



Minutes/Actes:

Meeting No: 46/06
Date: 6 June 2019
Time: 13:15 - 14:30
Venue: Conf. Room F
Quorum: 12/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate with 10 Units present at 13:30. 1st VP Aitor Arauz Chapman chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 6, 14, 17, 18, 22, 24, 27, 29, 30, 31, 32, 33. All three members of Leadership were in attendance.

1. Adoption of the agenda

An item on "Administrative Support for UNSU" replaced the item on "Environmental Action". Agenda adopted as amended.

2. Adoption of previous minutes

Minutes of meeting no. (5) are pending.

3. President's Report and Summary of Communications

The 1st VP summarized the contents of the electronically circulated report. At a meeting with USG-OLA, the leadership team raised a number of general concerns on the administration of justice at the UN, including statistics on the percentage of cases that management appealed, as well as the high percentage of reversed rulings at UNAT. The leadership team also raised concerns regarding the Administration's tendency to always opt for monetary compensations to staff members instead of reinstating them to the system in cases of unlawful separations.

The Assistant Treasurer Michelle Rockcliffe inquired about the absence of DGACM staff reps at the leadership meeting with USG/DGACM. Sherif Mohamed explained that the 1st VP coordinated this meeting with DGACM staff reps beforehand and that DGACM staff reps were scheduled to meet with the USG and Directors at a later date. The 2nd VP Francisco Brito emphasized the importance of direct communications between staff reps and leadership for a stronger Council.

The President Patricia Nemeth mentioned her meeting with the ICSC in which she reaffirmed the Union's position on the matter of a separate salary survey for Security Staff. She also reported the difficulties faced by the SMC Working Group on Mobility and Staff Selection regarding the new policy on mobility being prepared by management. In this connection, she informed the Council of a potential travel related to an upcoming ad-hoc face-to-face staff-side meeting of the Working Group which was planned to take place in Vienna and requested the Council to approve the travel of the 2nd VP, who is a member of the working group.

The Assistant Treasurer Michelle Rockcliffe asked for more details regarding the travel request, including the Union's position on the matter. Esteban Casin (Unit 32) raised concerns regarding the Union's expenditures without an approved budget. The President updated the Council on the plans to convene the 1st General Meeting in which the budget and workplan will be approved. The 1st VP updated the Council on the progress made towards the Union's workplan which will be the basis of the proposed budget. Michelle Rockcliffe repeated her request for a vision statement from the leadership which should guide the preparation of the workplan and subsequently the preparation of the budget. Sherif Mohamed asked if there were any consequences of expenditures before a budget is approved. Michelle Rockcliffe confirmed that in the interim there should be no problems to assign funds for essential expenditures related to important events. The President confirmed Wednesday 26 June 2019 as the final date for the General Meeting and asked all involved to expedite the work on the required documents.

4. Executive Board report

No questions raised.

5. Administrative Support for UNSU

The 1st VP introduced a draft resolution to hire Ms. Marian Fadel (a former AFT staff member) who was seconded to UNSU for a year during the mandate of the 45th Staff Council, to fill a gap in the administrative support at the office due to the departure of the current team assistant Emir Husic. The 1st VP detailed Marian's areas of experience including training and membership drives as well as her hands-on experience in administering the work of the Union's office. Marian introduced herself, her experiences, and what she would be able to bring to the Council. Esteban Casin (Unit 32) mentioned that management should have been responsible for completing the recruitment to replace the team assistant bearing in mind the financial implications of such contract on the Union's funds. The Assistant Secretary Sarah M'Bodji raised concerns regarding the hiring process and asked the Union to adhere to the common recruitment procedures. Michelle Rockcliffe, Kathryn Kuchenbrod (Unit 31), and Winryck Ford (Unit 22) shared the same concerns, yet they admired Marian's experience.

The 1st VP explained the special circumstances regarding this particular resolution and took note of the different concerns raised by the Council members. The 2nd VP mentioned that such situation could be used to highlight the many issues related to the slow hiring process in the Organization. Sherif Mohamed mentioned that he supported the resolution given the exceptional circumstances mentioned in the draft resolution. He also mentioned the historical unfortunate events that surrounded the dismissal of Marian from the AFT which took place in the Union's office last year and led to the Union's decision to end its affiliation with AFT and that he considered the present draft resolution to be an action of solidarity by the UNSU to support a former union worker. Esteban Casin (Unit 32) forewarned that management may further delay the hiring process which may result in an unsustainable situation.

The Council members discussed further details mentioned in the draft resolution including the offered monthly salary. Michelle Rockcliffe stated that based on her calculations, the offered monthly salary should be adjusted to 3480 USD. The proposed amount was supported by Sherif Mohamed who also made similar calculations based on the GS entry level. It was agreed to adjust the monthly net pay to 3500 USD.

The Council moved to vote on the draft resolution as amended.

The resolution was adopted as **RES/STC/46/07** by 11 votes in favour, 0 votes against, and 1 abstention.

6. UNSU Work Plan and Budget

Sherif Mohamed mentioned that the former workplan contained many unnecessary parts and called the Council members to consider deleting such parts to produce a concise document.

7. Staff Day Committee

Michelle Rockcliffe updated the Council on the 2 meetings held on this subject and reaffirmed her previous calls for volunteers to start organizing its several activities as soon as possible. She also called for the Council members to volunteer and take the lead in organizing such an important event.

8. Reports by Units

No issues raised.

9. AOB

No issues raised.

The meeting adjourned at 14:40.
