



Minutes/Actes:

Meeting No: 46/67
Date: 03 December 2020
Time: 13:15 - 14:30
Venue: Virtual
Quorum: 13/17 Units

46th Staff Council Meeting Minutes

The meeting was quorate at 13:25 with 09 Units present. The Chair Camille McKenzie chaired the meeting and Secretary Sherif Mohamed took notes. Units present were: 06, 13, 14, 18, 20, 21, 22, 26, 27, 28, 29, 30, 31. The 1st and 2nd vice presidents were in attendance.

1. Adoption of the agenda

The agenda was adopted without changes with 08 items.

2. Adoption of previous minutes

Minutes for the 65th and 66th meeting remain pending.

3. Reports by Units

Patel Noble (Unit 14) updated the Council on the leave situation in their Department. He pointed out that they no longer need the services of the Council's legal adviser, thanks to the President's efforts, which eventually led to resolving the situation. He thanked the President for her efforts, as well as all members of the Council for their support in this regard.

The Deputy Chair Ramona Kohrs informed the Council members that the staff representatives of the Department of Global Communications (DGC) attended the first departmental staff-management meeting, in which views of the staff were shared with the USG, and that she would keep the Council updated with any developments in this regard.

Michelle Rockcliffe (Unit 06) thought that management would likely not allow staff to carry annual leaves over 60 days beyond end of March 2021 and invited the Council members to encourage their constituents to use these balances.

Patel Noble thought that the lack of proper accountability measures against managers who breach the rights of staff led to unfair decisions such as over-charging annual leave in the case of Security Staff and called for a strong accountability mechanism that focuses on ending impunity in the Organization.

The Chair thanked Patel Noble for his intervention and thought that getting together and facing abusive managers is the only way to move forward. She joined Patel Noble in thanking the President and the Council for their support.

4. President's Report and Summary of Communications

The Deputy Chair asked about updates from the SMC meetings mentioned in the President's report.

Regarding the Mobility Working Group, the 2nd VP Francisco Brito informed the Council that the WG discussed the 2nd part of its mandate - staff selection – and that they were waiting for the SG's report on Mobility to be published before moving into further discussions. He explained that changes to the staff selection methodology for posts from G1 to G4 were being introduced, which might lead to all staff members being eligible for continuous contracts (including staff on the levels from G1 to G4, whom were not eligible for continuous contracts owing to the lack of a Central Review Body's (CRB) review in their selection process).

On the Racism Task Force, the 2nd VP updated the Council on his intervention regarding issues with the recent Survey, among other issues. The Task Force's WGs were formed and their executive members were appointed by management, who is also expected to force its own terms of reference, a practice that he found to be demotivating and confusing.

The Deputy Chair asked for an update regarding the resolution on the Workplace Accommodations and mentioned that she came across reports in which management was encouraged to end the leases of annex buildings. She thought the situation was urgent and called for an action in this regard.

Michelle Rockcliffe asked for further details in the President's report to help the Council members understand the details of each of the meetings attended by the Union leaders.

Karina Loktionova (Unit 29) thanked the Council for supporting the resolution, which she shared with her constituents as well as the management of the Documentation Division (DD) who also supported the resolution. She informed the Council that – as per the Albano building lease- a termination is only possible in 2026, associated with a large penalty, which she found reassuring.

5. Executive Board Report

Nothing was raised.

6. Draft Resolution on Holiday Charity Contribution

The Deputy Chair inquired whether the requested amount was additional to the holiday charity contributions being collected from staff in the HQ. Michelle Rockcliffe stated that it was not necessary to approve further amounts from the Union's budget – drawn from the staff members' contributions - in addition to what they already donated. She also explained that there was no budget line for such expenses.

The Deputy Chair asked about the budget line that was intended to be used. She also thought that the Council should specify the charity to which this contribution would be directed.

The Treasurer Jaime Garreta explained that the "Miscellaneous" budget line was untouched and could be used for this cause.

Michelle Rockcliffe asked to take off the part regarding "cooperation with DOS" if the draft resolution was ever adopted as there was no cash being donated by that department. She thought that the Council had exhausted amounts from the "Miscellaneous" budget line and did not support using it to fund the present draft resolution.

The Treasurer explained that all the details about the use of the Union funds were presented in their financial reports and that no funds were spent from the "Miscellaneous" budget line.

Michelle Rockcliffe added that it was not the Union's mandate to collect dues for charity and asked the Council members to vote against the present draft resolution.

The 1st VP explained that the involvement of DOS was very useful for the Council as they facilitated the delivery of these donations and listed the other areas in which DOS supported this initiative. He explained that holiday drive was initiated by the City of New York, and donations would be channelled through them. He thought the initiative was good, however he understood the valid points raised by the Council members opposing the draft resolution and asked the Council to decide on this matter.

Michelle Rockcliffe reiterated that since enough donations were received, and it was not necessary to use further amounts to be donated from the staff members' dues.

The Deputy Chair moved to suspend the adoption of the draft resolution until next meeting. The motion was seconded.

The Council moved to vote on the motion. The motion was adopted by 05 votes in favour, 01 vote against, and 04 abstentions.

7. UNSU Finances

The Treasurer shared the Union's bank statements for October 2020. He went through the statements and explained the movement of funds within the Union's different types of accounts. He also presented the balances of the Union's savings and certificate accounts. The Treasurer also explained the financial statements that he shared with the Council members.

Michelle Rockcliffe asked whether the USD 3000 receivable in our balance sheet was being follow-up in the usual manner that would allow recovery of this amount, since if there was no follow-up then the Council may not expect the funds to be collected and in this case the amount should be written-off the Union's accounts. She added that writing-off such amounts is a common and acceptable auditing procedure. She also inquired about the current count of Union members. The exact data would be communicated to the Council at a later time.

8. AOB

Nothing was reported.

The meeting adjourned at 15:10.
