



Minutes/Actes:

Meeting No: 46/71
Date: 14 January 2020
Time: 13:15 - 14:30
Venue: Virtual
Quorum: 14/17 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, 21, 22, 24, 26, 27, 28, 29, 30, 31, and 33. The leadership team was in attendance.

1. Adoption of the agenda

The agenda was adopted with 9 items with the addition of 1 item on “Consultation on Phase 3 ‘Next Normal’” by the 1st VP.

2. Adoption of previous minutes

Minutes for the 67th and 68th meetings and the 5th Emergency meeting were adopted. Minutes for the 69th and 70th meetings remain pending.

3. Reports by Units

The Assistant Secretary Sarah M'Bodji reported the concerns of some of her constituents regarding protests that took place in front of the UN the night before.

On a different note, the Deputy Chair Ramona Kohrs updated the Council on the situation with the UN Yearbook unit, which was decided to be dissolved with the claim that the Yearbook does not fit anymore into the Organization's communications strategy which pays more attention to social media activities. The Deputy Chair forewarned that the discontinuation of the Yearbook would lead to grievous loss in Organization's institutional memory on the long run and referred to importance of the Yearbook to different types of clients, especially students and researchers.

Michelle Rockcliffe (Unit 06) suggested to adopt a draft resolution to disagree on the discontinuation of the Yearbook.

The 1st VP Aitor Arauz Chapman thought that the unilateral decision to dissolve the Unit was irregular and that the Council should look deep into this matter to find out the different dimensions of such decision. He also stressed the critical importance of the Yearbook and welcomed Michelle's call for a common Union position in this regard. He finally brought the attention of the Council members to the urgent need to a proper downsizing policy and reminded the Council members that even though an agreement was reached regarding the downsizing policy, it hasn't yet been promulgated.

Ashley Rode (Unit 21) informed the Council members that the DGC management, when approached regarding the issue of the Yearbook Unit, claimed that staff representatives does not have anything to do with such restructuring exercise, including a claim that no GA decision is needed to perform such restructuring/downsizing exercises. The Deputy Chair supported Ashley's intervention and referred to [ST/SGB/274](#) on "*Staff Management Consultation Machinery at The Departmental or Office Level*". The Deputy Chair added that management also claimed that discussions were going on to downsize the Yearbook Unit since 2018 while she doubted that the Department even bothered to include such plan in the 2021 budget proposal.

Michelle Rockcliffe made a motion to prepare a Council resolution regarding the discontinuation of the Yearbook. The Motion was unanimously adopted.

The 2nd VP Francisco Brito suggested to invent a mechanism for the adoption of similar Council resolutions regarding the irregular use of the Organization's reform efforts to arbitrarily downsize and restructure areas of the Organization and forewarned that such practices are currently trending.

The 1st VP advised the DGC staff representatives to reach out to all managers involved in this regard, all the way to the Head of Department and not to worry much about managers' attempts to keep them out of the picture.

Coralie brought a question from her Unit regarding the confidentiality of medical information that is shared with managers by the Medical Service and questioned whether managers were obligated to respect confidentiality like medical practitioners.

Michelle Rockcliffe referred to the terms of the [Health Insurance Portability and Accountability Act \(HIPAA\)](#), and thought it should equally be applied on managers and medical practitioners inside the UN and that such information cannot be shared beyond the regular Medical needs. The Deputy Chair supported Michelle's point of view in this regard and thought staff members have the right that their confidential medical records be treated in a sensible manner.

Patel Nobel (Unit 14), added that - from his experience - Medical Service should not share their medical records with anyone else and explained how some medical information could be reported in a way that does not reveal confidential data about the medical condition.

The President Patricia Nemeth promised to inquire about the rules governing this area and revert at the earliest.

The Assistant Secretary reminded the Council of the pre-Umoja process of handling sick leave certificates and sharing them with the Medical Service and recalled that such certificates were handled in sealed envelopes clearly marked as confidential, which is a strong proof of the sensitivity and confidentiality of such information and called for the Council to find out the governing rules of this issue.

4. Pension Fund

Michelle Rockcliffe briefed the Council about the work of the Pension Fund, and pointed out the different areas of concern, and why the current draft resolution was important.

She presented the draft resolution with the Council and explained the sole purpose of the resolution while explaining - paragraph by paragraph - the different areas that the draft resolution covers.

It was agreed to continue considering this item at the Council's next meeting.

5. President's Report and Summary of Communications

Nothing was raised.

6. Executive Board Report

Nothing was raised.

7. UNSU Finances

Michelle Rockcliffe asked a question about consultancy expenses in the approximate amount of USD 3,275. The Treasurer indicated that the amount was used to pay an outstanding balance to the auditing company.

Michelle Rockcliffe also requested a summary of the legal cases being supported by the Union and finally asked again for the total number of the current Union members.

8. Consultation on Phase 3 “Next Normal”

The Leadership presented the ‘next normal’ project to the Council and a conversation took place in this regard. The 1st VP will share more information in this regard via the Council’s Teams channel and called for the Council members to meet with their constituents and regularly share updates in this regard and to gather the views and ideas of the staff to allow the Union to craft an informed position.

9. AOB

Nothing was reported.

The meeting adjourned at 15:10.
