



Minutes/Actes:

Meeting No: 46/41
Date: 23 April 2020
Time: 13:15 - 14:30
Venue: Virtual (MS Teams)
Quorum: 17/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:30 with 13 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 17, 18, 20, 21, 22, 24, 26, 27, 28, 29, 30, 31, 32, 33. All members of the leadership team were in attendance.

1. Adoption of the agenda

The agenda was adopted with 09 items. Agenda item (7) "Food Services to Essential Staff and Drafted Letter" was moved up on the agenda to become agenda item (6).

2. Adoption of previous minutes

Minutes for the 40th meeting of the 46th Staff Council remained pending. The Secretary will share the updated version of the minutes with the Council members for adoption next week.

3. President's Report and Summary of Communications

The 1st VP Aitor Arauz Chapman updated the Council on the situation with the Downsizing WG and raised concerns regarding the lack of agreement between the management and staff sides on WG's terms of reference (TORs). He described how the Union's unified and strong position during the ad-hoc SMC resulted in getting the matter returned to the working group with a mandate to deliver a final report by the end of June 2020.

The 2nd VP updated the Council on the staff-side meeting of the WG on Mobility. He described that some Unions tried to get into fine details before getting a general agreement on the main principles of Mobility has been reached.

On the delegation of authority (DoA), the Secretary explained as staff and management sides failed to reach an agreement on the WG's TORs, the staff-side decided to meet on Friday 24 April to revisit the WG's TORs in an attempt to reach an agreement with

management and to plan further escalations if management decided to block the updated version of the TORs.

The 1st VP updated the Council on the upcoming meeting of the Joint Negotiations Committee (JNC) – which is planned to take place on Wednesday 29 April. He explained that, among other things, the food services to essential staff who must work on-site would be raised as well as the time-release for members of staff-management organs (i.e. Health and Life Insurance Committee). He called for Council members to reach out to staff members who might be members of Committees or WGs on which the same conditions might be applicable. He also mentioned that return to work after COVID-19 crisis is over would be raised, as well as adherence to ST/SGB/274 on staff-management consultation machinery. The 1st VP sent the full agenda of the meeting to the Council members through the meeting chat panel.

Michelle Rockcliffe (Unit 06) asked the Leadership Team to emphasize the importance of consultations with staff representatives on matters like budget plans, staffing tables, and other information usually being kept away from staff representatives, in the context of the discussion regarding ST/SGB/274. She also asked to include *time-release for members of the Pension Board* to the discussions on the time-release for committee members.

4. Executive Board Report

The Deputy Chair raised questions regarding the ability of nursing mothers to enjoy prolonged breast-feeding arrangements. The 1st VP thought it was a matter to be raised in the context of the ICSC, and that on the local level, he thought it would be better to raise the matter in the context of the current telecommuting arrangements and ask for an extension to these arrangements for nursing mothers.

5. UNSU Finances

The Treasurer Jaime Garreta shared the bank statement information for the months January through March 2020 with the Council. He also presented the status of the Union's different accounts and certificates for the same period. Michelle Rockcliffe inquired about the payments to the Council's legal advisor and reiterated her request for the details of the services provided. The 1st VP responded that he would provide the requested information at the earliest. The Council members involved into a discussion with the Treasurer as he responded to their different questions regarding some of the accounts' information, including the refunds of the expenses related to the travel to Addis Ababa for the SMC IX plenary meeting which was initially scheduled to take place in the period from 20 to 27 April 2020 yet was suspended due to the COVID-19 pandemic.

6. Food Services to Essential Staff and Drafted Letter

The Deputy Chair reported that the draft letter remained available on the dedicated MS Teams space for suggestions. She thought the letter should be finalized and sent at the earliest. She requested that the 1st VP finalize and send the letter to management before the JNC meeting next scheduled to take place the week after.

The 1st VP explained that the President discussed the matter of the availability of food with some of the on-site staff, who agreed they preferred to bring their own meals instead of risking the possibility of getting infected during a food-delivery. The President at a later intervention detailed her findings in this regard. The 1st VP found that the possibility of opening an on-site cafeteria was a good idea to be brought to JNC. He did not think that, in the current context, the letter was necessary – an opinion that was supported by the President.

The Deputy Chair and Michelle Rockcliffe thought that the letter should be sent in accordance with the Council's position in this regard. The feasibility of sending the letter was discussed at length and it was eventually agreed to edit the letter to reflect the current developments before sending it out. The 1st VP requested to hold the next Council meeting at 12:30 to be able to discuss the matter before proceeding to the JNC meeting. It was agreed.

7. Delegation of Authority

The item was deferred.

8. Reports by Units

The Assistant Secretary Sarah M'Bodji (Unit 31) explained that her Unit had its first Virtual meeting which was attended by approximately 100 Unit members. The 1st VP thought it was a very good idea to use the surge in the attendance rate to communicate with Unit members and encouraged the staff representatives to hold virtual meetings with their Units as much as they can.

9. AOB

The Assistant Secretary announced that UNDIS and DMSPC will hold an Autism Awareness Webinar next week with the participation of Autism Speaks – an organization that is dedicated to promoting solutions for the needs of people with autism and their families. Further details on the event would be shared shortly.

On a different note, Sergio Pires Vieira (Unit 24) inquired about the kinds of discussions staff representatives might expect with their senior managers, including USGs, in the context of the staff-management consultation machinery. The 1st VP explained that all issues related to administrative decisions that might affect the working conditions or wellbeing of the staff should be consulted with staff representatives, including the budget outline and any decisions related to budget cuts. He also advised staff representatives to ask for the staffing tables of their Departments. The Deputy Chair stated that staff representatives of the Department of Global Communications (DGC) used to get the Department's staffing tables in the past, yet she received no response when she requested them in November 2019. It was agreed that access to staffing tables was problematic and requests were made to raise this issue at the next JNC.

The meeting adjourned at 15:20.
