



Minutes/Actes:

Meeting No: 46/48
Date: 18 June 2020
Time: 13:15 - 14:30
Venue: Virtual (MS Teams)
Quorum: 17/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:20 with 17 Units present. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. All Units were present. All members of the leadership team were also present.

1. Adoption of the agenda

Agenda was adopted without any changes with 13 items.

2. Adoption of previous minutes

Minutes for the 47th meeting of the 46th Staff Council remained pending.

3. Reports by Units

Michelle Rockcliffe (Unit 06) referred to her report last week regarding the closure of a one of the Pension Fund's finance offices in Geneva without proper consultation with staff representatives and that informed the Council that she was going to attend a meeting in this regard right after the Council meeting. She expressed her dissatisfaction with the decision to close the office, with all the diverse effects that will come with this closure in terms of the proper processing of the pension entitlements for the majority of beneficiaries who live in Europe and Africa, whom are being served by Geneva Pension offices. She explained how she and other staff representatives protested the decision once learned about it and called for the Council members to keep an eye on the implementation of the new Delegation of Authority (DoA) framework.

Rama Ahmed (Unit 30) reported an issue with one of her constituents who were asked to include a goal related to a personal matter to their workplan.

The Secretary Sherif Mohamed replied that workplans - in general terms – should be agreed upon by both the staff member and the first reporting officer in light of the overall objectives of their office/division and that a legal opinion should be sought from the EO if there were any conflict between the staff member and their first reporting officer regarding

their workplan. Michelle Rockcliffe thought personal matters should remain personal and that goals related to personal matters cannot by any means be included to a performance document.

4. President's Report and Summary of Communications

The 1st VP thanked Emmanuella Rene for her efforts in updating the President's report. He also called for the staff representatives to review the ST/AIs that he previously shared for comments and to send their comments at the earliest.

The Deputy Chair Ramona Kohrs inquired about the contents of a recent SMC paper on Mobility and asked if there was a possibility to receive this paper to make sure the new policy introduced won't conflict with the agreements previously made in SMC-I which took place in Arusha. In this regard, the President explained that the mentioned paper did not carry any significance given that no agreement on the basics of Mobility has been reached so far.

Sergio Pires Vieira (Unit 24) requested more information about the first item on the President's 31st report regarding the meeting with the Head of the new Development Coordination Office (DCO). He also requested updates on the work of the SMC Working Group on Downsizing.

Based on the exchange of views during the mentioned meeting, the 1st VP explained the evolution, structure, and locations of the new DCO operations. He also explained that the conversation covered the financing of the Resident Coordinator system, and that the UN Staff Unions were keen to ensure the proper funding of the system.

Regarding the downsizing policy, the 1st VP briefly explained the history of the downsizing policy and that even though the final version of the policy seemed good to him, yet he raised concerns regarding the lack of proper oversight on the application of the policy, especially in light of the new DoA framework and the relevant accountability framework, and that Unions were closely monitoring the situation in this regard.

Michelle Rockcliffe asked for continuous updates regarding the SMC matters like downsizing and DoA. The 1st VPA explained how intense the downsizing meetings were and that it wasn't practical to report back to the Council on the fine details of each meeting, and thought that the delivery of the overall outcomes of these meetings was the best option. He also called for the staff representatives to include any SMC matter to the Council's agenda whenever they need to know more about it.

5. Executive Board Report

The Deputy Chair asked about the General Meeting being planned for July 2020 and asked what would be presented to staff and the what could staff representatives do to support this meeting. The President informed the Council that the Executive Board (EB) planned to present an annual and financial reports to the General Meeting, and that these documents were being prepared by members of the EB and called for interested staff representatives to participate to these efforts.

The Deputy Chair thought that the General Meeting was a good opportunity to get the support of the staff regarding a wide variety of Union activities and called for staff representatives to think how to avail such an opportunity. She also inquired about the possibility of changing the time of the General Meeting, rather than the lunch hour, which was protested by some of her constituents. The President explained that the lunch hour was the best possible time for the meeting and explained the reasons behind that from different perspectives.

The Chair asked to discuss the General Meeting on a separate agenda item next week. It was so decided.

6. UNSU Finances

The Treasurer Jaime Garreta explained he was planning a meeting with the Assistant Treasurer at the Union's office to finalize the financial statements. Michelle Rockcliffe inquired about status of the Union's membership and the status of enrolment in the MetLaw legal plan. The Treasurer explained that even though enrolment was ongoing yet there was no way to deposit the received checks before returning to the office. The Assistant Treasurer Yogesh Sakhardande promised to provide the requested data about the membership at the earliest. The 1st VP explained to the Council the arrangements made with the Union's staff assistant Emmanuella Rene, to visit the office once a week to collect the enrolment checks. Michelle Rockcliffe emphasized that the handling of such checks should be the responsibility of the Treasurer, not the Staff Assistant.

Emmanuella Rene explained to the Council how the enrolment checks were being handled. The Council members exchanged views regarding the proper handling and depositing of such checks.

Michelle Rockcliffe repeated her calls for the Council to strictly adhere to the proper procedures in handling the finances of the Union.

7. CCISUA General Assembly (22-24 June 2020)

The 1st VP explained that the CCISUA General Assembly (GA) was planned to take place remotely from 22 to 24 June 2020. He shared the GA's agenda with the Council and explained that the agenda items of the virtual meeting only represented the basic procedural/administrative needs of the federation, including the pledges by the its members. He gave a background on the pledge system used to finance CCISUA's operations and the attempts being made to reform the financial regulations of CCISUA.

He expressed dissatisfaction toward the fact that the CCISUA Treasurer had not shared the draft budget yet, which make it hard to determine the amounts of the needed pledges.

He also suggested – in line with the Council's former requests – to have two staff representatives present in each of the GA meetings for educational and training purposes.

He introduced a resolution to pledge the same amount pledged last year (USD 27,000) which was reduced from the USD 30,000 pledge made the year before to apply pressure on the CCISUA Board to implement the requested financial reforms.

The Deputy Chair expressed dissatisfaction toward the lack of a draft budget until now which could have helped the Union determine the financial situation of the federation and pledge the right amount. The President thought that - in coordination with other members of the federation – the pledged amount was sufficient for the proper running of CCISUA's operations.

Michelle Rockcliffe made a motion to "**increase the pledged amount to USD 30,000**". The motion was seconded.

The Council moved to vote on the motion.

The motion was adopted with 08 votes in favour, 04 votes against, and 02 abstentions.

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

The draft resolution was adopted as RES/STC/46/23 with 09 votes in favour, 02 votes against, and 01 abstention.

8. Legal Advisors

The 1st VP gave background information about the services provided by the Union's legal advisers. He also explained the background behind the decision to hire another legal adviser with experience in the work of the Office of Internal Oversight Services (OIOS) to

the Council and asked the Council to authorize, through the presented resolutions, keeping the two legal advisers on a retainer.

He presented 2 draft resolutions, one to maintain the services of the two legal advisers, and the 2nd is to pay both legal advisers for the services they previously provided, and apologized for the oversight from their part in discussing these services with the Council.

Michelle Rockcliffe thought it was not appropriate to hire a legal adviser without sharing their detailed resumes with the Council and asked to defer the decision on these resolutions to next week. The Deputy Chair supported Michelle's proposal to table this item until next week to allow the leadership team proper time to present the requested documentation. **It was so decided.**

9. Racial Justice Initiatives

The 1st VP explained that the Union was planning activities regarding racial justice, and that an initiative based on the feedback received from staff in response to the SG's initiative to start a dialogue regarding racial justice in the United Nations, and that a core group from staff representatives and staff-at-large is being established to lead the this effort. He called for the staff representatives to show interest if they wished to join this core group, and that the group has a meeting scheduled to take place on Friday, 19 June 2020, and asked interested staff representatives to attend.

10. Staff Participation on Peaceful Marches

Item was deferred.

11. Training for Staff Reps

Item was deferred.

12. WG on Return to Office

Item was deferred.

13. AOB

Nothing was reported.

The meeting adjourned at 15:00.