



Minutes/Actes:

Meeting No: 46/30
Date: 06 February 2020
Time: 13:15 - 14:30
Venue: Room E
Quorum: 10/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:30 with 10 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 18, 21, 22, 26, 27, 30, 31. The 1st and 2nd Vice Presidents were in attendance.

1. Adoption of the agenda

The Deputy Chair Ramona Kohrs made a motion to “**replace item no. 9 ‘Staff Day’ with ‘Training of Staff Representatives’**”. The motion was seconded and was **adopted unanimously with 10 votes in favor, no votes against, and no abstentions.**

The agenda was adopted as amended with 11 items.

2. Adoption of previous minutes

Minutes for the 28th meeting were adopted with amendments received from the 1st VP Aitor Arauz Chapman and Michelle Rockcliffe (Unit 06).

Amendments to the 29th meeting minutes were introduced by the Deputy Chair Ramona Kohrs, the 1st VP, and Michelle Rockcliffe. The Secretary took note of the amendments and informed the Council that he received a short replacement text for agenda item no. 6 of the 29th meeting (*ST/AIs on appointments termination*) from Michelle Rockcliffe as an example of the minutes’ style she called for the Council to adopt. He mentioned that the suggested replacement text covered the Deputy Chair’s amendments and therefore a new version of minutes for the 29th meeting will be shared with the Council.

Minutes for the 29th meeting remained pending.

3. President's Report and Summary of Communications

Council members requested updates on the President's report item 7 (VTC meeting of the SMC working group on Mobility and Staff Selection) and item 8 (Auditing of the 45th Staff Council accounts). The 1st VP referred to the 46th Staff Council resolution RES STC 46-18 in which the Council agreed to hire the same auditing company (*Merrill Rosen*) that was previously hired to audit the 44th Staff Council's accounts. The 2nd VP Francisco Brito updated the Council on the deliberations of the WG on Mobility and Staff Selection, which held its second meeting which mainly focused on staff selection.

4. Executive Board Report

There was no EB meeting this week due to a conflict with the meetings of the WG on reforming the UNSU Statutes and Regulations.

5. UNSU Finances

The Treasurer updated the Council on the progress made during the first meeting with the auditing team, including their request to use an online version of QuickBooks to facilitate the data of the 45th Staff Council's financial statements to the auditing firm.

The Council deliberated the cons and pros of using cloud-based software including the risks of data-theft. The possibility of transferring the requested data manually as well as the possibility of purchasing more QuickBooks licenses to facilitate the process of book keeping were also discussed.

6. ST/AI on appointments termination

The Council continued its discussion regarding the review of the ST/AIs on separation from service including termination and resignation. The Deputy Chair raised questions on whether the SMC presidency confirmed that the reviews of the ST/AIs were suspended after a written request was sent to them by the United Nations Staff Union in Vienna. The Deputy Chair called for the Council to watch this matter closely given her experience with cases in which similar requests were made to the SMC yet were neglected by management.

The Council members inquired about the formal process in the SMC after such requests were made. The 1st VP explained that Staff Unions would draft a paper which would result in an agenda item at the SMC plenary meeting about the paper's substance. If no agreements were reached among staff and management sides through the deliberations at the main face-to-face session, the SMC would usually form a staff-management WG to further deliberate the matter and report back to the SMC at its following plenary meeting.

The Council discussed the preamble and operative paragraphs of the draft resolution submitted by Michelle Rockcliffe, including deliberations on preamble paragraphs in connection with the new policy on Delegation of Authority (DoA). Requests to add and to remove paragraphs were made in addition to a request by Kathryn Kuchenbrod to copy-edit the draft resolution before adoption. The 1st VP also suggested a change to the draft resolution title.

Given the many amendments made by the Council members, the Assistant Secretary Sarah M'Bodji made a motion to **“defer the adoption of the resolution until the following Council meeting to incorporate the necessary changes”**. The motion was seconded and was **adopted by 8 votes in favour, 0 against, and 2 abstentions**.

7. Extension of the Staff Assistant

The Deputy Chair suggested amendments to the text of the resolution presented by the 1st VP.

The Council voted on the resolution as amended.

The resolution was **adopted unanimously with 10 votes in favour, no votes against and no abstentions**.

8. Uncertified Sick Leaves

The Rapporteur Coralie Tripier shared the concerns of some of her colleagues whom their uncertified sick leaves (USLs) were denied by managers and referred to how USL was regulated under the Staff Regulations and Rules. She requested the Council's support to raise the matter before the SMC/JNC.

The Council discussed the different applications of the USL policies used by different departments. **Council members confirmed that while it was the obligation of the staff member to provide a reason to request USLs, it was also their right not to reveal the nature of emergency/illness for which USLs were requested. Council members also confirmed that managers did not have the authority to reject USLs given that they were usually related to emergency situations.** The 1st VP thought the matter should be raised before the SMC to consider changing the “uncertified sick leave” into “personal days”, which staff can request in advance to facilitate capacity planning in their respective areas.

9. Training of Staff Reps

The item was deferred.

10. Reports by Units

Nothing was raised.

11. AOB

Nothing was raised.

The meeting adjourned at 14:50.
