

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

Meeting No: 45/61  
Date: 13 September 2018  
Time: 13:30  
Venue: Room D  
Quorum: 16/27 Units

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

The meeting was quorate with 14 units present at 1:35 pm. Deputy Staff Council Chair Andraž Melanšek chaired and Danielle Henripin (Staff Representative, Unit 31) took notes. The meeting was recorded and a copy deposited with the UNSU Administrator. Units present were: 3, 6, 10, 11, 14, 17, 18, 20, 22, 23, 25, 26, 28, 31. The meeting chair notified the Council that the meeting would need to end promptly at 14.20 because the conference room was booked for another meeting at that time.

**1. Adoption of the agenda**

The agenda was adopted with the following change: Unit 25 Rep. asked that item 9 ('Organization of the next general elections') become item 6 and that other items be renumbered accordingly. This was agreed to, and is reflected in the numbering of items in these minutes. Danielle Henripin announced that she would be seeking the Council's advice on an issue regarding the Education Grant.

Representatives of the American Federation of Teachers were present. The meeting Chair asked if this was in connection with a specific agenda item, since meetings were usually for members of the Staff Union. They explained that the President had invited them; the President concurred, explaining that this was so they could follow up on the training they provided to UN staff representatives. This had been done in the past. Michelle Rockcliffe (Unit 6) pointed out that it was somewhat embarrassing to be holding this discussion in front of the guests and that the meeting chair should have been informed. Ahmad Ismail (Unit 20) moved that the guests be allowed to stay; this was put to the vote and adopted. The President apologized for not having notified the meeting chair, and AFT guests were thanked for their very useful training.

**2. Adoption of minutes**

Minutes of meeting 60 were adopted without any changes.

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

The President's report and a list of the Staff-Management Committee Working Groups had been circulated via email. Michelle Rockcliffe had asked the President to amend her report to include details regarding a meeting

earlier in the week between the President and John Levins, Chair of the Pension Board, without the presence of the Staff Representative or the alternate of Unit 6. The President did not wish to disclose what was discussed, saying it was a personal matter. Kegham Tamamian (Unit 25) asked if Staff Union matters had been discussed; the President said they were not. The Second Vice-President had circulated draft Administrative Instructions AI/200/13 (Outside activities) as well as a draft Administrative Instruction on Staff Selection System; a draft Secretary-General Bulletin on Central Review Bodies (CRBs) and a draft Secretary-General Bulletin on Senior Review Group (SRG) and requested feedback by 19 September. She also provided a brief report on the townhall meeting on management reform, which she said did not provide adequate information on how reform would be implemented.

As pointed out in advance in an email from the UNSU Secretary, the Leadership of the Staff Union had agreed to attend a JNC meeting which overlapped with the Staff Union meeting. They left the UNSU meeting at 1.45 PM and it was agreed, after some discussion, that the meeting could continue in their absence.

#### **4. UNSU Finances**

The Treasurer provided a brief oral report on Staff Day, which, according to his preliminary assessment, had entailed next to no cost to the UNSU. He pointed out that most payments had been made by cheque, which was an improvement over last year's practice. The meeting chair thanked him for his transparency and suggested that any questions be forwarded by email to the Treasurer. Several members of the Council pointed out that some of the activities had been poorly attended, quite possibly because of late and insufficient communications with staff.

#### **5. GSDM/Management Reform**

Staff Council members did not have additional information on this item. Sarah M'bodji (Unit 31) wished to know more about the model because it had been mentioned in passing in a separate meeting on the potential move of DGACM staff out of their current premises. The meeting chair asked the Staff Council to please provide Sarah any information they could on this. It was also pointed out that there was an SMC working group on this topic (as per the list circulated by the President). There ensued a discussion of the composition of the working groups, UNHQ committees and boards. The meeting chair explained this was a legacy list which many were seeing for the first time. He suggested that the topic be made an agenda item at an upcoming meeting, with a view to ensuring greater diversity.

#### **6. Organization of the next general elections**

Kegham Tamamian (Unit 25) read article 6.8 of the UNSU Regulations, which he had circulated before the meeting and which provided that:

6.8 Polling Officers shall start the electoral process a full six months prior to the expiry of the outgoing Council's mandate and shall divide the Secretariat into electoral units on the basis of the official staff list of those on a current 100 series contract.

He added that the Polling Officers' mandate was current and all that was needed was to ask them to initiate the process. He moved that the Chair of the Council be asked to request the Polling Officers to start taking the necessary steps and to make this a standing agenda item; this was unanimously agreed.

### **7. Distractions from work as Staff Reps**

Council members could not ascertain who had proposed this item and agreed not to discuss it, owing to lack of time.

### **8. Field Service Rosters**

Laurence Vaughan (Unit 18) reminded the council that it had been announced some time ago that staff would be given the opportunity to join rosters, on the basis of generic or specific job profiles (see <https://iseek-newyork.un.org/article/six-roster-vacancies-un-peace-operations>.) This had not materialized; the process was not clear and there was some concern as to how meaningful the rosters were. Kenneth Rosario (Unit 39) reminded Council members that they had received a draft update of the Administrative Instruction on the staff selection process (see item 3 above). The concern was that the system could give Departments too much authority. He suggested that the First Vice-President brief the Council on this. Sherif Mohamed (Unit 27) added that there were too many people on rosters and that examinations were not held often enough. Perhaps the Working Group on examinations could address the issue? Bill Bly (Unit 23) added that a college requirement had been added for some posts and that this might have an impact on rosters.

### **9. Correct following of the Union code of conduct**

In response to a question from the meeting chair, Ken Rosario said that the Staff Council did not have a specific code of conduct separate from the code of conduct that applied at all times to all staff members. Sherif Mohamed wondered if we always followed Robert's Rules of Order and wondered if this was something the AFT could help us with.

The meeting adjourned at 14:20 owing to the need to vacate the room.