



42nd Staff Union Council 2024-2025

Ref. SU-42-EB-3

Executive Bureau Minutes of the 3rd meeting

Held on 19 March 2024 at 1:30 p.m.
via MS Teams

Adopted on 9 April 2024

Members of the Executive Bureau:

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

President of the UNOG SU:

RICHARDS Ian

Absent

Vice-President of the UNOG SU:

GONZALEZ Pablo

Present

The meeting began at 1:35 p.m.

1. Adoption of the agenda

The agenda was adopted as reflected below.

2. Adoption of the minutes of the 2nd meeting

The minutes of the 2nd meeting were adopted without changes.

3. Report from JNC

Laura Johnson (ES) and Pablo Gonzalez (VP) reported on their meeting with the representatives of administration at the JNC meeting on 18 March. The administration presented the measures developed to cope with the ongoing liquidity crisis and noted that a partial closure of the Palais is under discussion. The EB representatives proposed two suggestions in this regard:

- Send the Language Services (LS) staff to the D building now (LS is supposed to move to D building after renovation) to reduce pressure on H building staff and to avoid noise, overcrowding and productivity falls.
- Implement alternate working arrangements (AWA) instead of flexible working arrangements (FWA). FWAs are voluntary arrangements agreed between staff and managers while telecommuting 3 days a week, which is under discussion by the administration, is not a personal choice but would be requirement from the organization.

The administration, represented by Kira Kruglikova (Division of Administration Director) and Nataliya Myronenko (HR Chief), agreed to review the proposals if sent in writing.

During the JNC meeting the official holidays for 2025 was also discussed. The EB representatives confirmed to keep the previous pattern of holidays observed in 2023, namely, Whit Monday and Jeûne genevois as the official holidays, and Ascension Day as the floating holiday. This was agreed during SU Council meeting held on 20 February 2024.

The administration also informed that they will share with the SU the draft proposal for the creation of UNOG's Special Mechanism to report racism and racial discrimination for its feedback. Also, the issues of conducting regular elections in some joint bodies due to expired terms was discussed: the administration and SU agreed to have a meeting with the Polling Officers to discuss this. It was noted that there was a recurrent issue with elections not being held in a timely manner.

The EB members took note of the report on the JNC meeting and expressed their concerns the partial closure of the Palais might have on staff. It was noted that the staff are more and more frustrated with the

potential squeezing of all the staff in H building and impacts on their morale and productivity, salary impacts on those that cannot telework or work from outside duty station, the inability to choose telecommuting days and not being consulted properly on these decisions. The EB agreed to prepare and submit to administration two papers on the suggested bullet points. There was a call for stronger advocacy for staff interests, which could be realized, among others, by reaching out to member States and ultimately UN Secretary-General through CCISUA, if need be, particularly regarding the impact of the switch from a biennial to annual budget on the liquidity situation.

4. Programme of work of the new Council

The EB discussed the proposed changes in the draft programme of work for 2024-2025 and agreed to send it for the Council's review and adoption.

5. OIOS relocation

Reportedly the OIOS management has decided to move half of its staff to Budapest (6 out of 12), which may be due to ongoing liquidity crisis and raised staff concerns. The EB agreed to request for a meeting with OIOS management to share staff concerns and receive more details on this plan.

6. UNSMIS meeting/town hall

It was suggested to organize an EB meeting with the chief of UNSMIS and another town hall as was done last year to answer staff questions. The UNSMIS communications on reimbursements or limits to some costs aren't clear and this will be the opportunity to also get clarifications on any other questions staff might have. This was unanimously agreed.

7. Any other business

- It was suggested to improve communication and visibility of the SU among staff members including on advantages of becoming dues-paying members. The EB members agreed to develop and propose ideas on this matter that can be discussed during next meetings.

The meeting was adjourned at 2:40 p.m.

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

JNC: Joint Negotiation Committee between representatives of staff and the administration

CCISUA: Coordinating Committee of International Staff Unions and Associations of the United Nations System

UNSMIS: United Nations Staff Mutual Insurance Society against Sickness and Accident