



Minutes/Actes:

Meeting No: 46/53
Date: 16 July 2020
Time: 13:15 - 15:55 PM EST
Venue: Virtual (MS Teams)
Quorum: 12/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:20 with 12 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: 13, 14, 17, 18, 22, 24, 26, 29, 30, 31, 32, 33.

All members of the Union leadership team were present.

1. Adoption of Agenda

The Chairperson Ms. Camille McKenzie adopted the draft agenda with the addition of 2 items – 7: “OIOS seizure of devices” and 8: “Working Parents Subcommittee”.

2. Adoption of previous minutes

The Chairperson thanked the Assistant Secretary for her email to the Council with notes for 52nd Meeting that were requiring adoption. The Chairperson inquired to the council, for any objections to the official adoption of the minutes for the previous 52nd meeting of the 46th Staff Council. It was suggested that the pending minutes for the 52nd and 53rd meetings be tabled for adoption until recess is over.

3. Reports by Units

Mr. Sergio Pires Vieira (Unit 24) reported on his unit and the problem of lack of trust derived from the DESA results of the Staff Engagement Survey. He asked for clarifications and feedback from other units on how to rectify and work on solution.

Ms. Karina Loktionova (Unit 29) thanked leadership for assistance. She asked for clarifications on inquiries about working on mobile devices. She also asked a question regarding working away from the duty stations

President Ms. Patricia Nemeth replied to the question and clarified about Flexible working arrangements for UNHQ, by underscoring that it was in the best interest is for staff to be near the duty Station. First Vice-President Aitor Arauz clarified that OHR was still drafting guidance about working away from the duty station.

Ms. M'Bodji (Unit 31) underlined that some units had still not received the data of Staff Engagement Survey. She further suggested the ongoing #BUILDBACKBETTER Challenge by explaining that it could be an opportunity for staff-sourced solutions and union-backed ideas, in reference to concerns brought to light by the Staff Engagement Survey by Mr. Vieira.

Ms. Lucelenia Pimentel (Unit 32) replied on the topic of the Staff Engagement Survey and DOS. She explained that indeed in her unit the survey was explained, and data was shared in depth. Ms. Pimentel addressed the lack of career opportunities and she cited an internal group where ideas were being proposed.

Mr. Sebastian Cervantes (Unit 22) commended DESA on their second townhall and pointed out that his department are working on their first Townhall only. He asked for Pulse Survey results to be shared. He also reported on staff harassment and asked for Leadership support for mediation.

4. President's Report and Summary of Communications

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

The First Vice President provided clarification on CCISUA virtual General Assembly Sessions, and the other items on the President's report.

The Staff Union President briefed on the UN Joint Staff Pension Fund (UNJSPF) briefings that was held during the week. Mr. Vieira (Unit 24) asked for clarification on details for UNJSPF and President Ms. Nemeth clarified that these documents are confidential but there should be a forthcoming report and communication from the fund and the new acting head of the Office of Investment Management.

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. OIOS seizure of devices

A case was reported where the Office of Internal Oversight Services (OIOS) has confiscated a staff's devices, as described in an order of Dispute Tribunal (UNDT). President Ms. Patricia Nemeth warned of the implications of this practice and described the grey areas involved.

The First Vice President elaborated on the concerns and the rules and called for the organization to provide devices for staff to work on. The Second Vice President Mr. Francisco Brito elaborated on the danger of the precedent set by this order, he asked for staff to be careful not to use personal devices.

Ms. M'Bodji (Unit 31) asked for clarification on what to tell staff generally and what to do if staff do not have any UN issued devices. Ms. Patricia Nemeth replied staff should be advised to uninstall applications on their personal devices and for staff to urgently ask for UN issued devices.

Assistant Treasurer Mr. Yogesh Sakhardande raised the concern of multi-Factor authentication and suggested it is mostly impossible for a staff to not use a phone. He stated the prevalence of UN staff who work using mobile personal devices along with applications and groups.

The First Vice President remarked about the jurisdiction and privacy rights of staff describing the intersection of work communications, devices and applications. He underscored concern citing examples of how invasive and violating of staff's rights this potentially could be.

Rapporteur Ms. Coralie Tripier (Unit 30) underscored the implications on current remote work challenges and required team collaboration and that many supervisors asked staff to use their private mobile devices and applications. Ms. Tripier underscored the urgency for Senior Managers and Administration should overturn this decision before it creates grave work implications.

8. Working Parents Subcommittee

Assistant Secretary Ms. M'Bodji (Unit 31) elaborated on the proposed idea asking for Council or staff volunteers to act as an advisory board for Leadership during the council recess on the topic of Working Parents. She cited the challenges by families working remotely, noting the regrettable timing of the council's recess.

Assistant Treasurer Mr. Yogesh Sakhardande (Unit 26) raised the challenges for coming for families and children returning to school and agreed with Ms M'Bodji.

Mr. Sergio Pires Vieira (Unit 24) asked for clarification of the objective of the committee and the First Vice President clarified that it would be asked to monitor evolving announcements from local authorities, communicate and suggest recommendations to UN management.

Rapporteur Ms. Coralie Tripier (Unit 30) underscored the challenges for single parents and Chairperson underscored ongoing challenges for the parents whom are required to be on location at UNHQ and those whom have and may have childcare challenges. Ms. Lucelenia Pimentel (Unit 32) described the challenges with staff and those with families, underscoring that many families also maybe where both parents are working.

Mr. Sebastian Cervantes (Unit 22) commended those for volunteering and suggested this will be a pivotal stress test for the council and staff with families and childcare.

Chairperson Ms. Camille McKenzie, Ms. M'Bodji (Unit 31), Mr. Sakhardande (Unit 26), Mr. Sergio Pires Vieira (Unit 24) and Ms. Lucelenia Pimentel (Unit 32), Mr. Jesus Parado (Unit 33), & Ms. Shirley Abrams (Unit 17) agreed to form the Working Parent Committee.

9. Any Other Business (AOB)

Mr. Sergio Pires Vieira (Unit 24) reported on successful Council Training and thanked the council. He wanted to other to review and follow up on suggestions.

Assistant Treasurer Mr. Sakhardande explained that this morning he and Ms. M'Bodji attended a UNWOMEN, UNOPS UNFPA, UNDP Staff Union's Training on Negotiation Skills virtually that was well received and informative. Ms. M'Bodji agreed.

It was suggested and agreed to coordinate a similar negotiations training for the Council.

The Chairperson wished the council a great recess.

The virtual meeting adjourned at 15:50 PM EST.
