



## 39<sup>th</sup> UNOG Staff Coordinating Council 39<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Minutes of the 8<sup>th</sup> meeting

held on 27 January 2022 at 1.15 p.m. via MS Teams

**Council members present:** ABDELLAOUI Naima; ALEKSANDROVA Anna; ALMARIO Francis; APOSTOLOV Mario; BALI Mohamed; BATAK Cecilia; CHANTREL Dominique; DAN Lin; GAZIYEV Jamshid; JOHNSON Laura; KHAN Anjum; LEWIS-LETTINGTON Nicole; MEYER Olivier; NGUYEN Ngoc; PECK ARIF Catherine; POPA Gabriela; RICHARDS Ian; SMITH Brad.

**Council members absent:** ALLEK Meriem; CHAOUI Prisca; COLANGELO Roberto; DUPARC Philippe; HERMELINK Ursula; JACQUIOT Cédric; MONNET Aminata.

*The meeting began at 1:15 p.m.*

#### Single agenda item: Amendments to the Regulations via referenda

The Council was presented with series of questions for discussion and approval to submit to staff in referendum to amend the Regulations on staff representation at the UN in Geneva, as vetted by the Executive Bureau, each of which, according to the Regulations, had to be presented in its own referendum.

The overall intention of the referenda was to update the Council's Regulations following almost 40 years since they were originally adopted, bearing in mind the evolution of UN system and the work of the Council, and to raise the Council's standing as a union and improve its functioning, reporting and mandate.

Overall agreement was expressed by Council members on the need to update and improve the Regulations, although a question was raised as to whether this was the best timing for such exercise. Additionally to the amendments proposed, a suggestion was raised for the electoral system to also be reviewed (in the spirit of proportional representation of departments resembling the system of the ILO Staff Union), for which two weeks' additional time could be given to put together a proposal.

Council members proceeded to the discussion of the proposals, noting that any additional further proposals could be raised at any time under the normal referendum process provided for in the Regulations.

**[The approved text of each question is detailed as annex to these minutes.]**

#### **Question I: STATUS OF COUNCIL**

Following a discussion on the purpose and scope of the proposal, seeing 16 votes in favour and 2 against, the question was **approved** for submission to staff for referendum.

#### **Question II: DEPARTMENTS REPRESENTED**

Following a discussion on the purpose and scope of the proposal, seeing 17 votes in favour and 1 against, the question was **approved** for submission to staff for referendum.

#### **Question III: REPRESENTATION OF AFFILIATE PERSONNEL**

Following a discussion on the purpose and scope of the proposal, the Council decided to **return the question to the Executive Bureau for further review**, to be rediscussed at a subsequent Council meeting.

#### **Question IV: FREQUENCY AND TIMING OF ELECTIONS**

A clarification was made that this referendum would not have retroactive effect but would apply as of the 40<sup>th</sup> Council that would be elected in 2022.

Following a discussion on the purpose and scope of the proposal, seeing 14 votes in favour, 2 against, and 2 abstentions, the question was **approved** for submission to staff for referendum.

#### **Question V: STRIKES**

Following a discussion on the purpose and scope of the proposal, seeing 16 votes in favour and 2 abstention, the question was **approved** for submission to staff for referendum.

*Mario Apostolov left the meeting at this point.*

#### **Question VI: STATUS OF PROGRAMME OF WORK**

Following a discussion on the purpose and scope of the proposal, seeing 16 votes in favour and 1 abstention, the question was **approved** for submission to staff for referendum.

#### **Question VII: AUDITS**

Following a discussion on the purpose and scope of the proposal, the Council decided to **return the question to the Executive Bureau for further review**, to be rediscussed at a subsequent Council meeting.

#### **Question VIII: CHANGE TO THE FINANCIAL YEAR**

Following a discussion on the purpose and scope of the proposal, seeing 17 votes in favour, the question was **approved** for submission to staff for referendum.

#### **Question IX: RESPONSIBILITIES OF THE EXECUTIVE BUREAU**

Following a discussion on the purpose and scope of the proposal, seeing 15 votes in favour, 1 against and 1 abstention, the question was **approved** for submission to staff for referendum.

*The meeting was adjourned at 2:05 p.m.*



## **Referenda to amend the Regulations on Representation of the Staff of the United Nations at Geneva**

### **APPROVED FOR REFERENDUM:**

#### **BACKGROUND:**

The current Regulations were adopted in 1983 and need to be updated in a number of areas as the UN system and the work of the Council have evolved. The Regulations on Representation of the Staff of the United Nations at Geneva (the Regulations) and its annexes can be changed by referendum.

The Council is proposing 9 changes, each of which, according to the rules must be presented in its own referendum. Please, therefore, find the 9 referenda below.



**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**APPROVED FOR REFERENDUM:**

**I. STATUS OF COUNCIL**

*To raise the standing of staff representation in Geneva vis-à-vis management and other parties, the UNOG Staff Coordinating Council proposes to change its name to that of a fully recognized staff union of the UN.*

**Do you agree to change the name of the “UNOG Staff Coordinating Council” to the “UNOG Staff Union” throughout the Regulations?**

YES

NO

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**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**APPROVED FOR REFERENDUM:**

**II. DEPARTMENTS REPRESENTED**

*To remove references to departments that are no longer represented by the UNOG Staff Coordinating Council:*

**As UNHCR has established its own staff union and is no longer part of the UNOG Staff Coordinating Council, do you agree with the proposal to delete all references to UNHCR in the Regulations?**

YES

NO

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**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**SUSPENDED FOR FURTHER REVIEW:**

**III. REPRESENTATION OF AFFILIATE PERSONNEL**

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**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**APPROVED FOR REFERENDUM:**

**IV. FREQUENCY AND TIMING OF ELECTIONS**

*Elections every two years instead of every year would provide more institutional stability and continuity with respect to staff-management issues. Holding elections in March, rather than in February, would avoid school holidays and increase turnout in elections.*

**Article 5: Membership and method of election**

**CURRENT VERSION:**

4. Elections shall be held each year during the second half of February, in accordance with the procedures set forth in annex I, section III.

**PROPOSED AMENDMENT:**

4. Elections shall be held *every two years* during the *first half of March*, in accordance with the procedures set forth in annex I, section III.

**Do you agree with the proposed amendment?**

YES

NO

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**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**APPROVED FOR REFERENDUM:**

**V. STRIKES**

*To allow the staff of one category or sector to organize a strike without requiring a vote from staff outside that category or sector.*

**Article 16: Extraordinary consultative procedure for a proposal to strike**

CURRENT VERSION:

1. Staff members may resort to direct action, including strikes, when other means of reaching agreement with the employers or their representatives have failed.
2. For the purpose of organizing direct action, the staff must be consulted beforehand. For any action not exceeding half a working day, the consultation shall be held at a meeting of the entire staff.
3. "Strike" shall mean a work stoppage lasting more than half a day. The organization of a strike shall require prior consultation, in writing and by secret ballot, of the entire staff.

PROPOSED AMENDMENT:

1. Staff members may resort to direct action, including strikes, when other means of reaching agreement with the employers or their representatives have failed.  
***A strike can be held for the entire staff or for a category or sector.***
2. For the purpose of organizing direct action, the staff must be consulted beforehand. For any action not exceeding half a working day, the consultation shall be held at a meeting of the entire staff ***or of the staff of the relevant category or sector.***
3. "Strike" shall mean a work stoppage lasting more than half a day. The organization of a strike shall require prior consultation, in writing and by secret ballot, of the entire staff ***or of the staff of the relevant category or sector.***

**Do you agree with the proposed amendment?**

YES                      NO



**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**APPROVED FOR REFERENDUM:**

**VI. STATUS OF PROGRAMME OF WORK**

*To provide clarity on the status of the programme of work.*

**Article 8: Programme of work**

**CURRENT VERSION:**

The Council shall draw up its programme of work within four (4) weeks of its first meeting, taking account of all proposals put forward by its members.

**PROPOSED AMENDMENT :**

The Council shall draw up its programme of work within four (4) weeks of its first meeting, taking account of all proposals put forward by its members. ***The programme of work shall be the overarching policy document which shall guide the work of the Council and Bureau without prejudice to other issues which may become relevant for the attention of the Council and Bureau during the course of their terms.***

**Do you agree with the proposed amendment?**

YES

NO

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**Referenda to amend the Regulations on Representation  
of the Staff of the United Nations at Geneva**

**SUSPENDED FOR FURTHER REVIEW:**

**VII. AUDITS**

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## **APPROVED FOR REFERENDUM:**

### **VIII. CHANGE TO THE FINANCIAL YEAR**

*To allow the Staff Coordinating Council more time to prepare financial statements before audits, as well as more time for auditors to carry out their review and avoid the end-of-year holiday period.*

#### **Annex II: Finance Commission and financial regulations**

##### **Article 1: Membership and organization**

###### **CURRENT VERSION:**

2. The financial year shall run from 1 December to 30 November of the following year.

###### **PROPOSED AMENDMENT:**

2. The financial year shall run from *1 July to 30 June* of the following year.\*

*\* Transitional measure: the 2021-2022 budget will continue to be in effect until 30 June 2022, after which date the new financial year shall begin under a newly approved budget.*

**Do you agree with the proposed amendment?**

YES            NO

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**APPROVED FOR REFERENDUM:**

**IX. RESPONSIBILITIES OF THE EXECUTIVE BUREAU**

*To provide clarity on the roles and responsibilities of the Bureau and the Council*

**Article 9: Executive Bureau**

**CURRENT VERSION :**

6. The Executive Bureau shall abide by the decisions and recommendations of the Council, to which it is collectively and individually responsible. Application of the principle of revocability of one or more members of the Executive Bureau by a two-thirds majority of the statutory number of members of the Council shall fall within the purview of the Council.

**PROPOSED AMENDMENT :**

6. The Executive Bureau shall abide by the decisions and recommendations of the Council, to which it is collectively and individually responsible. ***The Executive Bureau has the duty to inform the Council of its activities at each meeting and the Council may provide feedback, make proposals and take decisions on such activities to further guide the Bureau in its work.*** Application of the principle of revocability of one or more members of the Executive Bureau by a two-thirds majority of the statutory number of members of the Council shall fall within the purview of the Council.

**Do you agree with the proposed amendment?**

YES                      NO

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