44th Staff Union Council **2026-2027**	**Draft minutes of the 7th meeting** held on 17 September 2026 *Adopted on 10 November 2026* ***Ref. SU-44-7***

Council members present: Ian Richards, Nicole Lewis Lettington, Marian Aggrey, Rowland Palairet, Mohamed Chiraz Bali, Naima Abdellaoui, Cathy Peck-Arif, Laura Johnson, Dominique Chantrel, Janet Puhalovic, Nataliya Oliynyk, Marie Araksia Gulsadian, Hee-Kyong Yoo, Begoña Martinez Alfonso, Philip Thomas, Radouan Toualbia, Clint O'Connor, Cintia de Lima Cardoso, Cedric Jacquiot.

Council members absent: Anjum Khan, Julien Bornon, Philippe Duparc, Marko Stanovic, Ysabel Fougery, Jean-Luc La Planeta.

The meeting began at 13.15

1. Adoption of the agenda

The agenda was adopted without change.

2. Adoption of the minutes of the previous meeting

The minutes were adopted without change.

3. Report of the Executive Secretary

The Executive Secretary noted that certain items would be taken up under separate agenda items. She briefed on the proposed changes to the compensation package and CCISUA's position on them; on the special education grant, the Union was working with parents of children with disabilities, as a choice was before the General Assembly. No SMC ad hoc meetings had taken place since the last Council meeting; the agenda for the next ad hoc meeting on 30 September would cover the Health and Life Insurance Committee and staff representation on it, the regional reset, contracts and downsizing. A briefing on UN80 was upcoming. The United States had paid a new tranche of its contributions, covering the period to the end of the year. On legal issues, the Union was working on step determination, which was a problem for colleagues on a series of temporary appointments; a staff member had won a case at the UNDT, which the Administration did not appeal, possibly so as not to create a precedent. The roster case was being appealed to UNAT. The Council had met with UNSMIS to discuss the premium changes and a townhall would follow. The Executive Secretary gave remarks on World Humanitarian Day. A townhall was held with UNDRR staff, focusing on harassment complaints and flexible working arrangements (FWA). FWA was also a concern in OCHA and OHCHR: in OCHA, the survey averted a crackdown and ensured more positive communication from management; in OHCHR, the survey followed news that the Deputy High Commissioner wanted to crack down on FWA.

The Council took note of the report. Naima Abdellaoui raised concerns about CCISUA having invited Mark Malloch Brown to speak at its General Assembly in May. She also suggested that the Union inform staff that OIOS resources were stretched, set expectations on harassment complaints accordingly, and make clear that the internal justice system was not perfect.

4. Report of the Finance Commission

The Finance Commission reported on the repayment of the loan to the tennis club and noted that the signatories for the UBS account were in the process of being changed.

The Council took note of the report.

5. CCISUA mid-term meeting and General Assembly advocacy

The CCISUA mid-term meeting would take place from 17 to 20 November. As this was a very important year for lobbying, the Union would begin its lobbying around the mid-term meeting, requiring a mission from 16 to 25 November. The Executive Bureau proposed a delegation of four: Laura Johnson, Ian Richards, Nataliya Oliynyk and Mohamed Chiraz Bali. In response to a question, it was clarified that lobbying would focus on the compensation review and the margin, and would include meetings with delegates. Position papers would be prepared.

The Council took note of the proposed delegation.

6. Long Service Awards

The broadcast and invitation emails had been sent based on HR data, and 200 requests for corrections had been received. The Tempus conference room was not ideal for the event. After much back and forth, the photographer had agreed to work free of charge.

The Council agreed to CHF 2,000 for the catering.

7. End of year party

Ian Richards briefed on the end of year party, which would take place on 17 December (although date subject to confirmation), likely combining the Salle des Pas Perdus and the 8th floor, with limited hours. A proposal would be brought to the next Council meeting.

The Council took note of the update.

8. Nepal humanitarian collection

CHF 10,235 had been raised from staff for Nepal.

The Council agreed to a CHF 10,000 top-up to complement the funds raised by staff.

9. Report from FICSA and ICSC training courses

Laura Johnson briefed on the FICSA training. Janet Puhalovic and Nataliya Oliynyk briefed on the ICSC training.

The Council took note of the reports. It was proposed that training be provided onward to the Council.

10. Local salary survey committee update

The survey team was in Geneva collecting data and had needed an interpreter.

The Council took note of the update.

11. Cost of living survey

The Council was warned about the current gap between the post adjustment index and multiplier, meaning Geneva was currently receiving a higher post adjustment that the cost-of-living comparison would warrant,

owing to inflation in New York among other factors. There was therefore a high risk of this resulting in a pay cut. The Council needed to be aware of this and set expectations accordingly while focusing on the best way to improve the outcome of the survey.

The Council took note of the update.

12. Communication between the Council and joint bodies

The Council agreed to hold a special meeting with the joint bodies.

13. Request for the Council to fund a member's for ITCILO Online Master in Industrial and Employment Relations (MIER)

Naima Abdellaoui requested EUR 9,900 for a Master's degree to understand ILO labour standards and be able to apply them within the UN employment context.

Questions were asked about the course extending beyond the term of the current Council. The Executive Secretary explained that the Executive Bureau had taken a position against funding a Master's degree for any representative, as the benefits accrued more to the individual than to staff representation at large. The training was also designed for actors in tripartite systems. Rowland Palairet noted how much money was going into humanitarian collections, albeit making clear he did not oppose such funding.

Naima Abdellaoui requested a roll call vote. The Council did not approve the request. One member voted in favour (Naima Abdellaoui), ten voted against (Ian Richards, Nicole Lewis Lettington, Marian Aggrey, Cathy Peck-Arif, Laura Johnson, Dominique Chantrel, Janet Puhalovic, Mohamed Chiraz Bali, Begoña Martinez Alfonso, Cedric Jacquiot) and two abstained (Marie Araksia Gulsadian, Nataliya Oliynyk).

14. Any other business

- There was no other business.

The meeting ended at 14 :30