



Minutes/Actes:

Meeting No: 46/60
Date: 08 October 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. Staff Council Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 17, 22, 24, 26, 27, 28, 29, 31, 32, 33. All members of the leadership team were also present.

1. Adoption of the agenda

The agenda was adopted with 08 items.

2. Adoption of previous minutes

Minutes for the 52nd to the 59th meetings + EM3 and EM4 of the 46th Staff Council were adopted with edits introduced by the 1st VP and Michelle Rockcliffe.

3. Reports by Units

The Deputy Chair Ramona Kohrs updated the Council on the situation of the engagement survey results in Department of Global Communications (DGC). She mentioned that the Department's +1,000 responses were being anonymised by management. From the results, she thought that the abolishment of G to P, as well as the merge of the two GS salary scales, were issues that counted on broad support amongst staff.

Karina Loktionova (Unit 2) inquired about what was going on with the Albano and UNITAR buildings and inquired about the progress towards the childcare support.

The 1st VP Aitor Arauz Chapman congratulated the Deputy Chair on their work in analysing and addressing the issues identified in the Staff Engagement Survey, including the establishment of a team of staff members to examine ways to improve on the various dimensions highlighted by the Survey. He thought that the positive response by the DGC management shows that management was keen to address the issues identified in the survey. He also called for interested staff representatives to discuss this matter with DGC staff representatives to learn from their experience in this regard.

Michelle Rockcliffe (Unit 06) informed the Council that she had a Unit meeting in which the issue of staffing tables was raised. She added that the staffing tables were being requested for almost 2 years but to no avail.

The Deputy Chair explained that staffing tables were not easy to get, and that staff reps should keep a constant pressure to get these tables.

Sarah M'Bodji raised the issue of a staff member who just resigned in her area. In this regard, she thought that we should keep track of posts and resignations to ensure that posts that should be used to accommodate staff during any downsizing exercise.

Sergio Pires Vieira (Unit 24) said he was sceptical towards any expected progress from the Staff Engagement Survey and pointed out that even if correction measures were identified by different working groups, he thought implementation was the real problem.

Commenting on the resignation issue, Sebastian Cervantes (Unit 22) informed the Council that some staff members were pushed to resign because they were not afforded proper alternative working arrangements.

On the childcare subject, the President Patricia Nemeth thought that management found this arrangement not feasible financially and that other options were being looked into. She also updated the Council on the phased return to the headquarters, including the possibility of allowing staff members to return to the offices given that the percentages of attendees at any given day are within the approved percentage for Phase 2. She also raised issues with the approval processes of flexible working arrangements (FWA) (from home country, for instance) especially with the General Service staff, who are recruited locally, and were found to be ineligible for working away from the headquarters by their executive offices. She finally added that Phase 3 was not expected before the beginning of 2021.

Jesus Parado (Unit 33) inquired how the OHR guidelines regarding the phased return were prepared, and whether or not did the Union take part in their preparation. The President responded that such guidelines were formulated by the Policy Unit of the Office of Human Resources and that the Union and other stakeholders were part of this process.

Regarding the denial of GS staff of the right to work from their home countries, Michelle Rockcliffe thought GS staff should fight for such right, rather than simply resigning. She further explained that the FWA policy did not differentiate between locally or internationally recruited staff in their eligibility for such a right, an opinion that was supported by Simona Maria Chindea (Unit 24).

Michelle Rockcliffe called for the Council members to have communications with their constituents to be aware of all the different arrangements being implemented in their areas, given that we're all away from the campus now, and emphasized the importance of exchanging information and views with Units' members.

4. Briefing by the UNSU President on the issues on the ICSC 90th session agenda

The President updated the Council on the arrangements for the ICSC meeting. She informed the Council members that the UNSU along with other sister Unions were meeting regularly to have common grounds on the topics on the agenda. Regarding the contractual modalities, she thought that we have one of two options, whether to push for the establishment of a working group that would review the whole package of contracts, or to push against its establishment to limit the ability of dramatic changes in the contractual modalities.

5. President's Report and Summary of Communications

Michelle Rockcliffe praised the detailed and well written President's report. The Deputy Chair inquired about the company that will run the recently opened cafeteria. The 1st VP explained that CulinArt was still on board, and that they brought back some of its old staff who – at some point – lost their jobs.

6. Executive Board Report

The Secretary Sherif Mohamed informed the Council about the need to revise the amount allocated for the auditing of the 45th Staff Council accounts as the final billed amount was 575 USD more than the approved amount. Michelle Rockcliffe thought it was appropriate to present to the Council an amendment to the original resolution and have it approved. The Council so decided.

7. UNSU Finances

Yogesh updated the Council on the progress towards the financial statements and promised to share them with the Council at the Council's upcoming meeting. On MetLaw legal plans, he updated the Council on the progress of the payment to MetLaw. Michelle Rockcliffe asked for a detailed financial statement, including the budget performance of each budget item. This request was seconded by the Deputy Chair, who called for proper financial statements of the Council.

8. AOB

Nothing was reported.

The meeting adjourned at 15:30.
