



40th Staff Union Council 2022-2023

Ref. SU-40-EB-17

Executive Bureau

Minutes of the 17th meeting

held on 6 September 2022 at 9 a.m.
via MS Teams.

Adopted on 21 September 2022.

Members of the Executive Bureau:

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

President of the UNOG SU:

RICHARDS Ian

Vice-President of the UNOG SU:

HERMELINK Ursula Present

The meeting began at 9:20 a.m.

1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

2. Adoption of the minutes of the 16th meeting

The minutes of the 16th meeting were adopted without changes as recorded in the Union's secretariat.

3. Roster management and mobility

EB members discussed proposed changes by management on roster and mobility policy, where staff representation at the SMC level had strong reservations and made arguments against a time limit for roster membership proposed by management and various aspects of the proposed mobility policy, which will negatively impact staff. Issues were noted such as the opaque use of rosters, which was leading to dissatisfaction and unhealthy competition among staff. The need to update staff ahead of these possible changes was highlighted, with the view to strengthening the position of staff unions in consultations with management.

4. Data confidentiality

The issue of staff privacy in the context of OIOS investigations was raised. It was noted that ST/AI/2017/1 could possibly oblige staff to hand over private equipment and access to private mail that were not related to work, in the context of investigations, as part of a "duty to cooperate". EB members were concerned as this would be against established privacy principles in most national jurisdictions whereby an individual's right to privacy could only be lifted by judicial order. At the same time, balance was called for in not allowing the right to privacy be used to hide wrongdoing.

The matter was noted to have been raised at SMC already where management indicated that staff had the right to refuse rendering private equipment over to investigators, although such action could have a negative connotation for the staff member concerned in the investigation. EB members considered discussions should continue in SMC to give the matter the attention it deserved. It was also mentioned that a paper should be prepared for SMC from UNOG.

5. CCISUA mid-term meeting

The CCISUA mid-term meeting was noted to be scheduled for 8-11 November in New York and nominations were required for the UNOG SU delegation.

Naima Abdellaoui nominated herself to join the delegation in the interest of inclusion of different views.

It was recalled that the main purpose of the federation's mid-term meeting was to renew links with sister unions and to lobby Member States on current issues, namely concerning the Pension Fund, parental leave, travel provisions on the ICSC agenda before the GA, mobility policy, etc. The delegation should

therefore be integrated by staff representatives who have actively contributed to substantive issues and can build harmonious relations with unions and delegates.

Following a discussion on the matter, the EB agreed to recommend to the Council the nominations of the Executive Secretary, Brad Smith, and the President, Ian Richards, to attend the CCISUA mid-term meeting.

6. ITC issues

The EB was made aware of a number of issues in ITC Administration that are having an impact on substantive programme support. These issues included harassment, abuse of authority, bullying, etc., which have worsened over past months causing stress among staff, many of whom were struggling. Senior management has to date failed to address the issues.

EB members discussed on the nature of the issues and their ramifications, as well as possible ways forward. Expanded delegation of authority was mentioned as one probable root of the problem. A suggestion was raised for the Staff Union to run a pulse survey among ITC staff and gather feedback concerning the underlying issues. The survey results would provide a basis on which to approach senior management. It was further suggested to also run pulse-surveys in other departments to identify possible issues, including the degree/extent of retaliation.

The EB agreed to run a pulse-survey among ITC staff.

7. Electric vehicle charging stations

An issue was brought to the attention of the EB whereby there seemed to be misuse of electric vehicle charging stations as cars would be left at the stations throughout an entire day, depriving other car users from access to electric charge. It was recalled that UNOG Administration had established a limit on the daily use of the stations of 4 hours. The installation of more stations could also be called for.

It was agreed to ask management to send out a reminder of the need to adhere to the established limits for the benefit of all. It was also agreed to invite willing Council members to express interest in participating in UNOG's Green Mobility Working Group.

8. Any other business

The matter of the temporary closure of Pregny Gate was raised, where badges would be now printed at Villa Les Feuillantines which involved increased safety risks. The EB would follow-up with management to ensure they took measures to limit these risks and avoid staffing issues.

The meeting was adjourned at 10:10 a.m.