

**Réunion spéciale du Conseil de coordination
tenue dans la salle F. Waskes-Fischer, le 6 février 2001, à 11 heures**

Présents : M. Campos ; Mme Trippel-Ngai ; Mme Kesavan ; Mme Kourchidian ; M. Lindup ;
Mme Ludi ; M. Prémont ; Mme Roulin ; Mme Salfatif ; M. Secret ; M. Uranga ; M. Vigne ; M. Winch.

Ordre du jour

Composition et mandat de la délégation à envoyer à Montréal pour la FICSA.

Le Bureau exécutif a proposé d'envoyer Mme J. Salfati et M. J. Campos pour la réunion de la FICSA à Montréal.

B. Secret est totalement opposé à ce que la Présidente du Conseil aille à Montréal : J. Campos peut s'y rendre, mais aux frais de New Wood et non pas aux frais du Conseil. Il insiste qu'il n'est pas nécessaire de faire payer ces frais de voyage au Conseil de coordination.

M. Campos estime qu'il est important d'aller à cette réunion de la FICSA qui ne regarde pas seulement New Wood car c'est le Conseil tout entier qui a fait l'objet d'accusations. Le témoignage de la Présidente du Conseil de coordination dans le lancement de l'"Intersyndicale" est essentiel. Mme Salfati doit se rendre à Montréal pour cette mission. Il est important d'avoir le témoignage de la Présidente qui va parler au nom du Conseil de coordination.

M. Vigne a parlé avec M. Cordeiro qui trouve tout à fait normal d'avoir un droit de réponse. M. Cordero faxera le rapport préparé pour le Conseil de la FICSA au sujet de tout ce qui se passe actuellement et a demandé qu'il soit distribué au Conseil de la FICSA à Montréal.

J. Campos demande qu'on passe au vote. Il est appuyé par D. Winch et N. Lindup.

- En faveur de la délégation à Montréal : 9
- Contre : 1
- Abstentions : 3

Le Conseil décide que la délégation pour Montréal sera composée de J. Campos et J. Salfati.

MINUTES OF THE 4TH MEETING OF THE EIGHTEENTH STAFF
COORDINATING COUNCIL HELD ON 25 OCTOBER 2000
IN ROOM VIII AT 10.30 A.M - REPRISE

Present : Mr. Campos; Mr. Collipal; Ms. Kesavan; Ms. Kourchidian; Mr. Lindup; Ms. Ludi; Mr. Premont; Ms. Roulin; Ms. Salfati; Mr. Secret; Mr. Uranga; Mr. Vigne; Mr. Winch

Excused : Ms. Tro

Absent : Mr. Benaissa; Mr. Cuttatt; Mr. Dufour; Ms. Foudral; Ms. Hanachi; Mr. Martinek; Ms. El-Haloui Deleglise; Mr. Pesut; Mr. Rotach; Mr. Vangeleyn; Mr. Zargouni

AGENDA

6. Adoption of the Programme of Work
7. Adoption of the Budget
8. Finance Commission
9. Role of President and Vice-President
10. Working Groups
11. Decisions taken by Polling Officers
12. Arbitration Commission
13. Socio-cultural Commission
14. Other matters
15. Date and provisional agenda for next meeting

Chairman : Ms. Jeanne Salfati

The meeting was called to order at 10.40 a.m.

Although most members of Alliance were present, they did not sign the attendance sheet.

Item 6 : Adoption of the Programme of Work

Mr. Vangeleyn reminded the Council that this was a reprise of the 4th Council meeting which had been called at the beginning of June and it was now 25 October, the internal rules of the Council no longer applied. He proposed therefore, that the present meeting be cancelled and a 5th meeting be called, with a new agenda adapted to the present situation.

Mr. Lindup was then given the floor. He proceeded to go through the amendments to the Council's programme of work.

Mr. Martinek stated that he was prepared to discuss the Programme of Work paragraph by paragraph if Mr. Lindup was referring to the same Programme that had been distributed in May. ~~Since Mr. Lindup continued with the amendments without taking into account Mr. Vangeleyn's proposal, Alliance left the room.~~

amended - minutes of 3.11.2000

The President said she regretted the departure of Alliance and the remaining members proceeded to vote on the amendments given by Mr. Lindup with the following results:

12 votes for the amendments

1 abstention

Adoption of the Programme of work

12 votes for adoption

1 abstention

The Council' Programme of Work was adopted with the amendments read out by Mr. Lindup.

Item 7 : Adoption of the Budget

Mrs. Salfati explained that the new version of the budget, elaborated by the Finance Committee, had been drafted with the assistance of Mr. Campos, member of the Bureau. She went through the new budget and read out the notes relating to the creche, gala and CCISUA.

Mr. Vigne advised the Council of a conversation he had had the night before with Ms. Madarshahi regarding Geneva's dues to CCISUA, during which he had advised her that the Council would put aside the sum of SF 20,000.- but that some assurances were required regarding Geneva's position at the next assembly.

Ms. Madarshahi had informed him that Geneva had to pay the total of its contribution to CCISUA, after which Geneva would be considered a member of CCISUA.

Furthermore, the position papers for the General Assembly had been prepared and nothing further could be accepted from Geneva. If Mr. Vigne went to New York and payments to CCISUA had not been made, his participation would be on behalf of the Council and not CCISUA. Mr. Vigne advised that if the situation did not change he saw no point in going to New York. Ms. Madarshahi was to address the 5th Committee jointly with FICSA.

A lengthy discussion took place as to the manner in which payment should be made to CCISUA and the amount to be paid at this stage. Most Council members agreed with Mr. Collipal who was of the opinion that the sum owed to CCISUA should be paid in order to avoid a repetition of this situation in January. In this way, Geneva could not be denied entry to any meetings in the future.

Finally the Council voted on whether to pay the whole amount of US\$ 50,000.- into a special account.

There were 11 votes for this proposal and 1 abstention.

The Council agreed to put the sum of US\$ 50,000.-, being contribution to CCISUA, into a special account.

With regard to SAFI, Mr. Campos informed The Council that the accounts had been received but certain anomalies had been noted.

On the question of subsidies for the various clubs, Ms. Salfati was of the opinion that members of clubs should also be asked to make a contribution to the Council. Mr. Premont added that Council members should also be incited to pay their contribution and Ms. Salfati apologized for that omission and she, of course, agreed.

On payments towards the UN Special, she said that nothing had been received from the UN Special Committee ~~nor from~~ OMS. *not even for* Mr. Vigne advised that an Inter-Agency meeting was previewed *on 24 Sep 1971* on this subject, to discuss contributions. Ms. Salfati spoke about payments for announcements, currently received by Security and paid into the Council's accounts. She requested that this system be improved at door 41 and asked for volunteers. *3/11*

Mr. Campanelli was then given the floor. He wished to congratulate the Council on the decision taken regarding the creche and informed the Council that he would be requesting SAFI also to make a contribution (of some SF 15,000.-) with the Council's agreement.

Item 8 : Finance Commission

Ms. Salfati advised that she and Mr. Bouchiere would continue on this Commission, as had been requested.

Item 9 : Roles of the President and Vice-President

Ms. Salfati wished to know the role of the secretariat vis-à-vis the Presidents.

Mr. Vigne explained that, with regard to meetings, all requests had to come from the Presidency for the secretaries to send out convocations and emphasized that the request had to come from the Presidency.

In reply to a question from Mr. Lindup as to who could actually give instructions to the secretaries, Mr. Campos replied that if a decision had been taken by the Council then evidently the secretaries would act on that decision otherwise, the secretaries came under the orders of the Executive Secretary.

Mr. Winch advised that he should have been in a meeting with Mr. Baquerot and the ICSC, which had begun an hour ago, regarding the GS salary survey and, if there were no other decisions to be taken, asked to be released.

Mr. Lindup proposed that the Council proceed to Item 13 to enable Mr. Winch to leave, which proposal was accepted by the Council.

Items 11 and 12

Ms. Salfati mentioned that the inclusion of these points had been requested by the other members (Alliance) and as they had left the room there was no point in discussing them. Therefore, the next item on the agenda was taken up.

Item 13 : Socio-cultural Commission

Ms. Salfati advised that she only had three candidates for this Commission and requested that the usual circular be sent out.

Mr. Campos proposed the President also be considered and Ms. Roulin also posed her candidature.

The following were elected members of the Socio-cultural Commission:

Mr. Benitez; Mr. Campos; Mr. De Zayas; Ms. Roulin and Ms. Salfati

At 11.40 a.m. Mr. Winch left the room thus breaking the quorum.

The remaining members continued to discuss on working groups, problems with the Gala, etc.

MINUTES OF THE 4TH MEETING OF THE EIGHTEENTH STAFF
COORDINATING COUNCIL HELD ON 30 AUGUST 2000
IN ROOM XI AT 10.00 A.M - REPRISE

Present : Mr. Benaissa; Mr. Campos; Mr. Collipal; Mr. Cuttat; Ms. Foudral; Ms. Hanachi; Ms. Kesavan; Mr. Lindup; Ms. Ludi; Mr. Martinek; Mr. Pesut; Mr. Rotach; Ms. Salfati; Ms. Tro; Mr. Uranga; Mr. Vangeleyn; Mr. Vigne; Mr. Winch;

Excused : Mr. Dufour; Ms. El-Haloui Deleglise; Ms. Kourchidian; Mr. Premont;

Absent : Mr. Secret; Mr. Zargouni

AGENDA

4. Training for GS Salary Survey
5. Relations with CCISUA
6. Fifty-second session of ICSC
7. Adoption of the Programme of Work
8. Presentation of Budget
9. Role of President and Vice-President
10. Working Groups
11. Decisions taken by Polling Officers
12. Other matters
12. Date and provisional agenda for next meeting

Chairman : Ms. Jeanne Salfati

The meeting was called to order at 10.10 a.m.

The President congratulated all Council members elected to Joint Bodies.

Mr. Martinek informed the Council that colleagues living in France were being asked to divulge their salaries. A circular, which has appeared in other organizations but not at UNOG, was supposed to have been sent out on this subject.

Item 4 : Training for GS Salary Survey

This point was carried over from the last meeting. Mr. Campos wished to rectify any inconvenience he may have caused by letting the Council believe that he was prepared to consider that Mr. Ahmad should go to Vienna for the above training. In fact, given that Mr. Winch had attended the courses given by Mr. Lombardi on this subject, he was also qualified to go.

Mr. Pesut wished to put on record the fact that this was the first time the Council had heard of any training or inter-agency activities with regard to the salary survey.

After another lengthy debate as to who the Council's designated representative should be, Mr. Campos proposed that, if the ICSC accepted, Mr. Ahmad should go and Mr. Rotach suggested that Mr. Ahmad be sent as representative and Mr. Winch could accompany him.

After repeated requests for Mr. Winch to address the meeting, he took the floor and informed the Council of the training he had on methodology issues. He wished the Council to know that he had not asked to go; he had been asked to do so.

The floor was then given to Mr. Ahmad who reminded members that he had distributed a paper when this item was first supposed to have been discussed. He gave a brief resumé on his experience on salary survey.

It was agreed, by consensus to send two representatives to the ICSC workshop and that Mr. Vigne should telephone Kingston Rhodes, advising him accordingly.

Mr. Vangeleyn expressed the view that a team should be set up to follow-up and Mr. Rotach suggested that whoever was interested could perhaps contact Mr. Ahmad or Mr. Pesut.

Item 5 : Relations with CCISUA

This was dealt with in an Extraordinary meeting held on 14 August 2000.

Item 6 : Fifty-Second Session of ICSC

Ms. Foudral requested the report of the above and wished to know why the Council had not participated at this meeting.

Mr. Vigne replied that he did not, as yet, have this report and that at the time of this Session, UNOG had not taken up work within CCISUA, and, therefore, did not have the right to participate.

Mr. Cuttat requested the Executive Secretary to give report on what had occurred in New York during the CCISUA Bureau meeting. (See minutes of Bureau dated 29 August 2000 for a detailed account.)

This was followed by a discussion both on the Executive Secretary's report and the role of the ICSC.

Item 7 : Adoption of the Programme of Work

Ms Tro pointed out that this should have been adopted a long time ago. A working group had been set up, but the Executive Secretary had ignored the modifications made by this working group. The Council had, in fact, never met to discuss the Programme of Work in her opinion, at this late date a programme of work served no purpose.

Mr. Lindup disagreed with this and had some amendments to propose, which he was requested to submit to the Council in writing.

Mr. Vangeleyn proposed that this item be postponed.

Mr. Campos was against this and felt that the Programme should be approved and as submitted and amendments could be discussed later.

Mr. Cuttat seconded Mr. Vangeleyn's proposal.

The two proposals were put to the vote.

Result of the vote: In view of the lack of quorum and discipline of Council members, as well as the attitude of Mr. Campos, the President had to interrupt the meeting at 12.15 p.m.

MINUTES OF AN EXTRAORDINARY MEETING OF THE EIGHTEENTH
STAFF COORDINATING COUNCIL HELD ON 14 AUGUST 2000
IN ROOM VIII AT 2.30 P.M

PRESENT: Mr. Benaissa; Mr. Campos; Mr. Collipal; Mr. Cuttat; Ms. El-Haloui Deleglise; Ms. Foudral; Ms. Hanachi; Mr. Lindup; Ms. Ludi; Mr. Martinek; Mr. Pesut; Mr. Premont; Mr. Rotach; Ms. Roulin; Ms. Salfati; Mr. Secret; Mr. Vigne

EXCUSED: Mr. Dufour; Ms. Kesavan; Mr. Vangeleyn; Mr. Winch; Mr. Zargouni

ABSENT WITHOUT EXCUSE: Ms. Kourchidian; Ms. Tro; Mr. Uranga

AGENDA

RELATIONS WITH CCISUA

President: **Jeanne Salfati**

The meeting was called to order at 2.40 p.m

Mrs. Madarshahi, President of CCISUA and Mr. Coulibaly, President of AIPU, UNESCO and Vice-President of CCISUA, had come from Paris to talk about UNOG's re-entry into CCISUA. Mrs. Madarshahi spoke about CCISUA's activities during her Presidency and mentioned that on two occasions she had unofficially worked with Mr. Pesut and Mr. Campos. Given the important matters being discussed at the moment, she stressed that the two largest staff organizations should have a united stand. She advised that:

- there was a danger that personnel would, once again, be reduced and that there would not be equal pay. This subject had already been discussed and a working group should be created in Geneva to treat this problem.
- only CCISUA and FICSA had the right to address the General Assembly. If Geneva did not return to CCISUA, they would be excluded from contributing to the work on this subject.
- the following year, the Presidency should go to Geneva, but if they did not return to CCISUA it would again go to New York.

She explained why CCISUA's statutes had been amended but added that these could be altered at any time.

She also spoke of the changes with regard to finance, and felt that there would now be more transparency.

Mr. Coulibaly was then given the floor. He also stressed that staff representation was undergoing a period of crisis and pointed out that the Administration tried in all ways to weaken this. He had also been struck by Mr. Connor's words at SMCC, especially his statement that anyone who did not agree could return to New York and resign. He firmly believed that under these conditions, and for the reasons enunciated by Mrs. Madarshahi, it was necessary to be united and that it was a case of now or never for Geneva to take its decision. He pointed out that the work to be done in the near future was immense and that if Geneva had been present in Vienna, things might have turned out differently.

Mr. Campos asked what CCISUA's proposals were for the reintegration of Geneva.

Mr. Vigne and the President thanked both Mrs. Madarshahi and Mr. Coulibaly for coming. He was sure that everyone at the meeting agreed that UNOG should return to CCISUA. He felt that there had been a lot of misunderstandings in the past but that the door was not completely closed; the climate was right for the Council to take up its place within CCISUA. He also mentioned that CCISUA had agreed to "forget" the dues for 1999 and if UNOG decided to join CCISUA, its contribution would be from this year.

Mrs. Hanachi advised that as far as she was aware, Geneva had never left CCISUA but that its work within the Federation had been interrupted. A point which was confirmed by Mrs. Losier who also felt that it was very generous on the part of CCISUA to overlook Geneva's payment for 1999.

A discussion followed, from which it was evident that the majority of the Council was in favour of Geneva returning to CCISUA.

Mr. Campos withdrew his comments and said that the Council should look forward and not back.

Mrs. Losier spoke of the post of research officer. It was pointed out however that what was more important was the fact that the administration had abolished the post of one of the Council's secretaries.

Mr. Lindup wished to know how CCISUA envisaged working with FICSA in order to make the most of their expertise.

Secondly, he felt that the Executive Secretary already had too much work and he wished to know how it would be possible for CCISUA to help in resolving our local problems. In his opinion it was important to have an answer to this question before deciding on whether to take part in CCISUA or not.

Mrs. Madarshahi then proceeded to clarify some of the above points. On the question of CCISUA's cooperation with FICSA she said that it was also in CCISUA's agenda to cooperate with other federations. She explained, however, that on her first meeting with FICSA, they had requested a contribution of \$7,000.- for a survey they were conducting, but would not say on what subject and, secondly, FICSA had informed her that they were not interested in helping CCISUA as they had returned to the ICSC. She further went on to state that if the Federation was more interested in money, she, on her part, was not prepared to run after them.

Mrs. Madarshahi reminded the Council that Geneva had created CCISUA and advised that over the past 14 years UNOG had paid \$20,000.- more than they should have. This had shown up in auditing the accounts so CCISUA was not really being generous in overlooking last year's dues.

With regard to the post of Research Assistant, this post, amongst others, had been lost as Mr. Connor decided to recuperate it due to the financial crisis.

She confirmed that Geneva had not formally left CCISUA and that Jacques Vigne had always been First Vice-President and Mr. Coulibaly Third. She also informed that the next CCISUA Bureau meeting would be held in January as she was leaving her office at that time. Geneva would then automatically have the presidency and New York the First Vice-Presidency.

She was adamant in that she had to have a decision that day. If the decision was positive, she would consult the Bureau to see what could be done. If a decision was not taken today, she was not in a position to return at a later date and would leave Geneva with the idea that UNOG was not interested in working with CCISUA.

Mr. Martinek felt that Mrs. Madarshahi could return to New York with the knowledge that she had accomplished her mission.

Mr. Coulibaly confirmed all that Mrs. Madarshahi had said.

Mr. Martinek formally proposed that the meeting be closed and that Mrs. Madarshahi could return to New York with the assurance of the Staff Coordinating Council that they would take up their place within CCISUA.

Mr. Vigne expressed his satisfaction with the decision and advised that the Council would start work immediately.

The meeting rose at 5.00 p.m.

MINUTES OF THE 4TH MEETING OF THE EIGHTEENTH
STAFF COORDINATING COUNCIL HELD ON 2 AUGUST 2000
IN ROOM VIII AT 2.30 P.M.

Present : Mr. Campos; Mr. Cuttat; Mr. Dufour; Ms. Foudral; Ms. Hanachi; Ms. Ludi;
Mr. Martinek; Ms. El-Haloui Deleglise; Mr. Pesut; Mr. Premont; Mr. Rotach; Ms. Roulin;
Ms. Salfati; Ms. Tro; Mr. Uranga; Mr. Vangeleyn; Mr. Vigne;

Excused : Mr. Benaissa; Mr. Collipal; Ms. Kesavan; Mr. Lindup;

Absent without excuse : Ms. Kourchidian; Mr. Secret; Mr. Winch; Mr. Zargouni

PROVISIONAL AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Report of the Executive Bureau
4. Adoption of the Programme of Work
5. Finance Commission
6. Presentation of the Budget
7. Role of the President and Vice-President
8. Working Groups
9. Decisions taken by the Polling Officers
10. Arbitration Commission
11. Other matters
12. Date and provisional agenda for next meeting

Chairman : Ms. Jeanne Salfati

The meeting was called to order at 2.35 p.m.

Item 1: Adoption of the agenda

After voting on Ms. Foudral's proposal, with 11 votes for and 6 abstentions, the agenda was adopted with the following amendments:

4. Training for GS Salary Survey
5. Relations with CCISUA
6. Fifty-second session of ICSC

Mr. Campos wished to put on record that New Wood were not in agreement with this and would abstain from voting.

Item 2: Adoption of the minutes

The minutes of the Extraordinary Council Meeting held on 19 May 2000 were adopted.

Item 3: Report of the Executive Bureau

The Executive Secretary spoke in great detail about the contact made with the New York Staff Council and in particular with Mrs. Madarshahi. He informed the Council on the following points:

- Correspondence from Mrs. Madarshahi on SMCC and our support.
- Letter addressed to the Secretary-General on this subject to which no reply had, as yet, been received.
- Relations with New York regarding CCISUA.
- Events at the last meeting with the Administration, of which the Director-General had been advised. Some members wished to put on record the fact that the letters addressed to the Director-General and the administration only reflected the views of the Executive Bureau.

Mr. Campos brought up the problems regarding dependent spouses and family allocations as well as the abolition of the secretarial post and the Bureau's request for the correspondence on the subject.

- As the Administration was pressing for the name of our representative to the GS Salary Survey Workshop, David Winch had been proposed.
- Mr. Vigne advised the proposals made by Mrs. Madarshahi for the Council's re-entry into CCISUA. UNOG could either participate informally at the CCISUA Bureau meeting to be held in Paris or a meeting could be arranged in Geneva. He also informed the meeting that Mr. Campos had replaced Mrs. Madarshahi, on behalf of CCISUA, for the last part of the Pension Board meeting.

The report on Languages Service was discussed as well as the role of the President of the Sectoral Assembly.

Ms. Tro spoke about the report made by the Vice-President, Mr. Lindup.

Mr. Vangeleyn requested that the role of Sectoral Assemblies and that of the Executive Bureau be put on the agenda of the next Council meeting.

Item 4: Training for GS Salary Survey

Mr. Martinek felt that there were staff members in the Palais who were better qualified to represent the staff on this occasion and it was Mr. Rotach's opinion that General Service staff should be represented by someone from the GS and professionals by a P staff member. Mr. Winch was neither an expert in salary surveys, nor a member of the General Services.

After some discussion on the matter, Mr. Dufour proposed Mr. Ahmad, who had participated at the last salary survey.

It was agreed that the meeting would be adjourned and that the next meeting would begin with Item 4, when both Mr. Ahmad and Mr. Winch could be present.

Mr. Dufour proposed that Ms. Salfati withdrew her resignation from the Finance Commission.

The meeting rose at 16.45 p.m

Uc 3 te 11.5.00

18ème CONSEIL DE COORDINATION

**Minutes de la réunion extraordinaire du Conseil
tenue le 19 mai 2000, à 11 heures, salle H3.**

PRESENTS : M. Benaissa, M. Campos, R. Collipal, M. Cuttat, M. Dufour, Mme Foudral, Mme Kourchidian, M. Lindup, Mme Ludi, Mme Elhaloui-Deléglise, M. Pesut, Mme Roulin, Mme Salfati, M. Secret, Mme Tro, M. Vangeleyn, M. Vigne, M. Winch.

ABSENTS : Mme Hanachi (congé), Mme Kesavan, M. Martinek (excusé), M. Prémont (excusé), M. Rotach (excusé), M. uranga, M. Zargouni.

Ordre du jour de la réunion : SMCC XXIV

On a reçu ce jour le projet de rapport du SMCC. Nous avons 2 semaines pour fournir les commentaires. Ce rapport, résultat d'un effort d'équipe, sera finalisé et envoyé au Secrétaire général qui le soumettra ensuite à la 5ème Commission, de l'Assemblée générale, en octobre prochain.

P. Vangeleyn aimerait qu'on se préoccupe de notre accès à la 5ème Commission afin qu'on puisse discuter avec les Etats-Membres.

X. Campos propose comme approche à la 5ème Commission, d'envoyer ce document à tous les lieux d'affectation et au Président de la 5ème Commission. Nous avons demandé d'organiser des consultations informelles entre nous et des membres de la 5ème Commission qui s'intéressent à cette question.

X. Campos est d'avis comme M. Pesut d'essayer tous les moyens que nous avons en notre possession afin de ne pas tomber dans l'immobilisme. On s'est rendu compte que le SMCC n'est pas d'une grande utilité donc si le message est reçu, on peut donc faire des réunions informelles, mais cependant très utiles, avec les Etats Membres. On pourrait leur expliquer ce que nous voulons et leur rappeler l'existence des normes internationales du travail.

M. Benaissa pense qu'il faut trouver une autre approche.

Il y a eu une position unanime à Vienne qui n'a pas été reflétée dans le rapport du SMCC.

Le rapport de la délégation devrait être mis à la disposition du personnel. On pourrait aussi préparer une manifestation à la Conférence du BIT.

Par manque de quorum, la séance est levée à 12h20 sans qu'aucune décision n'ait été prise.

MINUTES OF THE 3RD MEETING OF THE EIGHTEENTH
STAFF COORDINATING COUNCIL HELD ON 11 MAY 2000
IN ROOM XI - REPRISE

Present : Mr. Benaissa; Mr. Campos; Mr. Cuttat; Mr. Dufour; Ms. El-Haloui Deleglise;
Ms. Foudral; Ms. Hanachi; Ms. Kesavan; Mr. Lindup; Ms. Ludi; Mr. Martinek; Mr. Pesut;
Mr. Premont; Mr. Rotach; Ms. Salfati; Mr. Secret; Mr. Uranga; Mr. Vangeleyn; Mr. Vigne;
Mr. Winch; Mr. Zargouni

Excused : Ms. Tro

Absent : Ms. Roulin

AGENDA

5. Update on SMCC XXIV
6. Formation of Working Group on Council's Programme of Work
7. Formation of Open Working Groups
8. Other matters
9. Date and provisional agenda for next meeting

Chairman : Ms. Jeanne Salfati

The meeting was called to order at 10.10 a.m.

Item 5 : Update on SMCC XXIV

Mr. Vigne appraised the Council of developments regarding SMCC since the last meeting.

- Mrs. Madarshahi advised that Mr. Connor had already presented the papers submitted by the Administration to the Fifth Committee informing them that this was a package.
- President of UN Staff Association, Vienna had proposed himself as one of the two rapporteurs for the staff but had taken no notes, saying that he would rely on those of the Administration.
- Mrs. Madarshahi was meeting with the President of ACCBQ to advise that the staff was not in agreement with this "package".

The subject of a general staff assembly was discussed.

Mr. Dufour proposed that an extraordinary meeting of CCISUA be convoked, as this was the only organ through which the Council could take its position to the Fifth Committee. The question of CCISUA and the Council was touched upon and Mr. Lindup suggested that an item on CCISUA and FICSA should be put on the agenda of another meeting.

The Council then returned to the question of the General Staff Assembly and Mr. Vigne proposed another Council meeting to be held on Friday, 19 May, when all the relevant documents could be submitted to members and suggested the 23 May for the Assembly.

The above proposal was accepted by consensus.

Item 6 : Formation of Working Group on Council's Programme of Work

Mr. Vigne reminded Council members that each group had been requested to propose a maximum of two persons for this Working Group. The following names had been received:

REFORM	Mr. Pesut and Ms. Tro
NOUVELISTE	Ms. Hanachi
INDEPENDENTS	Mr. Zargouni
NEW WOOD	Mr. Collipal and Mr. Lindup
RENOUVEAU 2000	Ms. Salfati and Mr. Secret
AFI	Ms. Foudral and Mr. Martinek

The Executive Secretary would prepare a working paper to be sent to all members of the Working Group and a meeting would be arranged for Tuesday, 16 May 2000 at 3.00 p.m.

Item 7 : Formation of Open Working Groups

Mr. Secret informed members that following an INFORMATION circular on this subject, only 43 replies had been received. Members of the Council who wished to participate should enroll as soon as possible. He then explained how these working groups would proceed and enounced the terms of reference which could be amended.

The Council decided to "go round the table" to allow each member to give his or her preferred choice of Working Group.

Item 8 : Other matters

Mr. Vangeleyn requested that copies of ILO's Bulletin No. 229, for April 2000, be sent to all Council members.

With reference to the Gala, Mme. Salfati was pleased to advise that a cheque would be remitted to whoever was concerned.

Item 9 : Date and Provisional Agenda for next meeting

The date of the next Council meeting was set for Friday, 19 May 2000, at 11.00 a.m.

The Council rose at 12.30 p.m.

MINUTES OF THE 3RD MEETING OF THE EIGHTEENTH
STAFF COORDINATING COUNCIL HELD ON 5 MAY 2000
IN ROOM IX AT 3.00 P.M.

Present : Mr. Benaissa; Mr. Campos; Mr. Collipal; Mr. Dufour; Ms. Foudral; Ms. Hanachi; Ms. Kesavan; Ms. Kourchidian; Mr. Lindup; Ms. Ludi; Mr. Martinek; Ms. El-Haloui Deleglise; Mr. Pesut; Mr. Premont; Mr. Rotach; Ms. Roulin; Ms. Salfati; Mr. Secret; Ms. Tro; Mr. Uranga; Mr. Vangeleyn; Mr. Vigne; Mr. Winch; Mr. Zargouni

Excused : Mr. Cuttat

PROVISIONAL AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Report of the Executive Bureau
4. Election of Finance Commission
5. Update on SMCC XXIV
6. Formation of Working Group on Council's Programme of Work
7. Formation of Open Working Groups
8. Other matters
9. Date and provisional agenda for next meeting

Chairman : Ms. Jeanne Salfati

The meeting was called to order at 3.10 p.m.

Item 1: Adoption of the agenda

The agenda was adopted.

Item 2: Adoption of the minutes

The minutes of the Urgent Meeting of the Council held on 12 April 2000 were adopted with the following amendment: Ms. Hanachi was proposed as candidate for the SMCC mission.

Item 3: Report of the Executive Bureau

Mr. Campos, as Acting Executive Secretary during Mr. Vigne's absence in Vienna, reported on the activities of the Bureau. The minutes of the Bureau meetings dealing with this report are attached.

Mr. Campos also brought up the subject of a creche and proposed that the administration be asked what they intended doing in this respect.

Mr. Vigne also advised the Council on events in Vienna at SMCC XXIV.

Item 4: Election of Finance Commission

The President advised that both Mr. BOUCHIERE and Ms. CRAM MARTOS had presented their written candidature.

The Executive Bureau had designated Ms. Kesavan as its member on this Commission.

Mr. Benaissa proposed Mr. Dufour and Mr. Martinek
Mr. Secret proposed Ms. Salfati.

The President asked the candidates named if they accepted the proposal, which they did.

The Council then proceeded to vote, with the following results:

Mr. Bouchière	17 votes
Ms. Cram Martos	13 votes
Mr. Dufour	11 votes
Mr. Martinek	11 votes
Ms. Salfati	13 votes

Mr. Bouchière, Ms. Cram-Martos and Ms. Salfati were elected members of the Finance Commission by an absolute majority.

Mr. Benaissa reminded the Council of the discussions at the last meeting concerning the participation of Alliance at meetings with the Administration. He advised that a letter to this effect had been sent to the Bureau.

Item 5: Update on SMCC XXIV

Mr. Vigne took the floor and reported on

- organization
- atmosphere and
- follow-up.

He advised that following a request from UNOG, Nigel Lindup was designated Adviser to the staff for the first week and Mr. Pesut took over the second week. He explained that as an Observer, neither would have been able to take the floor, nor even enter the meeting room, but that as Adviser, this was possible.

There had been convergence and unity between staff representatives regarding the papers submitted by the Administration, whereas at other sessions there had often been differing opinions which the Administration counted on. However, on this occasion a common paper had been put together by staff representatives during the Pre-SMCC. It was underlined that the question of accountability had to be brought up at all times during the two days.

Mr. Vigne mentioned that Nigel Lindup was designated as member of the Global Joint Monitoring Committee and, amongst other topics, also touched on the following:

- Staff/Management relations;
- Contractual status of staff;
- Mobility;
- Video conference with Ms. Frechette.

Mr. Lindup also took the floor and gave an explanation of the GJMC, which met before every session of SMCC. He brought up the question of PAS, which came under the GJMC.

Finally, a lengthy discussion on the above report took place as well as on the merits of having an Extraordinary Staff Assembly, at which the staff could be informed of what had taken place.

Mr. Campos thanked the delegation for the work that they had done.

Mr. Vangeleyn requested that the delegation gave the Council a written report. He also pointed out that CCISUA was the only organ through which staff could address the Fifth Committee, reaffirming Mr. Dufour's proposal that perhaps now was the time to reactivate participation in the above.

It was decided that members of the delegation should prepare a paper to present to the General Staff Assembly.

It was agreed that the reprise of this meeting would begin with Item 5. The date of the reprise was set for Thursday, 11 May 2000, at 10.00 a.m.

The meeting rose at 3.55 p.m.

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18ème CONSEIL DE COORDINATION

Minutes de la 2ème réunion du Conseil
tenue le 14 avril 2000, à 14 heures, salle IX

M. Nefil démissionnaire est remplacé par Mme El-Haloui-Deléglise.

PRESENTS : M. Benaïssa, M. Campos, M. Collipal, M. Cuttat, M. Dufour, Mme Foudral, Mme Hanachi, Mme Kesavan, Mme Kourchidian, M. Lindup, Mme Ludi, M. Martinek, Mme El-Haloui-Deléglise, M. Pesut, M. Rotach, Mme Roulin, Mme Salfati, M. Secret, Mme Tro, M. Uranga, M. Vangeleyn, M. Vigne, M. Winch, M. Zargouni.

ABSENT : M. Prémont (excusé)

Point 1 : Adoption de l'ordre du jour

M. Vangeleyn demande de rajouter en point 4 l'attitude de certains membres du groupe majoritaire lors de cette réunion qui ont refusé de rentrer dans la salle parce qu'ils n'avaient pas la majorité. Il est appuyé par M. Benaïssa et M. Secret. M. Martinek demande à en parler seulement dans le point divers. Il en est ainsi décidé.

M. Dufour demande à ce que soit noté dans le compte rendu de la réunion, suite à l'intervention de M. Campos, que les groupes présents s'excusent d'avoir été à l'heure à la réunion de ce jour et d'avoir attendu 20 minutes dans la salle en attendant que le groupe majoritaire décide de rentrer.

Point 2 : Adoption des minutes de la 1ère réunion du Conseil

Adoptées sans modification.

Point 3 : Rapport du Bureau exécutif

- Constitution des groupes de travail sur le programme de travail du Conseil : doivent être créés dans l'immédiat pour commencer à travailler. On procédera comme l'année précédente : M. Vigne enverra un message aux têtes de listes du Conseil pour désigner un maximum de 2 personnes qui feront partie de ce groupe de travail. Le programme de travail doit être présenté dans les 4 semaines qui suivent. En ce qui concerne la constitution de ces groupes de travail, il faudrait associer non seulement les membres du Conseil qui le désirent mais aussi nos collègues du personnel qui désirent apporter leur contribution.
- Rencontre avec le Directeur général : nous avons insisté sur le point que nous ne pouvons pas accepter des décisions unilatérales de l'administration sans qu'il y ait au préalable des consultations avec les représentants du personnel.
- Temps alloué pour assister aux réunions du Conseil : M. Baquerot parle maintenant d'octroyer un certain nombre d'heures pour les réunions du Conseil et du Bureau exécutif. Il se réfère à des recommandations du SMCC, à un nombre d'heures et non plus à des principes.
- M. Benaïssa demande qu'un membre de l'Alliance au moins puisse participer aux réunions avec l'administration.

Les réunions du Bureau exécutif auront lieu cette année chaque lundi à 15 heures.

Point 4 : Constitution de la Commission financière

Il y a trois sièges à pourvoir.

Au nom de l'Alliance, Mme Hanachi présente M. Martinek et M. Dufour. Le Bureau exécutif a désigné Mme Salfati, membre élu d'office par le Bureau exécutif. M. Campos propose Mme Cram-Martos, M. Winch, M. Bouchière.

M. Martinek demande un vote à bulletin secret.

Le Conseil passe au vote. (23 votants)

- Mme Cram-Martos obtient 12 voix
- M. Winch : 12 voix
- M. Bouchière : 13 voix
- M. Martinek : 10
- M. Dufour : 11
- Mme El-Haloui : 10

Seul M. Bouchière est élu. Les autres membres seront élus à la prochaine réunion du Conseil.

Point 5 : Election des représentant à la MEC

Pour être candidat à la MEC, nous pouvons proposer un ou des candidats et ensuite élire ou désigner des personnes. Nous avons eu un contact avec le Bureau exécutif avant la réunion de l'assemblée de la MEC. En ce qui concerne l'élection, le Bureau avait fait une proposition ad interim et avait proposé B. Secret comme candidat .

La personne ou les personnes que nous désignerons pour être candidat seront cooptées par le Bureau exécutif.

M. Benaissa propose la candidature de M. Zargouni. M. Martinek propose celle de M. Rotach. M. Vangeleyn propose celle de M. Secret. Le Conseil de la MEC prendra une seule personne sur la liste des 3 proposée par le Conseil.

Adopté par consensus.

Point 6 : Divers

Il y a eu une réunion sur la crèche internationale. L'objectif de cette réunion était de faire le point sur ce que chaque organisation peut apporter financièrement. Il avait été prévu que le financement soit assuré pour 5 ans ; il a maintenant été ramené à 1 année. Cette somme devrait être prévue dans notre budget. Nous demanderons à l'administration qu'elle participe au financement de la crèche ou qu'elle procure un local .

MINUTES OF AN URGENT MEETING OF THE EIGHTEENTH
STAFF COORDINATING COUNCIL HELD ON 12 APRIL 2000
IN ROOM XI AT 2.00 P.M

PRESENT: Mr. Benaissa; Mr. Campos; Mr. Collipal; Mr. Cuttat; Mr. Dufour; Ms. Foudral; Ms. Hanachi; Ms. Kesavan; Ms. Kourchidian; Mr. Lindup; Ms. Ludi; Mr. Martinek; Mr. Nefil; Mr. Pesut; Mr. Premont; Mr. Rotach; Ms. Roulin; Ms. Salfati; Mr. Secret; Ms. Tro; Mr. Uranga; Mr. Vangeleyn; Mr. Vigne; Mr. Winch; Mr. Zargouni

AGENDA

SMCC Meeting

- (a) Nomination of the delegation
- (b) Discussion and adoption of documents to be presented

President: **Jeanne Salfati**

The meeting was called to order at 2.10 p.m

When Mr. Vangeleyn pointed out that this should, in fact, have been an Extraordinary meeting of the Council, the President advised that "Extraordinary meetings" were not included in the Statutes.

Mr. Pesut felt that a mandate should be given to the Executive Secretary and that the Secretary of SMCC should be advised that Geneva staff wished to make a statement. He also made proposals for changes in the Council's position paper and suggested splitting the original document into three, thus giving three position papers in answer to three of the agenda items.

Mr. Pesut distributed another paper, which was open to discussion, regarding decentralization of delegation of authority in Geneva.

Mr. Campos felt that the original position paper should be maintained and the merits of both positions were discussed.

Various proposals were put forward and finally it was agreed, by consensus, that a working group be set up. The following were mandated for this Working Group:

Mr. Campos; Ms. Hanachi; Mr. Lindup and Mr. Pesut.

Delegation:

Mr. Vigne advised that the Bureau was of the opinion that this should be made up of those who had attended the last SMCC and the Special session, so that there was some continuity. The Bureau therefore proposed Ms. Salfati and himself, together with Mr. Lindup as Adviser. He also informed the Council that it was possible to send two delegations - one for each week.

Mr. Martinek proposed Mr. Pesut and Mr. Rotach seconded this.

Mr. Lindup stated that he was unable to go for two weeks and perhaps Mr. Pesut could replace him for the second week.

After several proposals had been put forward as to the composition of the delegation and the time each member would spend in Vienna, Mr. Pesut advised that he would not be available to go but would be at the disposal of the delegation.

Finally, Mr. Campos's proposal that the Executive Secretary, Ms. Salfati and Mr. Lindup should go for as long as he could and Mr. Pesut, whom he felt could be persuaded to go if this proposal was accepted, was adopted by consensus.

The meeting rose at 4.30 p.m.

18ème CONSEIL DE COORDINATION

Minutes de la 1ère réunion du Conseil
tenue le 30 mars 2000, à 11h00, salle IX

Présents : M. Benaïssa (INDEPENDANTS), M. Campos (NEW WOOD), M. Collipal (NEW WOOD), M. Cuttat (INDEPENDANTS), M. Dufour (UNIR), Mme Foudral (UNIR), Mme Hanachi (NOUVELISTE), Mme Kesavan (NEW WOOD), Mme Kourchidian (NEW WOOD), Mme Ludi (NEW WOOD), M. Lindup (NEW WOOD), M. Martinek (AFI), M. Nefil (NOUVELISTE), M. Pesut (REFORME), M. Premont (NEW WOOD), M. Rotach (AFI), Mme Roulin (NEW WOOD), Mme Salfati (RENOUVEAU 2000), M. Secret (RENOUVEAU 2000), Mme Tro (REFORME), M. Uranga (NEW WOOD), M. Vangeleyn (REFORME), M. Vigne (NEW WOOD), M. Winch (NEW WOOD), M. Zargouni (INDEPENDANTS).

M. Albertolli, démissionnaire est remplacé par Mme Ludi, membre suivant sur la liste NEW WOOD.

A. ELECTION DE LA PRESIDENCE

Chaque liste ayant obtenu 15 % des suffrages valides exprimés lors des élections a droit à un des 7 sièges (Chapitre V, Article 9, par. 2 du Règlement de la représentation du personnel de l'ONUG). De ce fait, la liste C a droit à 1 siège d'office. Les autres sièges sont pourvus au scrutin secret, et à la majorité absolue. Il y a ce jour 25 votants.

a) Election du Président du Conseil

M. Campos propose Mme Salfati comme Présidente du Conseil (candidature appuyée par J. Vigne). M. Martinek propose Mme Hanachi (candidature appuyée par M. Cuttat).

Nous procédons à l'élection.

Résultats :

- Mme Salfati : 13 voix
- Mme Hanachi : 12 voix.

Mme Salfati est élue Présidente du Conseil de coordination.

b) Election du Vice-Président

M. Campos propose M. Lindup (candidature appuyée par M. Collipal). M. Martinek propose Mme Hanachi (candidature appuyée par M. Nefil).

Résultats

- M. Lindup : 13 voix
- Mme Hanachi : 12 voix

M. Lindup est élu Vice-président du Conseil.

Mme Salfati prend la présidence du Conseil et remercie les scrutateurs pour tout le travail qu'ils ont fait pour le Conseil. Elle mentionne que l'esprit de la liste Renouveau 2000 était de regrouper toutes les divergences du personnel. Elle fera donc tout le nécessaire pour cela pendant son mandat.

B. ELECTION DU BUREAU EXECUTIF

1er siège :

M. Campos désigne M. Vigne qui est élu d'office.

2ème siège :

M. Campos propose Mme Kesavan (candidature appuyée par M. Collipal). M. Martinek présente la candidature de M. Dufour (candidature appuyée par M. Zargouni).

Résultats

- Mme Kesavan : 13 voix
- M. Dufour : 12 voix

Mme Kesavan est élue.

3ème siège :

M. Campos propose M. Secret (candidature appuyée par M. Vigne). M. Martinek propose M. Nefil (candidature appuyée par M. Zargouni).

Résultats

- M. Secret : 13 voix
- M. Nefil : 12 voix

M. Secret est élu.

4ème siège :

M. Secret propose M. Campos (candidature appuyée par M. Vigne). M. Martinek propose M. Dufour (candidature appuyée par M. Nefil).

Résultats

- M. Campos : 13 voix.
- M. Dufour : 12 voix.

M. Campos est élu.

5ème siège :

M. Campos propose Mme Roulin (candidature appuyée par M. Secret). M. Martinek propose M. Nefil (candidature appuyée par M. Cuttat).

Résultats

- Mme Roulin : 13 voix
- M. Dufour : 12 voix.

Mme Roulin est élue.

6ème siège :

M. Campos propose M. Prémont (candidature appuyée par J. Vigne). M. Martinek propose M. Dufour (candidature appuyée par M. Benaissa).

Résultats

- M. Prémont : 13 voix
- M. Dufour : 12 voix.

M. Prémont est élu.

7ème siège :

M. Campos propose M. Collipal (candidature appuyée par J. Vigne). M. Martinek propose M. Nefil (candidature appuyée par M. Vangeleyn).

M. Nefil refuse d'être candidat et explique son refus : il mentionne qu'actuellement la représentation du personnel rencontre beaucoup de difficultés, c'est pourquoi l'alliance des 5 avait demandé un représentant de chaque groupe au sein du Bureau exécutif. Par conséquent, tout sera fait pour faire entendre leurs voix et l'alliance réagira avec fermeté pour toutes décisions non conformes prises par le Conseil. Les élus au Bureau exécutif devront respecter leur mandat et leurs engagements politiques.

M. Martinek propose alors M. Dufour (candidature appuyée par M. Benaissa).

Résultats

- M. Collipal : 13 voix.
- M. Dufour : 12 voix.

M. Nefil aimerait savoir si M. Collipal qui part à la retraite dans quelque temps peut être élu dans le Bureau. M. Sow répond qu'il n'y a rien dans le règlement qui empêche cette élection.

C. ELECTION DU SECRETAIRE EXECUTIF

M. Campos propose le Secrétaire exécutif sortant, M. J. Vigne (candidature appuyée par R. Collipal). M. Dufour propose la candidature de Mme Kesavan qui refuse. M. Benaissa propose M. Prémont qui refuse. M. Nefil propose Mme Roulin qui refuse. M. Nefil propose M. Secret qui lui aussi refuse.

On procède à l'élection.

Résultats

M. Vigne obtient 13 voix , 7 votes blancs et 5 bulletins nuls.

V. Vigne est élu Secrétaire exécutif .

M. Vigne remercie la confiance de ceux qui ont voté pour lui. Il mentionne qu'il s'investit beaucoup et ne manque pas de courage, qu'il a conscience du travail qu'il faudra impérativement faire cette année et qu'il faudra que tout le monde soit associé à ce travail. Il existe pour cela beaucoup de moyens ; nous allons immédiatement constituer des groupes de travail sur un certain nombre de points importants comme la révision de la réglementation du personnel, le SMCC, etc.

M. Martinek demande que les photos prises par M. Secret pendant la réunion de ce jour, sans l'autorisation des membres du Conseil, ne soient pas utilisées.