



**Minutes/Actes:**

Meeting No: 46/56  
Date: 3 September 2020  
Time: 13:15 - 15:15 PM EST  
Venue: Virtual (MS Teams)  
Quorum: 13/17 Units

## 46<sup>th</sup> Staff Council Meeting Minutes

The meeting was quorate at 13:25 PM EST with 13 Units present. The meeting was recorded.

Staff Council Chairperson Ms. Camille McKenzie and Deputy Chair Ms. Ramona Kohrs co-chaired the meeting and Assistant Secretary Ms. Sarah M'Bodji took notes.

Units present were: 6,13, 14, 17, 18, 20, 21, 22, 24, 26, 29, 30, 31.

All members of the Union leadership team were present.

### 1. Adoption of Agenda

The Deputy Chairperson Ms. Ramona Kohrs declared the agenda adopted

### 2. Adoption of previous minutes

The Deputy Chairperson asked the Assistant Secretary for update on the minutes and resolutions. The Assistant Secretary apologized that both she and the Secretary were on leave. The First Vice President Mr. Aitor Arauz Chapman thanked Ms. M'Bodji for taking notes while on annual leave, today in the absence of the Secretary. He suggested that pending minutes and resolutions be adopted together once the Secretaries were back from leave and able to verify the correct numbering of sessions and resolutions. The meeting agreed

The Deputy Chairperson clarified that pending Meeting Minutes and Resolutions for the emergency meeting and meetings 52, 53, 54, and 55 would be tabled to be adopted the following week.

### **3. Reports by Unit**

Ms. Michelle Rockcliffe (Unit 6) reported on management culture issues in the Pension Fund and announced she was organizing a Staff Management Consultation in the Pension Fund.

She elaborated on challenges in the Pension Fund and asked for leadership support. The First Vice President Mr. Aitor Arauz Chapman offered to liaise bilaterally.

### **4. President's Report and Summary of Communications**

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

Ms. Michelle Rockcliffe (Unit 6) inquired about the item on Racial Justice, underscoring the requirement for a focus on individual conduct and on internal justice.

The First Vice President agreed, pointing out that on paper the organization had all the values and requirements in place. The problem was in the prevalence of discriminatory conduct and the lack of enforcement of any response.

Mr. Sergio Pires Vieira (Unit 24) supported the statements on justice, equity and organizational culture. Assistant Treasurer Mr. Yogesh Sakhardande (Unit 26) highlighted the current timing and momentum seen in global civil society around racial justice, which should be used by the leadership, Union and council for promotion of a more equitable system inside the organization.

*The Chairperson took over as Chair of the meeting from the Deputy Chairperson.*

### **5. Executive Board report**

The Executive Board (EB) Report PDF file by Virtual Chat by the Assistant Secretary.

Mr. Sergio Pires Vieira (Unit 24) asked for clarifications on the organization's financial situation. The First Vice President clarified that the most recent updated was from Under-Secretary General Pollard, who had said that thanks to strict cash management, salaries were safe through the end of the year. The Leadership would ask the Controller to provide a briefing on the topic for the benefit of all staff.

Ms. Michelle Rockcliffe (Unit 6) inquired about the ongoing collection efforts to provide relief for colleagues in Lebanon, pointing out that the practices had changed as compared to the Union's established practice.

The First Vice President clarified that the only practice that had changed was the use of a digital platform (GoFundMe) for collecting funds, as staff were working from home and therefore cash collection was not viable. He pointed out that the use of an electronic platform provided greater transparency, as all transactions were recorded, and nobody would be handling cash. The rest of the process remained the same, with disbursement of the funds being supervised by a Staff Relief Committee, whose membership was endorsed by the Secretary General and included a representative from the Lebanese Mission. The Staff Union Treasurer Mr. Jaime Garreta endorsed the statement made by the First Vice President.

## **6. UNSU Finances**

Staff Union Treasurer Mr. Jaime Garreta and Assistant Treasurer Mr. Yogesh Sakhardande briefed the Council on the recent Union BBQ event for critical Staff; the annual MetLaw programme closing and submissions, Beirut relief efforts and miscellaneous Union payments.

The BBQ for essential on-site staff was a great success and had come in under budget.

The MetLaw enrolment campaign was now closed. Once the final figures were tallied, all enrolment fees collected from staff would be transferred to the company.

Ms. Michelle Rockcliffe (Unit 6) asked for further clarification on the Beirut relief funds and requested a written report from the committee. The President stated that the colleagues in Beirut were still surveying the damages and collecting applications for assistance based on needs. No funds had yet been disbursed. The Chairperson asked for a detailed report to be given to the Council once the effort was concluded.

## **7. Ombudsman & IJC reports**

The First Vice President Mr. Aitor Arauz Chapman thanked the Deputy Chairperson for sharing the reports of the Ombudsman and Internal Justice Council (IJC) and encouraged Council member to read them.

Ms. Ramona Kohrs (Unit 21) alerted the Council to several alarming issues that she noted when studying the IJC report, including frozen vacancies in OSLA. Ms. Kohrs encouraged all Council members to read the reports and urged action in support of the recommendations made by the IJC in its report. Ms. Michelle Rockcliffe (Unit 6) agreed with the idea of a further discussion at a dedicated meeting. Mr. Sergio Pires Vieira (Unit 24) echoed the requirement to have more in-depth discussions for increased understanding. Mr. Aitor Arauz Chapman replied in agreement and extended support where possible.

**8. Any Other Business (AOB)**

Mr. Sergio Pires Vieira (Unit 24) announced that the Training Committee would announce further dates for training after the General Debate.

*The virtual meeting adjourned at 15:15 PM EST.*

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