39th UNOG Staff Coordinating Council
39éme Conseil de coordination du personnel de l'ONUG

Le Bureau exécutif | The Executive Bureau

Minutes of the 31st meeting

held on 22 February 2022 at 8.45 a.m. via MS Teams

Members of the Executive Bureau	BALI Mohamed	Present
	DUPARC Philippe	Absent
	JOHNSON Laura	Present
	MEYER Olivier	Present
	POPA Gabriela	Absent
	RICHARDS Ian	Present
	SMITH Bradford	Absent
President of the Council	CHAOUI Prisca	Present
Vice-president of the Council	PECK ARIF Catherine	Present

The meeting began at 9 a.m.

Point 1 Adoption of agenda

The agenda was adopted without changes as reflected below.

Point 2 Adoption of the minutes of the 30th meeting

The minutes of the 30th meeting were adopted without changes as recorded in the Council secretariat.

Point 3 Use of accumulated annual leave

The EB discussed the decision from UNHQ NY to end the exception of being able accumulate more than 60 days of annual leave (in the context of Covid-19) beyond March 2022. Several colleagues expressed the opinion that this was actually against the interests of the Organization because it was forcing staff with more than 60 accumulated days to take all their excess leave before 31 March, which could be in detriment to programme objectives, not to mention any personal difficulties that some could face. The issue will be discussed the following day at SMC.

Notwithstanding the concerns, some EB members noted that the Organization had already given notice to staff since the previous year that the exception allowing to accumulate up to 75 days of annual leave was an exception and would not be continued. The issue had already been raised by staff unions, but management insisted on not giving any further extension.

The EB agreed to continue pushing management at SMC for an extension given the continuous difficulties posed by the Covid-19 context, even if at least only for a few months.

Point 4 Follow-up on JNC

Following the announcement of the Administration whereby IT staff on UNOPS contracts had been regularized, information was received that in many cases such regularization meant only granting temporary contracts for functions that were arguably long term. The EB would follow-up with the Administration on the matter.

EB members discussed the issue of use of personal devices for official purposes, such as multi-factor authentication. It was noted that such use is not required if in the office with access to a fixed phone. The issue remained mostly for staff on mission. The matter would continue to be discussed at the SMC level. A broadcast informing staff would be issued.

Point 5 **Update on the UNOG Working Group on Combatting Racism in the Workplace**

The EB noted that the WG had already held two public sessions on formal and informal tools to tackle racism. The WG continued to gather data and statistics at UNOG. Dialogue would be continued although avoiding duplication with the work of the Office of the Ombudsman in New York.

Point 6 **Update on the Languages Service**

The EB agreed to liaise with unions in other duty stations to draft and jointly submit a letter to the DGACM USG requesting for the reprise be maintained at 100%.

Point 7 **Pension Fund townhall**

Information was received that the RSG to the UNJSPF planned to outsource fixed income assets management to external entities, i.e. Wall Street. A global townhall was planned with the participation of the RSG and investment officers to brief all staff on this. Meanwhile, CCISUA sent letter to SG asking him not to outsource investments.

Point 8 **Any other business**

The EB took note of a staff member's case where post adjustment had been underpaid but this was recognized by the Organization who would meet its obligation. A suggestion was made to inquire with management on possible reasons and lessons learned.

The meeting was adjourned at 9.30 a.m.