



40th Staff Union Council 2022-2023

Ref. SU-40-EB-12

Executive Bureau Minutes of the 12th meeting

held on 28 June 2022 at 1 p.m.
via MS Teams.

Adopted on 12 July 2022.

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	JOHNSON Laura	<i>Present</i>
BALI Mohamed	<i>Present</i>	MEYER Olivier	<i>Present</i>
CHAOUI Prisca	<i>Present</i>	SMITH Bradford	<i>Present</i>
DUPARC Philippe	<i>Present</i>		

President of the UNOG SU:

RICHARDS Ian *Present*

Vice-President of the UNOG SU:

HERMELINK Ursula *Absent*

The meeting began at 1 p.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. Adoption of the minutes of the 11th meetings

The minutes of the 11th meeting were adopted with changes as recorded in the staff union's secretariat.

3. ACPAQ

The EB was briefed on the recent ACPAQ meeting that reviewed the cost-of-living surveys and price collection exercises that would serve to determine post-adjustment. Overall, the Advisory Committee was noted to have made better review efforts than in the previous review 5 years earlier and was more open to hear staff concerns, although not as much as staff representation would expect. It was noted that the Geneva cost-of-living survey had taken place in November 2021 and its results were to be applied as of August. The ICSC would have to look at how inflation matched between Geneva and New York since the time of the survey which would have an impact on post-adjustment. The estimation of staff representation was that a slight improvement in Geneva post-adjustment could possibly be expected, however it was for the ICSC to validate the data at its upcoming summer session (11-22 July), when they would include the latest inflation data in their calculations.

The EB members discussed whether the Geneva Staff Union should be represented at the ICSC session given the importance of the matter in light of recent historical events, to ensure the specific interests of Geneva staff were represented on the matter of post-adjustment. The ICSC statutes allowed a staff union to request to attend. The EB agreed that the UNOG Staff Union should be represented at the upcoming ICSC session on the matter of post-adjustment (over 1 to 2 days) and nominated the Council President, Ian Richards, to attend, subject to confirmation by the Council and acceptance by the ICSC. A Council meeting would be called for to that effect.

4. DG townhall on the staff engagement survey

The EB members were informed that the DG would be inviting staff for a townhall meeting the following week on the results of the staff engagement survey and management had asked whether the Staff Union would take the floor. Following a discussion, it was agreed for the Staff Union to be represented at the townhall by its officeholders and raise issues that got some of the lowest scores in the survey, namely concerning career satisfaction and work-life balance. The EB regretted that management refused to share the comments that staff made in the survey.

5. FWA at UNCTAD

The case was raised of a division in UNCTAD where its Director issued a blanket limitation of maximum two days of telework per week, whereas the UN Secretariat policy allowed up to three days which could be decided on a case-by-case basis at the level of staff and FRO. Two official communications were sent

to the Director without receiving any reply, after which the matter was escalated to the UNCTAD SG. The EB discussed the matter and agreed to give time to the UNCTAD SG to reply and then re-examine the matter.

6. Staff case

The case was raised of a staff member with Alzheimer's disease who was running out of sick leave and no other options seemed to be made available by the administration. The EB members discussed the details of the case and how the Staff Union could help, noting it was not the Union's mandate to intervene in staff members' private lives. It was agreed to follow-up on the case with HRMS and the Staff Counsellor and prompt management to provide viable solutions.

7. Palais access through chemin de l'Impératrice

The EB noted a request from a number of staff asking the Staff Union to intervene in requesting the opening of access to enter and/or exit the Palais des Nations through the chemin de l'Impératrice gate which normally remained closed. Following an inquiry with management, they replied that the opening of said gate would incur in yearly security expenses of approximately half a million Swiss francs, be it for entry and/or exit.

A discussion followed on the benefits and complications of the proposal to open access via chemin de l'Impératrice and raising a number of points, notably: the beneficiaries of the proposed new access would be almost exclusively only those working at the H and E buildings; the E building was soon to be closed for renovations and staff working there were to be moved towards the Place des Nations; two entry/exit points already existed in the Palais; the lack of funding to cover the related security expenses. Following the discussion, the EB members agreed the proposal was to a great extent not viable and would therefore not be pursued.

8. Approval of expenditure

The EB approved the expenditure of CHF 50 under the budget line "Miscellaneous" to introduce French subtitles in the introduction videos of the Staff Union on iSeek.

9. Languages Service

The EB members were informed that staff representatives from the four DGACM duty stations attended a meeting with management on the matter of translators' workload increase, at which no agreement was reached, and another meeting was expected to take place in the coming days. Staff representatives from the different unions would meet soon after to discuss the results of said consultations. Staff representatives circulated a survey among translators asking a series of questions but most importantly on the actions they were willing to support should consultations fail.

10. Any other business

- Elections for the Languages Service Sectoral Assembly were noted to soon be taking place.
- The Polling Board had already issued a call for candidates for the election of Arbitration Commission members.

The meeting was adjourned at 1.45 p.m.