were welcome to the change management group but not to the matching exercise. They would ask again at a face-to-face meeting. The Assistant Treasurer recalled the precedent of the establishment of UN Women, when staff reps had sat through the whole process, ensuring that all but one person was matched. The President had raised the issue with management, who had assured her that the Union would be involved in the matching exercise, due to begin in late September or October. OPPBA reps had no request from the Council at present, though they may request support from staff reps once the matching process began.

#### 7. Time Release for Staff Council members

Guozhong Cao (Unit 25) introduced the item, saying that the 15 hours of time release currently available to staff representatives was barely sufficient to cover regular meetings and follow up on emails. Anything more than that required staff reps to use their own time. As translators, he and others had daily production quotas. Since

becoming a staff rep he had had to work every weekend to meet his quota, which was not sustainable. He asked what was required for the GA to approve more time release for staff reps. Fatimazohra Nouinou (Unit 10) supported the idea of requesting at least 20 hours a month, in view of the growing issues affecting staff members that reps had to assist with. Monica Grayley (Unit 20) agreed with the request, but was also concerned with the way Union activities affected different staff members in different ways according to the nature of their work. She and William Bly suggested seeking support from colleagues in order to share the burden. The Assistant Treasurer called for realism and recalled that an amendment to the regulations would have to go through the SMC. The President believed that it could be counterproductive to raise the issue now, given the current climate of austerity and the need for goodwill from the administration. William Bly moved for the issue to be deferred for consideration at a later date.

#### 8. Staff Council Retreat

Eugenia Beldo supported the idea of holding a retreat if a venue and facilitators could be obtained at a low cost. A retreat would help staff reps develop their skills as organisers and help resolve the tensions that had afflicted the Council. Marie Delbecque recalled that the issue had been considered previously. A retreat away from the UN was dismissed in view of the costs, so it was decided that it was preferable to meet at the UN, perhaps over a weekend. There was general agreement to consider the matter further.

Fatimazohra Nouinou requested assistance from other staff representatives in backing up her request for a roster of staff members in her unit. Veteran staff reps recalled there was a document, which they would forward to her.

The Secretary asked all Staff Council members to follow up on the list of working groups he had circulated.

Eugenia Beldo called to limit the agenda to a more reasonable number of items, as well as for better time management.

The meeting adjourned at 14:40. Items pending would be considered at the following meeting.