



## **40<sup>th</sup> Staff Union Council 2022-2023**

**Ref. SU-40-4**

## **Minutes of the 4<sup>th</sup> meeting**

held on 4 July 2022 at 1.30 p.m. via MS Teams

*Adopted on 1 September 2022*

**Council members present:** Naima Abdellaoui, Mohamed Bali (*Deputy Executive Secretary*), Dominique Chantrel, Hélène Fabiani, Ursula Hermelink (*Vice President*), Jean-Luc La Planeta, Laura Johnson, Begoña Martínez Alfonso, Rowland Palairot, Catherine Peck Arif, Viera Pejchal, Ian Richards (*President*), Bradford Smith (*Executive Secretary*), Philip Thomas,

**Council members absent:** Mohamed Assi, Prisca Chaoui, Philippe Duparc, Jamshid Gaziyeu, Nicole Lewis-Lettington, Dan Lin, Olivier Meyer, Hilary Nwokeabia, Gerald Pioda, Maria Almudena Rueda Melendez, Radouan Toualbia.

*The meeting began at 1 p.m.*

### **Single agenda item: Approval of Expenditure for ICSC Meeting**

A brief overview was shared on the recent historical events concerning post adjustment in Geneva and the work of the Union on the matter, namely on the political front (work stoppages, strikes, media coverage), the legal front (UNDT/UNAT appeals and the divergence of the ILOAT), and the technical front (review of the post adjustment methodology). Following these events and working with several partners, the methodology was fixed to an extent and gap closure measures were revised, the 2021 cost-of-living survey was postponed until the end of that year to reduce distortions linked to the Covid context, staff were better prepared to fill in the survey, and salary survey committees gained members with more expertise. These actions led to the finalization of the cost-of-living survey earlier in 2022, which was reviewed by the Advisory Committee on Post Adjustment Questions (ACPAQ) in June and will be discussed by the ICSC at its upcoming July session, where a final determination on post-adjustment for the next 5 years will be made.

The ICSC will be looking at recommendations by ACPAQ and the Union should ensure that the Commissioners integrate all concerns raised by staff representatives with the ACPAQ in their final decision, which involves briefing them individually and making statements at the plenary.

The Council members recalled the proposal circulated the prior week by the Executive Secretary to send a Geneva staff representative to the upcoming ICSC session. It was the view of the Executive Bureau that the UNOG Staff Union should be represented at that session to specifically raise the interests of UNOG staff, to highlight points regarding the data collection and ensure the correct integration of relative inflation rates to update the data. The Executive Bureau recommended that Ian Richards, who already attended the recent ACPAQ meeting on the matter as an envoy of the federation as he was aware of the issues at hand, attend the ICSC session on behalf of the Union.

Clarification was requested on the recommendations of ACPAQ. These were noted to consist of basically two questions: whether the cost-of-living survey was conducted according to the established methodology, and if the correct scales were used. ACPAQ's answer to these questions were affirmative, and they integrated staff concerns to a great extent in their review, but the key issue would be to ensure the ICSC Commissioners understand those concerns and take them into account, especially concerning the comparison of inflation between Geneva and New York.

Following a question on the possible margin of maneuver vis-à-vis the ICSC in light of staff concerns, it was noted that ACPAQ had already reviewed upwards the Geneva post adjustment by one point following the interventions of staff representatives, and that data on inflation could potentially trigger a further slight increase if taken into consideration by the ICSC in their final decision.

The Council members proceeded to vote on the proposal to send a UNOG Staff Union representative to the ICSC 94th session in July 2022, for the two consecutive days when the ICSC would discuss Geneva

post adjustment, and the corresponding expenditure envelope of CHF 1'500. Seeing 11 votes in favour the proposal was approved.

The Council members subsequently voted on the nomination of Ian Richards for the abovementioned mission. See 11 votes in favour, the Council agreed to appoint Mr. Richards to attend.

*The meeting was adjourned at 1.25 p.m.*