



Minutes/Actes:

Meeting No: 46/05
Date: 30 May 2019
Time: 13:15 - 14:30
Venue: Conf. Room 11
Quorum: 12/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate with 11 Units present at 1:40. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 13, 14, 20, 21, 22, 24, 27, 28, 29, 30, 31, 33. All three members of Leadership were in attendance.

1. Adoption of the agenda

The agenda was adopted.

2. Adoption of previous minutes

Minutes for meeting no. 4 were adopted.

3. President's Report and Summary of Communications

The President Patricia Nemeth explained the different activities mentioned in the electronically circulated President's Report. Among others, the following activities were highlighted:

- **The president's meeting with the Coordinator of the UN Mental Health Strategy.** The President will share the outcome of this important cooperation with the Council and with the members of CCISUA.
- **UNSU Delegation to the 34th CCISUA General Assembly in Beirut.** Summaries of daily activities at the CCISUA GA were communicated to the Council members by the 1st VP. The President made mention to CCISUA's current financial situation and the expected negative effects of the reduced contributions pledged by different Unions - including UNSU - on the Federation's overall budget.

The 1st VP Aitor Arauz Chapman explained that attempts were made during the GA to regulate the Federation's funding mechanism, yet the current "pledge" system was found to be the best considering CCISUA's unique composition of staff

unions of different sizes in terms of membership and budget levels. The 1st VP criticized the efficiency of the Federation's expense reporting mechanisms and promised to further engage with the other CCISUA members to address this matter.

Sergio Pires Vieira (Unit 24) praised the summaries made by the 1st VP on the activities of the CCISUA GA and stated that the actions taken by UNSU's delegation to the GA addressed his previous concerns about the Union's financial obligation for the affiliation with CCISUA. The President mentioned that without reforming the Federation's spending mechanisms, CCISUA will not be able to function properly. The 2nd VP Francisco Britto mentioned that the Federation's draft budget should have been prepared and circulated at least a month before the beginning of the GA to allow UNSU and other Unions to make an informed decision on their contributions.

- **Leadership meeting with Michael Zilberg of HLIC.** The 1st VP praised the efforts made by Mr. Zilberg and the other members of the HLIC Committee on the premiums and all other fine details of our insurance plans. The 1st VP mentioned that Mr. Zilberg requested to meet with the Council to share his knowledge and experience on the work of the Committee with the Council members. He also requested an outreach campaign to raise the awareness of all staff members about the work of the Committee.
- **The Leadership Team's meeting with the Deputy Secretary General.** The president mentioned that the parties agreed on the critical importance of keeping positive communication channels between management and staff unions
- **The Working Group on Mobility:** The 2nd VP summarized his meeting with the WG on Mobility in an effort to avoid the shortcomings of the old policy and come with a new balanced approach. Francisco asked the Council members to brainstorm for solutions to the shortcomings of the policy. He mentioned that the Council position was not against the idea of mobility itself but against any sort of imposed mobility. He will continue to attend the meetings of the WG and report back to the Council. The Council members discussed a number of potential complications in the application of the idea of a managed mobility mechanism including, but not limited to, the availability of equal posts in different duty stations and the possible effects of downsizing exercises on mobility and vice versa. The Deputy Chair Ramona Kohrs made mention to a previous report of the SMC Focus Group on Mobility and highlighted the importance of the analysis and results contained in the report. She promised to share the report the 2nd VP to use during the deliberations of the WG.

- Sergio Pires Vieira made reference to the subject of last year's Leadership Dialogue and that most of the participants reported negative experiences as whistleblowers and called for more measures to protect whistleblowers. The President will request the feedback on the leadership dialogue to look into it.

4. Executive Board report

The 1st VP called for 2 volunteers to liaise with Equinox on behalf of UNSU. Kathryn Kuchenbrod (Unit 31) volunteered. The 1st VP called for two more volunteers for the Gym board to liaise with management regarding the maintenance and other needs of the Gym. Winryck Ford (Unit 22) volunteered.

5. UNSU Work Plan and Budget

The 1st VP presented last Council's workplan and budget documents as references to guide the work on the new documents which are due at least 5 days before the date of the General Meeting. The Council agreed to dedicate a meeting to deliberate and approve the workplan which Sarah M'Bodji promised to share the document with members of the Council via Microsoft SharePoint to collaboratively work on it.

6. Staff Day Committee

The 2nd VP mentioned that the Committee is working on a plan of activities to bring to the Council and asked for volunteers for the different activities of the Staff Day. He called for volunteers to facilitate the Parade of Nations, sports activities and the Talent Show. Also called for volunteers to facilitate the challenging areas of food, drinks, music, as well as the raffle activities. Kathryn Kuchenbrod (Unit 31) challenged the traditional car-raffle, considering its environmental effects, and called to replace the car with 3-4 other valuable options. Sarah M'Bodji suggested a smart-car instead. Sherif Okasha (Unit 28) called for some educational activities to explain the work that the Union do. The idea was supported by the 2nd VP, Sarah M'Bodji, Emir Husic. The Council discussed a number of ideas for such educational activities, including the creation of a video. Sarah M'Bodji recalled that some financial issues were raised in connection to the organization of the sports events and asked the Committee to ensure proper procedures to avoid unnecessary mishaps.

7. Environmental Action

The 1st VP called for ideas to create a structured Union mechanism to push for better environmental actions. The Deputy Chair Ramona Kohrs raised concerns regarding the recycling operations at the Headquarters and called staff representatives and staff members to start doing their own part. Sarah M'Bodji and Emir Husic raised similar concerns and called that the Council intervene with the parties involved.

8. Reports by Units

Coralie Tripier (Unit 30) reported that a request made by a member of her Unit for special accommodations to perform their duties was denied by the Service even though supported by the Medical Unit.

On a different note, Sergio Pires Vieira inquired about the possibility that a GS staff become a first reporting officer of other GS staff on lower levels. He also raised concerns regarding the implementation of the telecommuting policy and inquired about the levels of authority that managers should perform in this regard, including justifications to the rejection of a such requests. The President promised to contact OHR on this matter. A discussion regarding the increased Cafeteria prices has taken place, including a call for the Council to intervene via the Cafeteria and Catering Committee.

The Assistant Treasurer Michelle Rockcliffe encouraged the Council to invite members of the different staff/management committees to brief the Council on their work. Sherif Okasha inquired about the possibility of hiring a different company/caterer. The 1st VP explained the different factors governing such contracts, as explained in a meeting with officials from the Department of Operational Support, however, expressed concerns about the practices of the current contractor and promised to liaise with the Cafeteria and Catering Committee to take part in addressing this matter.

9. AOB

The Assistant Treasurer Michelle Rockcliffe called for 2 volunteers to attend a meeting on the organization of the Parade of Nations activities to meet with the the inventor of the idea and learn from her knowledge. The 2nd VP promised to circulate a call for volunteers.

The meeting adjourned at 14:50.
