



**Minutes/Actes:**

Meeting No: 46/74  
Date: 4 February 2021  
Time: 13:00 - 14:15 PM EST  
Venue: Virtual (MS Teams)  
Quorum: 10/17 Units

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

The meeting was quorate at 13:30 with 10 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: 6, 13, 14, 17, 18, 21, 24, 29, 30, 31.

The Staff Union leadership team were all present.

### 1. Adoption of Agenda

The Chairperson Ms. Camille McKenzie with suggestion of the First Vice President Mr. Aitor Arauz Chapman of added the interns were present to make their introduction the 2<sup>nd</sup> item and the minutes were moved to the 3<sup>rd</sup> item. The agenda was adopted with item 2 added into the drafted agenda's order.

### 2. Introduction of Interns

The First Vice President Mr. Aitor Arauz Chapman introduced new interns Ms. Betania Rodriguez Allo and Ms. Shuyue Wang joining Union Monday, explaining the competitive interview process, and he asked the two interns to introduce themselves. He further explained that the 3<sup>rd</sup> intern selected will join the Union office for 3 months, in May 2021.

Ms. Shuyue Wang thanked the council and explained she was a master's degree student at Columbia University in anthropology, and she expressed her

excitement to be joining the team.

Ms. Rodriguez Allo introduced herself and explained that she is a lawyer with degrees from Syracuse University, Harvard University and passion for law, technology, the and UN, public policy. She explained this was her 3rd internship at the UN.

The council members welcomed the new interns and the chairperson asked the interns to exit the virtual meeting and thanked the interns for joining.

### **3. Adoption of Meeting Minutes**

The Chairperson Ms. Camille McKenzie addressed the outstanding notes in absence of the Assistant Secretary and suggested these would be tabled for next week, as she was not clear because she did not realize the Secretary would not be and did not have any recent updates. She suggested the outstanding were 72/73 and any outstanding minutes adoption be tabled, upon the Secretary return next week.

### **4. Reports by Unit (RBU)**

The Chairperson Ms. McKenzie asked for any report by units from council.

Ms. Coralie Tripier gave a briefing on the recent Interpretation Townhall with and four duty stations. She explained the staff concern over valid medical conditions experienced by staff as a result reports of adverse and challenging working conditions during COVID-19 FWA. She briefed on the history of the Interpretation Service (IS) and new challenges with FWA and remote interpretation. She reported that challenges were being acknowledged by DGACM Senior management whom were getting on board and she explained the possibility of a future medical study.

Ms. Tripier asked for the council's feedback and suggestions.

(Editing note: Ms. Tripier reported this item on AOB and requested this be placed under RBU in the meeting record.)

Michelle Rockcliffe (Unit 6) reported that the Office of Investments Management (OIM) was working with the UN Staff college on addressing the OIOS recommendation

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

The Chairperson asked for any questions from council.

The Second Vice President Francisco Brito briefed on UNSU and Racial Justice informal working group which has met weekly since June 2020 and explained the launch of Focal Point Network that will be the topic of the next week's Wednesday, the 10<sup>th</sup> of Feb 2021, Townhall. He further asked all council member to forward the townhall event invite on the UNSU Launch of Racial Justice Focal Points Volunteer Network to their units to attend. He underscored the importance of groundbreaking work the group was doing on UN workplace and racial justice.

Ms. Karina Loktionova (Unit 29) asked about Next Normal and Staff Union led Dialogues hosted by leadership on "Next Normal" and request information on if summaries were available for those whom could not attend at times of actual sessions. Ms. Loktionova requested how to staff could provide their feedback and if there would be localized sessions for units.

The First Vice President Mr. Aitor Arauz Chapman explained about the Teams channel and suggested Staff Council members submit feedback and invited all to join the UNSU Next Normal dialogues.

Mr. Sergio Pires Vieira (Unit 24) suggested staff in his unit had posed questions on the new values and competencies and asked for any leadership feedback on

this.

Mr. Aitor Arauz Chapman responded by explaining the history of the exercises on Human Resources policy and elaborated on the current developments for the new review of work streams in the designated areas of UN and mandated work.

Mr. Aitor Arauz Chapman explained how the discussions have expanded around overlapping areas inside the system wide initiatives such as performance management, accountability, and compliance measurement. He further described the parallel process and underlying complexities with the intersectionality of issues in overall catalogue of the OHR mandated areas. He clarified that the core values and applications need to be fully analyzed and harmonized.

Ms. Rockcliffe (Unit 6) asked clarification on what the Leadership's position was on this HR review raised by the VP especially in relation to new core values such as humility, which did not appear to be linked in any way to the UN Charter to which previous values are linked

Mr. Arauz Chapman confirmed this is at the SMC level and Leadership is engaging the Senior Management and negotiations are ongoing in HR policies.

Mr. Arauz Chapman explained he wanted this to be further discussed with the intension to ensure standardized positions from the council. Mr. Arauz Chapman reassured that the discussions ongoing at the SMC level will address the issues for staff and acknowledged the complexities, further welcoming Mr. Pires Vieira's concern and welcomed more discussion and feedback from council members.

Ms. Rockcliffe made note that the during the reporting period President had been an observer as VP for CCISUA at the Pension Board meeting

## 6. Executive Board report

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

Ms. Michelle Rockcliffe (Unit 6) requested clarification on and EB financial matter from the report and addressed the cost of interns and that there would need to be a resolution for the Council's approval of costs.

The First Vice President Mr. Aitor Arauz Chapman apologized for the oversight that a resolution had not been drafted or presented.

Mr. Aitor Arauz Chapman addressed the Flexible Work Arrangement (FWA) with complex nature of virtual hiring process and changes to rules.

Ms. Rockcliffe asked for further clarifications of financial and procedural matters regarding the onboarding of the interns – including the fact that in view of the total cost approval had to be by the Council to be in accordance with UNSU Financial rules.

Mr. Aitor Arauz Chapman acknowledged the rule on items under 1000\$ US and noted that a resolution was in the pipeline. The President reaffirmed the statement of the first VP.

## 7. UNSU Finances

Treasurer Mr. Jaime Garreta reported no additional items from EB report as the intern was addressed and Mr. Garreta explained the Assistant Treasurer Mr. Yogesh Sakhardande was absent.

Ms. Michelle Rockcliffe referenced a bilateral call from Leadership regarding the recent UNDT-2021-006 and A/75/301 paragraph 87 [[https://undocs.org/en/a/75/301\(Part I\)](https://undocs.org/en/a/75/301(Part I)) ”]. Ms. Rockcliffe discussed the case and suggested that the council should require a follow up on the accounts receivable that pertained to this matter.

The President explained there was a decision recently from UNDT that would probably be sent to UNAT, and the VP echoed the President's statements and agreed that Leadership would follow up on this matter.

Treasurer Mr. Garreta addressed the letter in question and that he recalled these were three staff involved, not only one that Ms. Rockcliffe referred to whom were from the UNSRC's Sport Club.

## **8. Consultation on Phase 3 Next Normal**

The First Vice President Mr. Aitor Arauz Chapman briefed on DMSPC UNSU jointly moderated dialogues on the "Next Normal" and explained the sessions would go on for next three weeks, and further requested Council members to submit inputs to the WG on Next Normal. Mr. Arauz Chapman remarked on the "Next Normal" consultations and future concerns, encouraging inputs and solutions to be heard and submitted from units and council members.

Mr. Arauz Chapman briefed on his participation on the dialogues on staff engagement and business process improvement.

## **9. AOB**

Ms. Karina Loktionova (Unit 29) asked about the possibility of the previously suggested Controller Townhall and follow up to answer staff's ongoing financial situation.

The President Ms. Patricia Nemeth addressed the question by explaining the ongoing work with Occupational Safety & Health (OSH) committee. She further addressed the budget discussions and she suggested that Leadership has been and will follow up on these items.

Ms. Michelle Rockcliffe (Unit 6) asked if there had been any follow-up on G-P training.

Ms. Patricia Nemeth responded that she has a discussion with someone who was willing to help And was waiting to hear from HR and would follow up.

*The virtual meeting adjourned at 14:39 PM EST.*

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