



Minutes/Actes:

Meeting No: 46/42
Date: 30 April 2020
Time: 13:15 - 14:30
Venue: Virtual (MS Teams)
Quorum: 15/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:30 with 11 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 17, 18, 21, 22, 24, 26, 27, 29, 30, 31, 32, 33. The First and Second Vice Presidents were in attendance.

1. Adoption of the agenda

The agenda was adopted without changes with 8 items.

2. Adoption of previous minutes

Minutes for the 40th and 41st meetings of the 46th Staff Council were adopted.

3. President's Report and Summary of Communications

The 1st VP Aitor Arauz Chapman updated the Council on the activities of the leadership team during the week. He congratulated the Pension Fund representatives for a successful townhall meeting with the recently assigned Fund's leadership. He also praised the DMSPC/UNSU joint webinar on Autism which took place on the same day and was a big success. He further shared an overview of the Union's townhall meeting which took place on 29 April 2020 and was attended by about 1,300 attendees with many focused questions, including questions about the renewal of G4 visas and the renewal of spouses' work authorizations. He finally mentioned that the leadership team answered as many questions as they could during the meeting and that they will respond to the rest of the questions later.

Michelle Rockcliffe (Unit 06) repeated her reminder to the leadership team to provide written President's report prior to the Council meetings in accordance with Regulation 10.1 (d) of the Union's Statutes and Regulations. The 1st VP took note of the reminder.

4. Executive Board Report

No comments were made by the Council members.

5. UNSU Finances

Michelle Rockcliffe reminded the Council of the importance of sharing the summarized financial sheets previously presented by the Treasurer in accordance with Regulation 10.6 (g) (h) of the Union's Statutes and Regulations. The Treasurers took note of the reminder.

6. Food Services to Essential Staff and Drafted Letter

The 1st VP summarized the issues regarding the food services to essential staff in the following three points: (1) availability of food to essential staff on-site: he stated that it was confirmed that staff working on-site were not interested in food deliveries or catering services, given the current circumstances, (2) the Culinart staff who were laid-off: he explained that these staff already have their own unions and are in receipt of governmental assistance, and (3) whether or not Culinart would bring back the laid-off staff in case they continue providing services upon the return of staff to the UNHQ campus: he explained that this matter would be raised at the meeting of the Joint Negotiating Committee (JNC) scheduled to take place on the same day. He also explained that he was pushing to have the Catering Committee involved in all negotiations regarding any potential contract renewal with Culinart, or any potential new contracts with a different catering and cafeteria provider. Michelle Rockcliffe called for more transparency from the management side regarding the process of acquiring catering and cafeteria services.

7. Reports by Units

Sergio Pires Vieira (Unit 24) stated that he had a meeting with their Executive Officer (EO) to discuss the current financial situation and its effects on the Department. He stated that during the meeting the participants discussed different ways that the EO would use to save enough money to overcome any future liquidity crisis, including discussions on the how to reach the requested vacancy rate in the Department. He also inquired how the issue of the financial situation was being handled in other Departments. On the vacancy rate, the 1st VP explained that it was usually achieved by agreed terminations which was not the best practice at the time being given the lack of cash due to the liquidity situation. He advised that staff representatives liaise with their EO to inquire about the best time of the year to encourage staff who wish to apply for agreed terminations to do so. The 1st VP also forewarned that the freeze on vacant posts – as a way to maintain the vacancy rate – could have negative effects on the currently serving staff in different areas.

Michelle Rockcliffe reported that a departmental Staff-Management Consultation meeting had been held for the Pension Fund on 27 May 2020, and called for a meaningful discussion on the application of [ST/SGB/274](#) during the upcoming meeting of the JNC.

The Deputy Chair Ramona Kohrs praised the importance of negotiations with staff representative prior to any Department's budget submission, including any adjustments to the deliverables expected from the Department's staff. In relation to the DGC budget submissions, despite a request by DGC staff representatives, the budget drafts were not shared with staff reps before the proposed budget was formally issued thereby preventing us from providing constructive input and avoiding omissions, mistakes, etc.. She also raised concerns regarding the lack of mention of official documents that identifies the different mandates of the Dag Hammarskjold Library.

8. AOB

The 2nd VP Francisco Brito stated that he received refunds of the air tickets related to the SMC travel and that he would discuss with the Treasurers how to transfer these funds back to the Union's account.

The Chair Camille McKenzie reported about the new attendance system for security staff (three 12-hour shifts followed by 6-day off). She pointed out the lack of consultations with staff representatives about such arrangement, especially to prevent the conversion of such temporary measure into a permanent schedule. She also raised concerns regarding a shift suggested by DSS management (two weeks of 12-hour shifts followed by two weeks off) without proper consultations with the Department's staff representatives. She eventually mentioned that the Department's management confirmed that such arrangements should be discussed with staff representatives in advance.

Lucelena Pimentel (Unit 32) stated that she has a similar situation in her Unit (1 day of extended shifts a week). She raised the concerns of her constituents regarding going back to normal shifts and the effects of this return on their work-life balance especially for staff with children who are off school now. She mentioned that her team should return before the official opening of the building to get the building ready for normal operations. She also raised that her Unit was currently handling the production of face masks to be provided to staff upon their return to campus.

The Council members discussed the precautionary measures needed for the return to campus. The Assistant Treasurer Yogesh Sakhardande suggested adding an item to next week's meeting agenda on the safe return of staff to the campus. The 1st VP mentioned that the return to campus would be discussed in the same day's scheduled meeting of the JNC. Jesus Parado (Unit 33) inquired about the current compensation rules in the Organization which might cover any potential fatalities among staff as a result of the return to the campus. The Council discussed whether or not the COVID-19 pandemic would be considered as an occupation hazard and accordingly be subject to compensations.

The meeting adjourned at 14:30.