



43rd Staff Union Council 2025-2026

Ref. SU-43-EB-20

Executive Bureau Minutes of the 20th meeting

Held on 15 October 2025 at 1:30 p.m.
via MS Teams

Adopted on 22 October 2025

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Absent</i>	LEWIS-LETTINGTON Nicole	<i>Present</i>
BALY Chiraz	<i>Present</i>	OLINYUK Nataliya	<i>Absent</i>
DUPARC Philippe	<i>Absent</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

Adoption of the minutes was postponed.

3. UN80 update

The Secretary-General would open the UN80 item at the General Assembly that day. It was agreed to send out a broadcast reiterating the staff concerns and work on a letter for ACABQ and member states. It was also agreed to seek the supplementary budget fascicles.

4. SMC update

The SMC staff side had written a letter to the Secretary-General on his failure to adhere to SMC agreements, lack of consultation, roster expiration and other matters. It was agreed to share the letter with staff as part of a stronger response.

5. Green Mobility working group

A working group meeting would take place shortly. In addition to uncontroversial matters, it had been suggested the group should recommend that the UN refuse the exemption from fuel taxes for its staff. It was agreed that this was a matter of the host country agreement. It was agreed the most important staff issue on green mobility was bike parking in front of the S and H buildings.

6. Downsizing townhall

It was agreed to organize the townhall on Thursday 6 November and to allow at least two hours. It was suggested to have an internal discussion on the workings of staff management groups in advance of the townhall

7. Rebuttals

Following one successful and one unsuccessful rebuttal process, in which EB members had given advice, it was agreed that in the unsuccessful case, the staff member could have potentially succeeded with timely advice and that there had been a great power imbalance. It was agreed to organize a townhall on lessons learned from the current performance cycle, with information on work plans, performance improvement plans and how to navigate the rebuttal process, to further consider the need for policy changes and to continue to try to seek data on performance evaluations for the previous cycle through SMC.

The meeting was adjourned at 2.20 p.m.