



## 42<sup>nd</sup> Staff Union Council 2024-2025

Ref. SU-42-EB-19

### Executive Bureau Minutes of the 19<sup>th</sup> meeting

Held on 14 January 2025 at 1.30 p.m.  
via MS Teams

*Adopted on 6 February 2025*

#### Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	LEWIS-LETTINGTON Nicole	<i>Present</i>
DUPARC Philippe	<i>Present</i>	MARTINEZ Begoña	<i>Absent</i>
JACQUIOT Cédric	<i>Present</i>	PUHALOVIĆ Janet	<i>Present</i>
JOHNSON Laura	<i>Present</i>		

#### President of the UNOG SU:

RICHARDS Ian *Present*

#### Vice-President of the UNOG SU:

Catherine Louise *Absent*  
Peck Arif

*The meeting began at 01.35 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted as reflected below.

#### 2. Adoption of the minutes of the 18<sup>th</sup> meeting

The minutes of the 18<sup>th</sup> meeting were adopted with changes.

#### 3. Council meeting agenda

The EB discussed and agreed on the agenda items for an upcoming council meeting on 20 January. Key points for inclusion were:

- Report of the Executive Bureau.
- Updates on the tennis club.
- The calling of the General Assembly.
- The collection for Valencia.
- Amendments to the UN Today terms of reference.
- A report on the staff council retreat.
- Items from the recent JNC meeting and SHP-related updates.

#### 4. General Assembly

The EB discussed organization of the General Assembly, which had to be held in the latter half of January per the statutes. A tentative date of Thursday, January 30, was proposed, subject to council approval. The agenda will include statutory items and potentially issues of interest to staff, such as the compensation review or local salary topics.

The EB also deliberated on the meeting format: while hybrid format gives staff more flexibility, lack of necessary technology in conference rooms and low in-person attendance make hybrid meetings difficult. The Council will make the final decision on the date and format.

#### 5. Focal point for club space

The EB discussed the need to designate a focal point for the club space to the SHP transition team. The ideal candidate would be someone familiar with the clubs' needs and actively involved in related matters. The ES volunteered to be the focal point which was accepted by the meeting.

## **6. Report on JNC**

The last JNC meeting took place on 23 December. Key topics discussed included: outdoor safety and lighting; 2026 official holidays where SU's proposal to align holidays with local practices was accepted by the Director-General; anticipated disruptions during summer due to building closures, including the cafeteria; the requirement for FMS to work over the summer due to the handover or closure of buildings due to SHP; Appendix B issues and CTO for security staff who travel for conferences; reasonable accommodation; update on the availability of car and bike parking; and timely submission of staff names who participated in the Inter-Agency Games to HR for processing.

The next JNC meeting was scheduled for February 18.

## **7. Outstanding action points**

The EB reviewed the implementation of pending action points that had been previously agreed upon but not yet executed. Pending action points:

- The townhall for GPAFI will be organized in the next council term after March. Pension issues would also likely be addressed in the same period. ICSC issues would be covered as part of the General Assembly.
- Some entities have not received special attention via townhalls or consultations. EB agreed to organize townhalls for those entities, especially where no council members are present.
- The Benevolent Fund statutes have been under revision, and EB should be updated on the progress. If ready, the revised statutes would be adopted by the General Assembly.
- SU could also organize a staff briefing by the Ethics Office on the protection from retaliation measures.

The meeting agreed on the outstanding items and the way forward.

## **8. SMC updates**

An ad hoc SMC meeting was held at the beginning of January, where participants discussed emergency austerity measures introduced for SMC participation and training, limiting participation to one person and canceling staff management training. Staff-side disagreements with these measures would be escalated to the Secretary-General for resolution.

A new consolidated appointment policy was also discussed which would merge various appointment types (e.g., temporary, fixed-term, and continuing). The policy change aimed to simplify administration but raise concerns about clarity and fairness for staff. Specific provisions under scrutiny include reemployment eligibility for staff dismissed for unsatisfactory service and changes to provisions related to extension of contracts for sick leave purposes and for completion of PIPs, among other issues.

Agenda items for the next ad hoc SMC meetings included changes to harassment and discrimination policy, and appointments policy.

Naima Abdellaoui raised concerns on rapid and simultaneous policy revisions that may result in further decreasing of UN attractiveness for young talent and staff wellbeing. Past policy changes caused shifting away from permanent contracts and increased use of temporary appointments and consultancies that undermined staff stability, predictability, and the UN's independence. Staff representatives emphasized the importance of protecting remaining benefits and addressing the long-term impacts of these changes on the organization.

## **9. Tennis club**

The discussion centered on a proposal from the Management Committee of the Tennis Club to diversify its offerings by introducing paddle, pickleball, and badminton courts. That initiative responded to staff demand for more accessible and diverse sports options and was expected to attract more members to the Tennis Club.

Three cost estimates were received from different companies to support the financial plan. EB members were requested to provide a loan of CHF 140,000 which would be paid out in three years, with the expectation of recovering costs through new memberships.

EB members raised no objections to the proposal. With unanimous support, it was agreed that the proposal would be submitted to the Council for final approval.

#### **10. AOB**

- EB members agreed on the need for regular EB meetings to ensure clarity and to plan ahead. That would be further explored.
- EB members discussed the impact of SHP on SAFI.
- Members expressed dissatisfaction with the reduced role and services offered by the medical service, particularly the discontinuation of annual health checkups and limited engagement with staff well-being initiatives. Participants highlighted the disconnect between the organization's stated emphasis on mental and physical health and the diminished capacity of the medical service. It was agreed to organize a meeting with the medical service to discuss those issues. Consideration may need to be given to carrying out a survey to collect staff views of services offered by UN medical services.

*The meeting was adjourned at 02.55 p.m.*

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#### **Acronyms and abbreviations:**

SU: Staff Union of the UNOG

EB: Executive Bureau of the Staff Union

ES: Executive Secretary of the Staff Union

DES: Deputy Executive Secretary of the Staff Union

VP: Vice-President of the UNOG SU

UNOG: United Nations Office at Geneva

CCISUA: Coordinating Committee for International Staff Unions and Associations