



Minutes/Actes:

Meeting No: 46/07
Date: 13 June 2019
Time: 13:15 - 14:30
Venue: Conf. Room A
Quorum: 14/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate with 11 Units present at 13:35. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 17, 18, 22, 24, 26, 27, 28, 29, 31, 32, 33. All three members of Leadership were in attendance.

1. Adoption of the agenda

The Council agreed to remove the following items to allow the Council to focus on the workplan and budget documents: "Staff Day Committee", "Presentation on the 101 basics of US Estate Law for UN Staff" and "Reports by Units". Agenda was adopted as amended.

2. Adoption of previous minutes

Minutes for meeting no. 5 were adopted. Minutes for meeting no. 6 are still pending.

3. President's Report and Summary of Communications

Sergio Pires Vieira (Unit 24) asked for further updates on meetings of the Working Group on Mobility. He also inquired about the financial situation of the Organization as discussed in the leadership team meeting with the Controller and asked about any expected effects of the financial situation on staff.

The 2nd VP Francisco Britto explained that the current financial situation was the result of delays by Member States in paying their contributions which led to disruptions in the cash-flow. He went on to explain that in finding ways to get over the obstacle of the lack of necessary funds, managers were asked to utilize their current resources to allow the Organization to meet its financial obligations, in addition to other measures taken by the Controller and the SG. The 2nd VP mentioned that the Controller offered the leadership team to attend one of the Council meetings to further clarify the potential effects of the cash-flow issue on staff.

Further questions were raised regarding the freeze on posts and its effects on the current workforce, how the Member States dues are collected, and if there were plans in place to handle any kind of financial emergencies. The 1st VP Aitor Arauz Chapman explained that the cash-flow issues usually reoccur and that administrative and political measures were expected to be taken by the management to ensure the financial stability of the Organization.

The Assistant Treasurer Michelle Rockcliffe asked for further details on the meeting of the leadership team with the investigators of the Joint Inspection Unit (JIU). The 1st VP mentioned that the leadership team discussed general staff concerns regarding the rules that govern interagency mobility with the JIU investigator, including the role of the Union in addressing such issues.

The President Patricia Nemeth briefed the Council on the issues she had raised during her meeting with the SG, which included the abolishment of the G to P ceiling, GSDM and the Accountability framework. She mentioned that the SG promised to further discuss these matters in upcoming meetings. The following day, the entire leadership team had met with the Chef de Cabinet, addressing the same issues in more detail. Michelle Rockcliffe asked for updates on the leadership's request to the CDC to facilitate the activities of Staff Day. The 2nd VP informed the Council that management took note of the request and asked for more time to get back to the Union on this matter.

4. Executive Board report

No questions raised.

5. Staff Selection and Mobility

Michelle Rockcliffe called for the Council members to use the Union's website to access the resolutions of the 44th Staff Council on the matter of Staff Selection and Mobility. She also requested that the Council give the floor to Egor Ovcharenko (a former staff representative) to brief the Council on the actions taken by the 44th Staff Council. given his broad experience with the matter.

Egor Ovcharenko recalled that, considering the potential risks to staff associated with the former mobility framework, the 44th Staff Council adopted a strong position against that framework. He went on to brief the Council on some of these risks, including when promotions to senior professional positions were tied to at least one geographical move. He also raised the issue of the contractual duration limits previously proposed by the management in connection to the former mobility framework, which required staff to move to other functions or geographical areas after they occupy a certain position for a certain

number of years. He detailed the consequences of such limitations on the career and job security of the staff.

He also briefed the Council on some of the historic arguments made by the 44th Staff Council against the former framework which had been implemented in some job networks without prior consideration to financial implications.

The President mentioned that a survey on Mobility was sent to UNHQ staff in New York and promised to send further reminders to ensure the views of as many staff members as possible on this important matter are taken into consideration during the deliberations on the proposed new framework. She went on to report some of the preliminary results of the survey, which showed that a majority of the participants supported the general idea of mobility, provided that it was voluntary. She explained that building on such results, the basic position of the Union will remain to oppose any sort of forced mobility. She also mentioned that other sister unions showed interest in using the same survey to collect the views of their staff on this matter.

The 2nd VP referred to the current deliberations between union representatives on the Working Group on Mobility and Staff Selection, aiming to share data and ideas and hopefully arrive at a collective position of the UN Staff Unions with regards to mobility. UNSU would continue to oppose forced mobility in this context. Sergio Pires Vieira asked for more details regarding the face-to-face ad-hoc meeting of the Working Group on Mobility. The President explained that the meeting aims to reaching a unified position on some of the critical aspects regarding the new mobility framework through deliberations between the different UN Staff Unions. Assistant Secretary Sarah M'Bodji called for collecting all the expected negative scenarios of such framework on the human resources of the Organization and asked that the abolishment of the G to P glass ceiling be taken into consideration while considering any initiatives regarding mobility. The President replied that such connection was considered during the deliberations of the 5th Committee on the G to P matter.

Michelle Rockcliffe called to move to vote on the draft resolution in connection to the travel of the 2nd VP to attend the ad-hoc staff-side meeting of the Working Group on Mobility which was eventually decided to take place in Brindisi, Italy. After her request was seconded, the Council moved to agenda item 6 to vote on the draft resolution.

6. Travel to Brindisi for SMC Mobility WG

Michelle Rockcliffe pointed out some typos in the draft resolution. The 1st VP amended a mistake in the total amount requested to cover the travel costs. Michelle Rockcliffe encouraged the Council to support the participation of its members in such important meetings.

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

The resolution was adopted unanimously as **RES/STC/46/08**.

7. UNSU Workplan and Budget

The item was postponed to next week's meeting for final deliberations and approval.

8. AOB

Questions were raised regarding the recently announced insurance premium increases and their effects on GS staff in particular, bearing in mind the prolonged freeze on their salaries. Further questions were raised regarding the expected date on which the two GS salary scales were expected to merge. The 2nd VP asked the Council members to report any cases in which certified sick leaves were rejected by the Medical Unit given an increased number of complaints in this regard. Sarah M'Bodji raised concerns regarding the confidentiality of the process for submission of certified sick leaves under Umoja.

The meeting adjourned at 14:50.
