



40th Staff Union Council 2022-2023

Ref. SU-40-EB-9

Executive Bureau Minutes of the 9th meeting

held on 24 May 2022 at 9 a.m.
via MS Teams.

Adopted on 8 June 2022.

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	JOHNSON Laura	<i>Present</i>
BALI Mohamed	<i>Present</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 *Absent*

Vice-President of the UNOG SU:

HERMELINK Ursula *Present*

The meeting began at 9 a.m.

1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

2. Adoption of the minutes of the 8th meeting

This item was postponed to allow Naima Abdellaoui to make comments.

3. CCISUA update and contribution

Brad Smith sent an email explaining this year's contribution to CCISUA requesting an increase from 19,000 CHF to 23,000 CHF. The 19,000 CHF was already approved by the Council. He explained that the budget for CCISUA is small amounting to less than 100,000 CHF and that this year's advocacy covers many issues that are important for staff, including the local salary survey and post adjustments. As such, it was proposed that the Bureau approve the increase of UNOG Staff Union's contribution from 19,000 CHF to 23,000 CHF, which would then be placed before the Council at its next meeting.

No objections were raised and the proposal was approved by the Bureau.

He also mentioned the many issues discussed during CCISUA GA, the meetings that were held and the resolutions adopted, which are contained in the final report, which will be circulated once finalized.

Naima Abdellaoui protested that she was not invited to attend the CCISUA GA and that no one responded to her email on that matter. She also pointed out that she should be present at monthly meetings with UNOG Administration as a member of Bureau.

Brad Smith clarified at the last Bureau meeting that it was mentioned that the President, Vice-President, Executive-Secretary and Deputy Executive Secretary would be attending the CCISUA GA. He also clarified that meetings with UNOG Administration are not held monthly. (Previously, it was already explained to Ms. Abdellaoui at a previous Bureau meeting that the officers attend such meetings and that other members of the Bureau are invited to attend depending on the matters being discussed.

Ms. Abdellaoui also mentioned that she does not receive CCISUA emails as she is not on the mailing list. She mentioned that in order to be able to work constructively that she needs to be included in these discussions. (Previously, Ms. Naima was informed that the mailing list is the prerogative of CCISUA and that the Executive Secretary forwards all relevant emails to the Bureau.

Brad Smith also stated that good faith needs to come from Ms. Abdellaoui and that so far she has resorted to attacking members of the Bureau on many issues and urged her to act constructively and professionally.

Ian Richards intervened stating that the discussion is off the topic of the agenda and mentioned that Ms. Abdellaoui has consistently held the view that she does not have enough release time to do Council work and clearly no time release to attend CCISUA meetings and that we would not want to put her in trouble with the Administration.

Prisca Chaoui requested a point of order stating that the Bureau meetings are becoming a circus and that we need to stick to substantive issues. Naima Abdellaoui objected and Brad Smith objected to the objection and agreed with Prisca Chaoui to focus on the substantive agenda items.

4. Reimbursement flip chart

Brad Smith proposed that the Union reimburse Froylan Silveira Alberti for out of pocket expenses to purchase a flip chart for the CCISUA GA as Geneva was hosting in the amount of 270.80 CHF. The proposal was approved.

5. Peace Gate

Brad Smith mentioned that a number of staff had questions about the biometric access at the Peace Gate and that a broadcast had been issued providing further details provided by the Safety and Security Service. It was noted that staff may access using their badge as well.

Ian Richards mentioned that security staff had complained about the lack of shade and heat during some recent very hot days. Concerns were also raised about visitors and agency staff who needed to queue for rather long periods of time to obtain badges. Ursula Hermelink requested that we look into the possibility of reverting to the former system where agency staff could enter the premises with their own badges without having to queue for a new badge. Philippe Duparc also raised the issue of the lack of sanitary facilities, which has implications for Covid infection, and the lack of protection against the elements, as well as poor design for pedestrians. After further discussion, it was decided to raise concern over flaws with the Peace Gate with Safety and Security Service. Ian Richards agreed to draft an email in this regard.

6. Update on eLUNA workload increase

Regarding an update on the proposal to look into the possibility of an external assessment of eLuna, Naima Abdellaoui, who had previously been requested to provide a written proposal and TORs, stated that this is everyone's business in the Council and not only her responsibility because she suggested it. She mentioned that she received no feedback from the New York Staff Union on this matter.

Brad Smith mentioned that he had talked to the Vienna Staff Union and they provided the name of a company and that there is some support for having an external assessment of eLuna. He mentioned that he is trying to make an appointment with a representative of Expleo Group. Naima Abdellaoui mentioned that she would like to be associated with those discussions. Ursula Hermelink asked whether we had TORs to share with potential candidates. Bureau members overall agreed to having a TOR. Further discussions took place on the need for data and input from the eLuna focal points. Ursula Hermelink suggested that Naima Abdellaoui start working on the TORs and that she would assist in this regard and that the draft could be supplemented with data if needed but that we should have something to present to potential candidates.

Naima Abdellaoui then voiced concerns about the drawbacks of performing extremely well in productivity and the cost on the health of staff, and that these concerns should be voiced to the Administration through official channels noting a violation of the organization's duty of care towards staff. She requested that we obtain data from Medical Services on the increase of medical leave among translators, and statistics on how many hours are translators putting in, and whether translators are working more during weekends before pandemic. Laura Johnson responded that these concerns have been provided to the Administration and that the question of the percentage of staff that reported working extra hours was in the survey. Discussions continued on whether another survey should be conducted to gather additional information. It was then decided that additional information is not required at this time and that the global staff unions are discussing the next steps vis-à-vis the Administration.

7. ePAS functionalities

Naima Abdellaoui raised several issues regarding the ePAS, namely, the fact that there is no longer a box for comments from staff following the final appraisal and the time period within which to finalize the ePAS. It was agreed that Brad Smith would raise these issues with the ASG of UNOHR in New York.

Naima Abdellaoui also raised concerns about how the rating of "Exceeds expectations" is determined noting that very few staff appear to be receiving this rating, that it could affect promotion and is not fairly distributed. Prisca Chaoui mentioned that the above points are of concern to staff and suggested that Brad Smith should raise the issue with DCM. It was so agreed.

8. Next Council meeting

It was decided to hold the next Council meeting on 3 June at 1:30 p.m. Possible agenda items were discussed, and Brad Smith stated that he would send out a draft agenda to the Bureau for comments as usual.

9. Consultant / Release time

This agenda item was postponed.

10. Update on Security and Safety Service

Brad Smith mentioned that we had discussed having a meeting with the management of Safety and Security Service and that we needed a list of concerns to raise. Philippe Duparc mentioned that he was working on a survey. Brad Smith suggested that he work with Chiraz Baly to finalize the survey and to send it to the Bureau.

11. Any other business

Under this agenda item, Ian Richards mentioned that both Prisca Chaoui and Cathy Peck Arif were interested in remaining on the Disability Board. Both have been involved previously and have represented staff interests regarding reasonable accommodations and accessibility.

The meeting was adjourned at 10 a.m.