United Nations Staff Union  
Staff Legal Assistance Committee  

Established under the resolution 47/12 of the Staff Council, adopted on 30 September 2021  

Minutes  

Meeting No: 1  
Date: 29 October 2021  
Time: 12 p.m. – 1 p.m.  
Venue: virtual  
Attendance: 5 elected members and 2 ex-officio members  

Egor Ovcharenko  
Shirley Abraham  
Jaime Garreta  
Maurizio Giuliano  
Gabriela Conti  
Kathryn Kuchenbrod (ex-officio member)  
Meriam Gueziel (ex-officio member)  

The Committee discussed the case of L. K., a President of an anti-racist staff association whose fixed-term contract was not renewed, because the Administration alleged that her action in that association constituted a conflict of interest with her work duties.  

The Committee members expressed the view that such a non-renewal was inappropriate, as there is no conflict of interest whatsoever between fight against racism and international civil service. They agreed that it was a landmark case, important for the entire Union membership.  

The Committee decided to recommend to the Staff Council (as recommendation 2021/1):  

a) to support the case of L.K. on the basis of the usual arrangements with the Legal Adviser of the United Nations Staff Union;  
b) to direct the Legal Adviser to insert in the claim the request for compensation of legal fees, and to conclude with the applicant the agreement, by which, in case these fees will not be awarded, the applicant commits to cede to the United Nations Staff Union 20 per cent of the monetary compensation received from the Tribunal, if any.  

The Committee members agreed that the practice, described in the part b) of the recommendation, concerning the request for the compensation of legal fees and the agreements with applicants on cession, in case the compensation of legal fees is not awarded, of a part of the monetary compensation, if received from the Tribunal, should become a standard in the interest of funding of future cases.  

The meeting adjourned at 1 p.m.