

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

Meeting No: 45/76
Date: 24 January 2019
Time: 13:15 - 14:30
Venue: Room A
Quorum: 14/27 Units

45th Staff Council Meeting Minutes

The meeting was quorate at 1:30 pm with 13 Units present. Martin Pickles (Unit 29) chaired the meeting and UNSU Secretary Aitor Arauz-Chapman took notes. Units present were: 6, 11, 19, 20, 22, 23, 26, 27, 28, 29, 31, 33, 37, 38. The meeting was recorded and a copy deposited with the Union administrator.

1. Adoption of the agenda

The agenda was adopted with item 8 changed to "Relationship with the AFT".

2. Adoption of minutes of previous Council meetings

Minutes of meeting 75 were adopted with editorial changes suggested by Rapporteur Camille Beydon.

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

The EB report had been distributed via email. The President had not submitted a report.

UNSU President Bibi Khan stated that not much had happened since the previous day's General Meeting, where she reported on the UNSU's activity in 2018.

The 1st Vice President Patricia Nemeth reported that the GS Salary Survey Methodology Working Group had begun its work. FICSA and CCISUA were being supported by an expert. There were 47 items identified in relation to the methodology. A draft report would be available on Wednesday of the following week. In reply to a request from Assistant Secretary Sherif Mohamed, the First Vice-President read out the WG's ToR. All stakeholders had identified their concerns, which were being reviewed individually. By the end of the process, all would agree on ways to improve the methodology. For instance, they might agree to reduce the number of required comparators, as it was hard to identify such a high number. The idea of purchasing data was also on the table, but there was a risk that staff representatives could lose oversight of the process. In that case, management would procure the data without staff knowing where it was coming from. In terms of data, Ahmad Ismail (Unit 20) asked how much oversight we currently have, and if the data was received annually. The First Vice-President replied that the survey was reviewed every 8 years (survey periodicity was also on the table). Staff oversight was always a concern, and would be even lower if the Management's proposal prospered. William Bly (Unit 23)

pointed out that the local salary survey (LSS) was the closest we had to collective bargaining. We could not lose that foothold. There were good comparators in NYC if we did sufficient outreach. Danielle Henripin (Unit 31) asked if paying for data would improve the quality. The First Vice-President replied that data collection was always an issue, whether from the public or private sector, as there was no incentive for comparators to share.

4. Status of elections

The Secretary reported on an email received from the Chair of the Polling Officers requesting that new POs be appointed to fill the maximum number of 12 members. Eugenia Beldo (Unit 38) confirmed that the lists had been received from the administration and there were no issues that could delay the elections.

The Council adopted two motions:

Tasks the Council Chair with requesting the Unit Chairs to fill the full complement of 12 Polling Officers, from a roster if available, or alternatively via a call for volunteers.

Decides to invite the Polling Officers to its next meeting in order to discuss the measures required to ensure General Elections are held in such a way that a new Council can be in office by April 1, 2019. The Chair of the Unit Chairs may also attend if available.

Both motions were adopted unanimously with 12 votes in favour.

5. GSDM/Management Reform

The President reported that four new locations had been proposed by the SG. The item would be brought to the GA in March. Once the GA decided, GSDM would go into implementation. Assistant Treasurer Rosemary Lane noted that holders of posts slated to be cut under GSDM were already being offered buyouts, even prior to final adoption. The President added that it was an established fact that staff in New York would be affected, particularly GS staff. The Union had intervened, particularly with OPPBA colleagues, and achieved an agreement on mitigation measures, which would be applicable regardless of the final locations selected. Eugenia Beldo believed packages were a good thing, as they provided affected staff members the option to choose. She asked where we stood in terms of approval of the mitigation measures. The President replied that they were approved, if not to the letter, at least in the broad terms of the SMC agreement. The text was in the SMC report, which she would share with Council members. The Union had asked for those measures to be extended to any staff members affected by the reform or downsizing exercise. The request was refused, so now the measures only applied to staff affected by GSDM. Staff representatives needed to make their affected colleagues aware of what the measures were, so they would not be forced to accept any solution suggested by Management. Marie Delbecque (Unit 26) was concerned about the uncertainty faced by staff members who were still performing vital functions at EOs and could not accept a buy-out until GSDM went into force. Eugenia Beldo (Unit 38) alerted about broader cuts across the system in a context of dwindling resources. William Bly (Unit 23) called for vigilance to the moves the administration was making to secure some staff members and put others at risk. We should avoid

surprises and establish support networks for staff affected. The President confirmed that the Administration was using buyouts to cut numbers by attrition. Rosemary Lane called for transparency. If Departments had plans, they should be shared with staff representatives. Eugenia Beldo recalled that there was a formula for buyouts, which should be clear and transparent for staff.

6. Staff Nominee to ABCC

After the last meeting, the President had written to the director of the former OPPBA, who had agreed to correct the issue. She was expecting a final reply. In reply to a question from the Assistant Secretary, the President replied that after much back and forth with the ABCC Secretary, who had rejected 3 nominations, Mr. Guazo had agreed to accept the President as a member of the Board. Michelle Rockcliffe (Unit 6) recalled the need for all these exchanges to be included in a summary of communications. Marie Delbecque recalled that the nomination had not been communicated to nor endorsed by the Council. The Council agreed that the President would confirm with the initial volunteers if they were still willing to stand, and present the names to the Council at its following meeting. The President confirmed her interest in volunteering for the position.

7. Status of the Second Vice President

The President reported that Cristina Silva was on annual leave until March.

7. Relationship with AFT

The President had received a copy of the signed agreement from AFT. She would share it for an in-depth debate at the next meeting.

The meeting adjourned at 14:40.
