



41st Staff Union Council 2023-2024

Ref. SU-41-EB-17

Executive Bureau Minutes of the 17th meeting

Held on 9 August 2023 at 9 a.m.
via MS Teams

Adopted on 23 august 2023

Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	GONZALEZ Pablo	<i>Absent</i>
BALI Mohamed	<i>Present</i>	HERMELINK Ursula	<i>Absent</i>
MARTINEZ Begoña	<i>Present</i>	JOHNSON Laura	<i>Present</i>
DUPARC Philippe	<i>Present</i>		

President of the UNOG SU:	Vice-President of the UNOG SU:
RICHARDS Ian	SMITH Bradford
<i>Absent</i>	<i>Present</i>

The meeting began at 9 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 secretariat.

3. Admin assistant

The EB was informed that the deadline to apply to the Administrative Assistant position of the Union was extended (along with all job openings by order from UNHQ) until 22 August, where already several applications had been received. The hiring freeze was expected to remain in place until at least September but the recruitment process could continue normally up until selection, at which point an exception to be able to select a recommended candidate could be requested.

4. SMC updates

The EB was informed that the SG had approved the report of the SMC meeting of 2023. The report and decisions of the SG on disagreements would be shared with all Council members and with all staff via broadcast. It was disappointing for the staff side to see that, on the issue of rosters, the SG took a decision different from both the original management position and that of the staff, on which a global survey was being conducted by unions, including Geneva. Consultations were expected to take place once management brought up the new policy on rosters.

A discussion followed. It was noted that the use of rosters by hiring managers was often arbitrary. The staff side at SMC had requested statistics on roster use but management had not yet provided them. The unions at SMC had argued extensively to maintain the roster system but management had not agreed. However, a positive outcome for staff was the agreement to give priority to rostered candidates. The exclusion of staff from rosters could be legally challengeable and the Union could consider funding legal action when the policy was implemented.

5. OSH training

The EB recalled that the Organization would be implementing a training on Occupational Safety and Health (OSH) in Brindisi in the coming weeks that would last 5 days, in relation to the global OSH framework that was being gradually implemented across the Secretariat. UNOG Administration had confirmed that EB member Naima Abdellaoui could attend the training and to possibly co-share costs with the Union. The EB agreed for Ms. Abdellaoui to attend the training subject to confirmation by the Council on required funding.

6. Status of the OHCHR Staff Committee

The EB noted that the OHCHR Staff Committee had been determined to be the equivalent of a sectoral assembly by the Arbitration Commission and agreed to pass on the relevant decision to the Staff Committee representative.

7. Policy on pets in the office

A suggestion received from a staff member was brought up to the floor to allow bringing pets to the office as a form of improving mental health and wellbeing at the workplace, noting this was a practice sometimes present in the private sector. It was noted, however, that UNOG forbids entering with animals except if required for assistance to the disabled. Liability issues and administrative burdens were possibly behind this policy. The EB agreed to inquire with UNOG Administration on what would prevent said policy from changing.

8. Any other business

- a. The state of lockers at the UN Beach was mentioned, noting a complaint from a user. It was noted that the UN Beach Committee was dealing with the matter to ensure premises remained up to standard. The EB expressed its thanks to the Committee members for maintaining the UN Beach as a nice and important place for staff recreation and wellbeing.
- b. The EB took note that a new ECE Executive Secretary had been appointed and was expected to begin functions as of September. A meeting with the new ES was to be foreseen.
- c. The EB was informed that the UNDSS Director of Operations would visit Geneva in the coming days and that a UNOG SSS service meeting was organized for 15 August. The visit could be an opportunity to remind SSS management of the need to initiate "Appendix B" discussions following the mandate of JNC and with the presence of an HR officer.

The meeting was adjourned at 10 a.m.