

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

Meeting No: 45/77
Date: 31 January 2019
Time: 13:15 - 14:30
Venue: Room A
Quorum: 12/27 Units

45th Staff Council Meeting Minutes

The meeting was quorate at 1:30 pm with 12 Units present. Council Chair Camille McKenzie chaired the meeting and UNSU Secretary Aitor Arauz-Chapman took notes. Units present were: 3, 13, 14, 20, 23, 26, 27, 28, 29, 31, 37, 38. The meeting was recorded and a copy deposited with the Union administrator.

1. Adoption of the agenda

Item 5 "Status of elections" was moved up to number 3, in view of the presence of the Polling Officers. The agenda was adopted as amended.

2. Adoption of minutes of previous Council meetings

Minutes of meeting 76 were adopted with editorial changes suggested by Rapporteur Camille Beydon.

3. Status of elections

Karen Duncan, Chair of the Polling Officers, recalled that their initial projection, after receiving the staff lists from Management would lead to holding elections in early April. However, their estimates were still tentative. They would not officially announce a date until the apportionments were ready.

She presented the following tentative timeline:

- Call for Nominations – 11 February (if apportionments are completed)
 - 3 weeks for candidates to gather signatures
(POs will issue updates on progress of nominations during that time)
- Nominations close 4 March
 - 2 weeks for POs to review applications
- Publication of nominees and announcement of uncontested nominations – 18 March
 - 7 days required for uncontested nominations to be proclaimed
- 25 – 26 March elections
- 27 March announcement of results

The First Vice-President recalled complaints in earlier instances from ICSC, Pension Fund and ACABQ staff, asked that efforts were made to make sure everyone was included. Daniel Casanova, PO Secretary, confirmed that all these departments are included in the current apportionment.

Eugenia Beldo (Unit 38) appreciated the work done by the POs. She underscored the need to have the results announced by April 1, which was the start date for a new cycle that was critical for staff. The POs assured that they were doing their best, but they might face obstacles in terms of incomplete applications. They would make sure the instructions were as clear as possible. Experience with the by-election would be valuable.

François Charlier (Unit 3) referred to the eligibility criteria whereby candidates needed to have 2 years remaining service with the organization. He asked if that rule could be changed, as many colleagues on fixed-term contracts would become ineligible. Daniel Casanova recognised that the concern made perfect sense, but he recalled a recent issue with a staff member whose renewal had been taken for granted. The POs could not make that call, and simply had to apply the Statute. Ahmad Ismail (Unit 20) suggested requesting a guarantee from each candidate's EO in the case of continuing contracts. He recalled the delays in the by-elections. He asked the POs to review the announcement with the EB before it was sent out. Eugenia Beldo recalled that we work in a rules-based organisation. Candidates should be required to provide written proof of the duration of their contract. It could take the form of a print-out of the Staff Member's PA from Umoja (with other information blacked out), or a letter from the Executive Office, or at the least a photocopy of their grounds pass. The POs agreed to conduct the necessary verifications.

Marie Delbecque (Unit 26) recalled an issue with candidates who had signed up as dues-paying members at the same time as they submitted their nominations, but the forms had never reached the Treasurer. The POs assured it would not happen on this occasion.

4. 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.

The 1st Vice President Patricia Nemeth reported that the WG on the salary survey methodology had finished its work. The issue of data was the main item. The ICSC was identifying external vendors for the data we needed. One of the items would include increasing the weighting of the national civil service in the survey. The hired expert had pointed out that it would be detrimental to staff. The Unions would try to establish a ceiling. They also had worked to protect staff's involvement in the Local Salary Survey Committees. Work would continue in June.

5. Relationship with AFT

Item postponed.

6. GSDM/Management Reform

Eugenia Beldo had submitted a list of comments on GSDM. She asked if there were any other comments or positions. The First Vice-President reported on her informal exchanges with delegates. Positions were still very divided.

The Secretary inquired about staff members affected by GSDM beyond DM/DMSPC. Francisco Brito confirmed that other executive offices had small numbers of staff affected. There was a risk that managers could try to incorporate other posts in the change. The Secretary asked OPPBA colleagues to try to identify who these colleagues were and provide them support.

The First Vice-President would place the item on the agenda of the April SMC. Ahmad Ismail (Unit 20) pointed out that, in his Department, vacant posts were slated for abolishment. The intention was to fill the higher posts so it would be the lower ones that were abolished.

6. Staff Nominee to ABCC

Item postponed.

7. Reports by Units

No reports.

8. AOB

The First Vice-President Patricia Nemeth has been advised that the next SMC was scheduled for 8-13 February. Papers had to be submitted for 25 Feb. She asked for submissions.

A VTC SMC on 18 Feb would address Fixed-Term Contracts; the new ST/AI on Overtime and Night Differential; and the Accountability Framework in light of the new delegation of authority.

The meeting adjourned at 14:25.
