



Minutes/Actes:

Meeting No: 46/52
Date: 09 July 2020
Time: 13:15 - 15:30
Venue: Virtual (MS Teams)
Quorum: 13/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:20 with 13 Units present. The meeting was recorded.

Staff Council Chairperson Ms. Camille McKenzie chaired the meeting and Assistant Secretary Ms. Sarah M'Bodji took notes.

Units present were: 06, 13, 14, 17, 18, 22, 24, 26, 29, 30, 31, 32, 33. All members of the Union leadership team were present.

**Meeting note: The Microsoft application virtual Teams was causing many council members to experience connectivity issues during the meeting.*

**Meeting note: The current meeting, the 52nd meeting of the 46th Staff Council was mistakenly labelled as the 52nd meeting, while, it should have been labelled 51st to comply to the regular order. It was decided to keep the current labels with the understanding that meeting no 51 is therefore skipped.*

1. Adoption of the agenda

The Chairperson Ms. Camille McKenzie adopted the draft agenda with no amendments.

2. Adoption of previous minutes

The Chairperson thanked Assistant Secretary Ms. Sarah M'Bodji to email the Council all the outstanding Council minutes that were requiring adoption.

The Chairperson inquired to the council, for any objections to the official adoptions of the minutes for the previous 49th and 50th meetings of the 46th Staff Council.

The minutes were adopted without any objections.

3. Reports by Units

Ms. Lucelena Pimentel (Unit 32) raised a concern regarding staff with family challenges during COVID-19. She asked the leadership and Council for guidance and clarifications. Ms. Pimentel underlined how the coming “return to school” during the end of August will have organizational and unit implications. She asked for further clarifications for staff whom may require Special Leave Arrangements such as staff whom may require leave with or without pay.

The Staff Union President Ms. Patricia Nemeth responded by clarifying that the COVID-19 guidance from the Office of Human Resources (OHR) is for supervisors to be flexible and allow staff to work around the needs of their families. Special Leave with Full Pay (SLWFP) could be available in exceptional circumstances. She elaborated that staff require the approval from the supervisor and staff member’s respective Executive office. She also clarified the role of the “Return to Work” Departmental focal points. The President finalized by stating that she was aware an official document with instructions will be forthcoming by OHR and was in the drafting phases.

The First Vice President Mr. Aitor Arauz Chapman offered clarification on circumstances for granting staff SLWP. He elaborated that since the Department of Operations (DOS) and Unit 32 have specifications for onsite work, he could extend his support bilaterally to Ms. Pimentel.

Ms. Karina Loktionova (Unit 29) offered praise for the Union’s Annual report and success at the recent General Meeting. She asked for clarifications regarding extended parental leave and challenges with Executive Offices on granting leave. The Staff Union President offered her support and further explained that rules on parental leave are obsolete but currently under review with the ICSC and she will report back to the Council.

Rapporteur Ms. Coralie Tripier (Unit 30) raised a concern from staff regarding working single parents having challenges with childcare and concerned parents. The President explained future phases of returning to work, citing challenges raised by council members and she underlined that much of the reopening hinges on local, state and host country government guidance. Ms. Tripier (Unit 30) responded underlining by single parents and work challenges. She cited a NY Times article on the topic of working single parents. She shared the NY Times article with the Council.

Assistant Treasurer Mr. Yogesh Sakhardande (Unit 26) addressed the school openings citing local restrictions and underscored staff’s parental concerns. The Assistant Secretary Ms. M’Bodji (Unit 31) pointed out the complexity of staff’s individual family situations and the intersection with local school systems, opening or restrictions. Citing the variety of schools and childcare of New York City and the Tri-State, such as public, private, religious,

charter, day care, special-education programs, after school programs – she outlined the enormity of the challenge for supervisors and staff with families and children requiring care. Ms. M'Bodji underlined other council members' previous points and highlighting that single parents staff and staff who are parents with children with disabilities were particularly challenged by working under these conditions in a disproportionate manner.

Assistant Rapporteur Ms. Shirley Abraham (Unit 17) reported on the ongoing negotiations on the General Service Delivery Model (GSDM) reform meeting update next week and she will report back.

4. President's Report and Summary of Communications

The President's Report PDF file was shared by Virtual Chat.

Assistant Treasurer Mr. Yogesh Sakhardande (Unit 26) asked for clarification on the work of the Performance Management Working Group.

The First Vice President provided clarification on the Working group's slow but steady progress. He explained the current exercise to revise the performance management framework. He explained the ongoing conversation was mainly about ratings and on how to address underperformance. The Working Group was not considering radical changes to the entire system.

The First Vice President underscored that the WG's conversation was only commencing and welcomed the Council's feedback. He further suggested placing this item of performance management on a future Council agenda for discussion.

5. Executive Board report

The Executive Board's Report PDF file was shared by Virtual Chat. The Chairperson asked for any questions or comments on the Executive Board Report and nothing was raised.

6. UNSU Finances

The Chairperson asked if anything to report under UNSU Finances. Treasurer Mr. Jaime Garreta and Assistant Treasurer Mr. Yogesh Sakhardande replied there was nothing to report.

7. General Meeting Recap

It was reported that a recording is available for the recent Union's General Meeting.

Ms. Patricia Nemeth reported that there were over one hundred questions. The Second Vice President Mr. Francisco Brito reported that eight hundred staff attended for two hours and at one point nine hundred staff attended.

8. Resolution on Recognition for Staff working during COVID-19

The proposed Resolution **RES/46/27** titled “**Resolution on Recognition for Staff working during COVID-19**”, was shared by Virtual Chat, and the file was placed on screen for members’ viewing. The Chairperson asked all to read.

The President briefed that Staff Council on the resolution and background to the idea for a BBQ for UNHQ staff who have been reporting to work and are still currently working on-site. She further elaborated on checking with proper authorities such as Medical and Department for Safety and Security (DSS).

Mr. Patel Noble (Unit 12) addressed the Council and commemorated those staff who had recently passed due to COVID-19, and he underscored that those working needed uplifting and recognition. Ms. Lucelena Pimentel (Unit 32) agreed with Mr. Nobel.

Ms. Michelle Rockcliffe (Unit 6) requested clarification regarding safety regarding the number of staff expected to be at the engagement. Assistant Secretary Ms. M’Bodji echoed the safety and health concern raised, describing the organic way parties form, the desire of staff wishing to reunite physically, may cause concern and large turnout. Ms. M’Bodji (Unit 31) suggested a way to ensure a low manageable number of staff and guests for ensuring the safety and health of all. She elaborated by proposing a technical mechanism to ensure RSVP and enable a safe and small gathering.

Assistant Rapporteur Ms. Shirley Abraham (Unit 17) shared concerns about the event, citing safety conditions. She further stated that the EB and Council should actively monitor and make decision closer to event. She reminded the Council members of this option for postponement, if the local health situation changed from the current reports.

Mr. Noble (Unit 12) reminded the Council that this event will be outside and underscored that all attendees should still wear mask and social distance. He made a motion for increasing the allocated funds by \$1000. The motion was seconded by the Assistant Treasurer Mr. Yogesh Sakhardande (Unit 26).

The Chairperson asked the council to vote on the motion to amend the amount by \$1000, by virtual chat.

The amendment received thirteen votes for, zero against, and one abstention, as recorded by virtual chat and counted by the Assistant Secretary. The Council Chairperson declared the amendment adopted.

The Chairperson asked the Council to vote on the resolution as a whole.

Eleven Units voted for, zero units against, with one unit abstaining on the resolution as a whole. The vote was recorded by virtual chat by the Assistant Secretary

The resolution **RES/46/27** titled “**Resolution on Recognition for Staff working during COVID-19**” was declared adopted by the Chairperson.

9. Summer Recess

It was suggested from the EB report that the Council recess from 27th July to 16th of August 2020, and a discussion on the dates proposed for the recess followed.

The Chairperson raised the timing and underscored how childcare and family challenges for staff will become a priority during this timing of the recess and could complicate the process for staff to “return to work”.

Mr. Sebastian Cervantes (Unit 22) suggested having informal meeting through the recess, citing previous concern of council members for parents and underlining the challenges some staff with families may face during this return to school season.

The Staff Council agreed on the dates for the recess, on the understanding that informal meetings could be held during the period.

10. Any Other Business (AOB)

Rapporteur Ms. Coralie Tripier (Unit 30) raised an item on the EB report regarding virtual internships and asked for feedback from the Staff Council. Assistant Treasurer Mr. Yogesh Sakhardande (Unit 26) commented on internships and cited the new virtual practice and a concern, given the poor quality of interactions and lack of networking opportunities for remote interns.

The virtual meeting adjourned at 15:41 PM EST.
