



## 43<sup>rd</sup> Staff Union Council 2025-2026

Ref. SU-43-EB-07

### Executive Bureau Minutes of the 7<sup>th</sup> meeting

Held on 7 May 2025 at 1:30 p.m.  
via MS Teams

*Adopted on 21 May 2025*

#### Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	LEWIS-LETTINGTON Nicole	<i>Present</i>
BALY Chiraz	<i>Present</i>	OLINYUK Nataliya	<i>Present</i>
DUPARC Philippe	<i>Present</i>	THOMAS Philip	<i>Present</i>
JOHNSON Laura	<i>Present</i>		

#### President of the UNOG SU:

RICHARDS Ian *Present*

#### Vice-President of the UNOG SU:

PUHALOVIC Janet *Present*

*The meeting began at 1:30 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted without changes.

#### 2. Adoption of the minutes

The minutes were adopted without changes.

#### 3. Report from JNC

The report from the Security Appendix B WG had been sent out to the staff side for comments. Clarifications were sought as to whether staff currently on 8-hour shifts would be moving to 9-hour shifts given the exceptions allowed for. Management highlighted the change time to better reflect the reality of work. On compensatory time off, Security management explained that no other Security services offered it on missions. Management stated that DCM did so on an ad hoc basis only and it would not be possible to harmonize. Security management explained a new procedure which would ensure that no staff member would return straight to a shift without sufficient rest time. It was agreed to include this procedure in the new Appendix B document.

On SHP, it was explained that the Member States understood the additional future costs entailed by descoping but still wanted to maintain the original budget and had requested new proposals excluding everything not necessary for safety. After a discussion on the implications of this, it was agreed that the Staff Union would see the updated report before submission.

On the cafeteria, management assured the staff side that availability of hot food was a priority for the DG but that various different solutions would be needed, including food trucks and improving staff access to facilities in the pantries. The management side explained that they were not sure how to respond to the memo on functional review, given that they had to work on the common administrative platform at the same time. They highlighted that they had given briefings on the downsizing policy to managers.

On CDL issues, HR explained the advice to give to staff. They said that the host county could consider giving three-month instead of one-month extensions if they had a list of staff and that they would organize a meeting on the subject with relevant entities.

The space for staff clubs would need to move from the initially planned location and was still under discussion.

#### **4. CCISUA pledge**

It was agreed to maintain the CCISUA pledge at its current level and to offer 10,000 CHF earmarked for a campaign on the UN80 initiative, subject to Council approval.

#### **5. SMC update**

A staff side coordination meeting had been held to discuss the functioning of SMC given the lack of real consultations. A further coordination meeting would be held that day to discuss preparation for the next ad hoc on UN80. It had been agreed to produce a document with red lines for the staff side on meaningful consultations. Naima Abdellaoui asked why the Staff Union leadership didn't go to the tribunal. It was recalled the unions do not have standing before the tribunals, only individual staff members.

#### **6. Response from heads of entities regarding the memo**

The ES had written to 12 heads of entities to ask how they planned to respond to the memo on reduction of staff in Geneva and received responses from most. Reminders would be sent to those who had not responded. Most were avoiding answering, pointing to previous reductions in staffing or stating that it was not possible to move staff from Geneva. Naima Abdellaoui proposed pushing for a delay in the deadline but other EB members preferred to encourage heads of entities not to respond to the memo at all.

*The meeting was adjourned at 2.45 p.m.*