

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

Meeting No: 45/78
Date: 7 February 2019
Time: 13:15 - 14:30
Venue: Room F
Quorum: 18/27 Units

45th Staff Council Meeting Minutes

The meeting was quorate at 1:30 pm with Units present. Council Chair Camille McKenzie chaired the meeting and UNSU Secretary Aitor Arauz-Chapman took notes. Units present were: 3, 13, 17, 19, 20, 23, 25, 26, 27, 28, 29, 30, 31, 33, 34, 37, 38, 39. The meeting was recorded and a copy deposited with the Union administrator.

1. Adoption of the agenda

The agenda was adopted with the addition of a new item 4 "Statutes Retreat" requested by 25 Rep, and two items under AOB: "Tax Briefing", requested by Sarah M'Bodji (Unit 31) and "Update on the last meeting of the Catering Committee", requested by François Charlier (Unit 3).

2. Adoption of minutes of previous Council meetings

Minutes of meeting 77 were pending.

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

The EB report had been distributed via email. The President was on leave. The First Vice-President Patricia Nemeth had no updates to share.

4. Statues Retreat

Unit 25 Rep. thanked Council members who had taken part in the previous retreat. A further one or two retreats would be needed. The Council agreed to hold a retreat on Monday 11 February. Council members who wished to participate should email the First Vice-President the name of their supervisor so she could request the time release.

5. Relationship with AFT

Rapporteur Camille Beydon reported that the AFT liaison officers had met to analyse Council members' replies to the survey on AFT. Michelle Rockcliffe (Unit 6) was on leave, but she had underlined the value of AFT's

contribution on pension matters. The Council examined a chart prepared by the liaison officers reviewing the implementation of the AFT agreement.

Thomas Chacko (Unit 30) called for caution in jumping to conclusions. He suggested inviting former Council members who had initiated the relationship to speak to the Council on their experiences. He also asked that the liaison officers present their experiences to the Council, as well as providing AFT an opportunity to speak before the Council. François Charlier asked if there was any urgency in taking a decision. Rapporteur Camille Beydon explained that there was no urgency, but the relationship was currently suspended and we owed AFT a decision sooner rather than later. Assistant Rapporteur Kenneth Rosario recalled that he had repeatedly questioned the value of the relationship. AFT had repeatedly failed to honour their promises to UNSU. He suggested exploring other options for affiliation. He also recalled the gravity of AFT's breach of UN regulations on data protection and access to devices. Assistant Secretary Sherif Mohamed pressed for a decision, as the relationship had financial implications. William Bly (Unit 23), who was also a member of the previous Council, agreed that AFT was not a good fit for the UN Union and questioned the value of the relationship. He regretted that AFT was taking up a lot of the Council's time and attention for little value.

Unit 25 Rep. suggested looking into affiliation with a civil service union. He recalled the Arbitration clause in the Agreement, so he suggested simply paying the bill to avoid litigation. He also recalled that AFT had refused to assist with legal advice vis-à-vis the US Administration regarding G4 visas.

Rapporteur Camille Beydon pointed out that there were other partnership models with federations that did not require affiliation. She offered to forward an email exchange with AFT where they clearly laid out their position.

François Charlier moved to vote today on the relationship. The motion passed with 12 votes in favour, 2 against and 2 abstentions.

Prior to the vote on the relationship, the Rapporteur suggested asking the Treasurer and legal advisor for their opinion on the least onerous way to terminate the agreement.

The Council adopted the following motion, with 13 votes in favour, 1 against and 1 abstention:

Decides to terminate the relationship with the AFT and charges the Treasurer and Executive Board with presenting to the Council a proposal on the least onerous way to terminate the relationship.

Ondré Baronette (Unit 33) suggested that the next Council consider alternative alliances.

6. Exercise on UN system-wide accountability on Disability

Sarah M'Bodji reported on the launch of a system-wide strategy for accountability on disability inclusion, modelled on the strategies for youth, indigenous peoples and gender. The Strategy would include a scorecard to measure progress in establishing policies across the Secretariat, agencies, funds and programmes. She had

circulated the first draft of the Strategy. A number of Council members had met with an officer from UNCHR who was working on the Strategy. The Strategy development was being developed under reduced deadlines, with submission to the CEB forecast for May 9. A pilot workshop was scheduled on 21 February, for staff members to meet with the facilitators. They initiators wanted it to be an inclusive process and had asked all the Unions to provide feedback on the draft. Questions and comments should be addressed to Tyler Kretzschmer. She encouraged staff reps to examine the material and share it with their constituents, particularly those with disabilities.

Assistant Secretary Sherif Mohamed asked if the strategy included references to accessibility of documents. Sarah M'Bodji pointed to a number of indicators that addressed access to documents, conferences, and other issues under the remit of DGACM. She strongly encouraged all reps to read the documents in detail. Her personal position was that inclusion should reach beyond disability. Assistant Rapporteur Kenneth Rosario and Ahmad Ismail (Unit 20) asked for caution in confusing the issues of disability and gender and sexual orientation, etc. Ahmad Ismail was concerned about the compressed timelines, and the attempt to bundle a complex issue in with the Reform.

7. GSDM / Management Reform

Unit 25 Rep. asked if the figure of roughly 150 posts to be lost still stood. The First Vice-President confirmed that the global number was 684. Deputy Chair Andraž Melanšek asked if the deal was confirmed and if the sole objective was to move posts from expensive locations to cheaper ones. Eugenia Beldo (Unit 38) confirmed that there was no Mobility for GS staff, so the incumbents of posts would be affected. Given the difference in earnings in different markets, moving to a new duty station wasn't necessarily a solution. The Administration's assurance was that the staff members would be reassigned or reduced by attrition. Sarah M'Bodji recalled the importance of institutional knowledge. She also pointed out the issue of disability inclusion, a concern in some of the new duty stations. She suggested examining the experiences of Brindisi and Valencia.

8. Staff Nominee to ABCC

A call for volunteers had gone out in a Broadcast. The Chair had received a number of replies, which she had forwarded to the Team Administrator. He would create a folder so applications could be examined after the deadline.

9. Status of Elections

The Chair reported that names had been submitted for extra polling officers.

10. Reports by Units

The Assistant Secretary reported that some GS staff in his unit had compared the staff assessment they paid with what was paid by equivalent P staff. Jaime Garreta (Unit 37) explained that post adjustment was not included in the calculation, which explained the difference. The First Vice-President would inquire with the ICSC.

11. AOB

AOB items were postponed to the following meeting.

The meeting adjourned at 14:45.
