

UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES
45th STAFF COUNCIL/45ème CONSEIL DU PERSONNEL

Resolution/Résolution

Resolution No.: 45/50

Meeting No.: 70

Date: 29 November 2018

**45th Staff Council Resolution
on the Establishment of a Staff Legal Assistance Committee**

Whereas,

Staff members have a right to advice, assistance and protection in regard to all matters within the Union's competence (UNSU Regulation 1.1 a);

The Union may support the litigation of individual cases deemed to be of relevance to staff as a whole, or likely to establish jurisprudence relevant to staff;

The 2017-2019 UNSU Budget adopted under Staff Council Resolution RES/45/8 allocated USD 300,000 to Legal Advice and Support for the biennium;

All requests for legal assistance require a detailed assessment on the part of the Union before funds can be committed;

Expenditures that exceed USD 1,000 must be approved in advance by the Council (UNSU Financial Rule 2 a); and expenditures between USD 200 and 1,000 must be approved in advance by the Executive Board (UNSU Financial Rule 2 b).

The Staff Council hereby,

Decides to establish a Staff Legal Assistance Committee composed of the following members duly elected by secret ballot at the Staff Council's 70th meeting of 29 November 2018:

Michelle Rockcliffe (Unit 6)
Jesus Parado (Unit 11)
Kegham Tamamian (Unit 25)
Shirley Abraham (Unit 37)
Jaime Garreta (Unit 37)

The UNSU Secretary shall act as ex-officio secretary to the Committee;

Charges the Staff Legal Assistance Committee with assessing requests for legal assistance received from dues-paying staff members by means of the respective form, and in line with the following Terms of Reference;

Decides that financial support for litigation shall be limited to staff members who have been dues-paying members for at least 6 months prior to submitting a request.

TERMS OF REFERENCE FOR THE STAFF LEGAL ASSISTANCE COMMITTEE

Remit

The Staff Legal Assistance Committee is tasked with reviewing cases submitted by staff members who request financial assistance from Union funds in order to litigate against the Administration. Criteria for recommending support shall be: agreement in principle on the grounds for a complaint, reasonable prospects of success, the expectation that the ruling may establish jurisprudence that is relevant to matters under the Union's competence or of interest to a broader constituency of staff.

Membership

The Staff Legal Assistance Committee shall be made up of 5 members elected by the Staff Council in a secret ballot. Candidates may be Staff Representatives or dues-paying members of the Union in good standing.

Meetings

The Committee shall elect a Chair at its first meeting. In the Chair's absence, a meeting may be convened by any other member, who shall be acting chair for that meeting.

Meetings shall be quorate with any three members present and decisions shall be taken by a majority vote. In case of a tie, the meeting chair shall cast a deciding vote.

A meeting shall be held ex-officio within a week of receiving a request through the Staff Council or Executive Board.

The Committee shall report:

- a) to the Executive Board within a week of receiving a request when recommending the case for review by a lawyer (fee up to USD 1,000)
- b) to the Staff Council within two weeks of receiving a request when recommending the case be referred to a lawyer for litigation. If litigation is recommended, the Committee shall request an estimate from the litigator, to be attached to its recommendation.
- c) to either the Staff Council or Executive Board, whichever meets first, when recommending a case not be taken up by the Union.

Adopted	YES
For	20
Against	0
Abstention	0