

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

Meeting No: 45/73
Date: 20 December 2018
Time: 13:15 - 14:30
Venue: Room F
Quorum: 17/27 Units

45th Staff Council Meeting Minutes

The meeting was quorate at 1:30 pm with 18 Units present. Staff Council Chair Camille McKenzie chaired the meeting and UNSU Assistant Secretary Sherif Mohamed took notes. Units present were: 3, 6, 13, 14, 17, 19, 20, 23, 25, 26, 27, 28, 29, 31, 34, 37, 38, 39. The meeting was recorded and a copy deposited with the Union administrator.

1. Adoption of the agenda

[Before the adaption of the agenda, the Chair Camille McKenzie welcomed 2 staff members who attended the meeting as observers, and explained to them the procedures governing their participation in the Council meetings as observers as well as the common procedures that the Council follows when discussing a 'closed' agenda item.]

The agenda was adopted after the following amendments were made: agenda item 5 (partnership with AFT) was pushed up on the agenda to become agenda item 2 and it was decided the agenda item will be closed. An additional item on "General Meeting" was added to the agenda to become agenda item 7.

2. Partnership with AFT

Assistant Secretary Sherif Mohamed introduced a resolution on behalf of the EB, summarizing the unfortunate events that unfolded on Tuesday 18 December 2018 at the Union office, which, among other things, involved direct access to and data transfer from a United Nations computer in addition to humiliating treatment suffered by two employees. William Bly (Unit 23) questioned the purpose of our partnership with AFT while Kenneth Rosario (Unit 39) expressed his disagreement with the overall political approach of the AFT and raised concerns about the way the Federation appears to be treating their own people. Eugenia Beldo (Unit 38) concurred with the latter and mentioned that we inherited this relationship from the previous Council. Francois Charlier (Unit 3) expressed serious concerns regarding the breach of information and the access to our computers. Andraz Melansek (Unit 17) asked to move to vote on the resolution. After a short debate about the pros and cons of adopting the resolution as presented, ***the resolution was adopted as RES/STC/45/53*** with 12 votes in favor, two votes against, and two abstentions.

3. Adoption of minutes of previous Council meetings

Minutes of meetings 71 and 72 were adopted without changes.

On the adoption of the meetings' minutes, Andraz Melansek mentioned that it is the duty of the EB to follow up on the action decisions made by the Council and to report back [*this matter will be further discussed in the EB and results will be reported back to the Council*].

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

The 1st Vice President Patricia Nemeth updated the Council on the G to P and mentioned that she did not believe a compromise could be reached before the weekend approaching Christmas Day. She assessed a fifty-fifty chance for a positive outcome. Ahmad Ismail (Unit 20) inquired about the main objections to the G to P proposal and the 1st VP summarized the different views supported by different groups of Member State. She also made mention of geographical distribution and how this matter was perceived differently by different groups of Member States. She added that it was important that the Secretary General also reach out to Member States with information that is needed to clarify the overall advantages of the proposal.

5. GSDM/Management Reform

Eugenia Beldo (Unit 38) made mention of several concerns and stressed in particular the outcomes of meetings with the USG/DM. She introduced two guests from OHRM who were elected to represent the staff of their offices. The Chair asked the Council to allow the guests to speak about their offices' concerns, and the Council approved. Eugenia Beldo and the two guests mentioned different areas of concerns which involved ambiguity regarding the job descriptions for posts anticipated to be advertised in January 2019. Among other things, they mentioned anticipated "new distribution of functions". Eugenia Beldo mentioned that concerns about staff emotional well-being and mental health were communicated to management. They inquired about functions that will be deserted and the unclear new distribution of roles. Eugenia Beldo mentioned a question to the USG regarding apportionments of the new offices, and that the USG assured that the new apportionments should be ready in January 2019. Patricia (OHRM) raised some concerns about the posts vacated by buy outs and the distribution of the functions of those vacant posts. She expressed the uncertainty she and other staff shared about applying to such posts after they were told their positions are no longer safe by the end of 2018. She mentioned concerns about the management of important functions such as help desk and GS recruitment and induction processes, functions that were moved to their areas recently with no planned capacity. She mentioned that their concerns were communicated to management, who seemed not to have a proper solution. She made further mention to the separation and limitations of transferred duties and the ambiguity in their roles between advising and approving processes. Ahmad Ismail mentioned a similar situation in DPI where there are similar speculations driven by the anticipated change of the Department name to Department of Global Communications. He expressed deep concerns about proposed openings of News Offices in more countries which might involve a GSDM-like solution in the future. Sarah M'bodji (Unit 31) mentioned a similar case with 12 posts in DGACM which were moved to OICT. She mentioned how this merge was in violation of HR policies and that meetings were being organized with senior

managers of DGACM and OICT to raise these concerns. Andraz Melansek mentioned that on the reform a lot of processes are still pending. He asked that the EB discuss a response to the lack of transparency shown by management in handling the situation. He raised concerns about the fact that staff were not engaged in any of the discussions about their own careers. Sarah M'bodji warned that everything about the reform seems to form a pattern that appears to keep moving all around the Organization. She complained that the Union doesn't seem to have a strong position on such reforms. William Bly asked the EB to seek more information about the rules and regulations governing the ongoing reforms.

Andraz Melansek submitted a motion:

That the EB discuss the matter of the reform in its upcoming meetings.

The motion was seconded and adopted unanimously.

6. Staff nominee to ABCC

Andraz Melansek mentioned that he shared the TOR of the Committee with the Council, and recommended that Units that works in this specialized area to further educate the Council. He asked to include in the minutes a special mention to **the importance of the Committee and how to invite staff to participate in its work.**

7. General Meeting

On the General Meeting: Unit 25 representative suggested that we agree on the GM agenda as early as the Council resume its work, and it was agreed that the agenda can be agreed upon digitally. William Bly suggested a planned distribution of tasks.

8. Retreat to Finalize Statute and Regulations

Unit 25 representative asked for the approval of the Council of the proposed date of the retreat (Saturday 12 January 2019) and the Council approved the proposed date. He asked the Council members to read through the proposed draft to be prepared to discuss and agree on as much as possible during the retreat. He instructed the EB, within its financial limits, to organize food catering for the retreat. The Council invited the Team Assistant Emir Husic to join the retreat.

9. Status of Elections

No updates reported on the elections.

10. Status of 2nd Vice President

Ahmad Ismail asked for updates on the recent findings. He expressed his deep concern that the Chair of the Staff Day Committee, who appeared to be one of the persons involved in this case, is also the Chair of the Polling Officers, an entity that is extremely critical while we approach the Union's elections. The Treasurer believed that investigations were under way and could possibly be extended to other persons in due course.

11. Reports by Units

No reports have been made by unit Reps.

12. AOB:

Emir Husic asked for the Council directions to book a room for the GM. The Council directed the Team Assistant to book a suitable room.

The meeting adjourned at 14:45.
