



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

### Executive Bureau Minutes of the 9<sup>th</sup> meeting

Held on 13 June 2024 at 1:30 p.m.  
via MS Teams

*Adopted on 27 June 2024*

Ref. SU-42-EB-9

#### Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	LEWIS-LETTINGTON Nicole	<i>Absent</i>
DUPARC Philippe	<i>Present</i>	MARTINEZ Begoña	<i>Present</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 *Present*  
Peck Arif

*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 8<sup>th</sup> meeting

The minutes of the 8<sup>th</sup> meeting were adopted without changes.

#### 3. Joint Negotiating Committee (JNC) items

The ES informed the Bureau that the JNC meeting was scheduled for 24 June and the Bureau was asked to suggest agenda items for that meeting. Management indicated that they wanted to discuss focal point for anti-racism at the JNC. The EB agreed to put the following items in the agenda: liquidity crisis (i.e. savings made from liquidity crisis measures, duration of liquidity crisis measures, Palais closure in the summer, disruption caused to UNCTAD staff obliged to move twice); practical issues resulting from the move (medical desks, air quality in H, acoustics in D and H). It was suggested to invite an ILO expert to the meeting to advocate for staff safety and health concerns. It was also agreed to discuss Security issues (follow-up on the Appendix B discussions; break room at Pregny gate) and to send a letter to the DG on the Appendix B issue. Other issues to be added to the agenda were concerns on mass unwanted emailing and issuing 5-year fixed-term contracts to Division of Administration staff.

An EB member also asked about updates on security staff reclassification from G3 to G4 level. It was noted that security staff supported the recent practice by management of selecting internal candidates, based on seniority. This was considered fairer than requesting reclassification for those who did not apply. All long-serving G3 staff were encouraged to apply for the higher-level position.

#### 4. UN Today statutes

As discussed previously, some changes had been introduced to the UN Today statutes to make the magazine financially more independent so that the Editorial Board can manage its funds and assets without requesting approval from the Council or EB. The Board needs to ensure that adequate funds are available for the operation of UN Today and reasonable future investment. The EB agreed with the changes and would recommend the Council to approve the new statutes.

#### 5. Staff-Management Committee (SMC) updates

At the last ad-hoc SMC meeting, the participants had discussed special post allowance (SPA). The staff side had registered disagreement with the management proposal because the changes would unduly penalize the staff member rather than the managers who did not organize a proper recruitment process in due time.

The next ad-hoc SMC meeting was scheduled to be held at the end of current month where two papers would be discussed:

- On alternate working arrangements (AWA) that the SU advocated for implementation during the current liquidity crisis instead of flexible working arrangements; and
- On liquidity crisis to request for clarity from the management on the crisis and the reason it persists indefinitely.

## **6. CCISUA pledge**

At the CCISUA General Assembly, the UNOG SU announced that, subject to the Council approval, it would increase its pledge amount by CHF 1,000 to CHF 24,000. With no objection received, the EB would seek Council's approval at its next meeting.

## **7. OHCHR matters**

The ES informed the EB that the draft survey that was agreed in previous meetings was prepared and would be soon sent out to the OHCHR staff. The questions focused on favoritism in recruitment, abuse of authority, and harassment. The EB suggested to share the draft questionnaire with OHCHR Council members to ensure that the questions were relevant and add a question to understand staff perspectives on the ongoing change management process. This was agreed.

Another OHCHR matter for discussion was the possibility of having a memorandum of understanding (MoU) between the SU and OHCHR Staff Committee to recognize the Committee as a sectoral assembly of the SU. The ES reminded that the Arbitration Commission decided that the Committee had the role and functions of a sectoral assembly. The EB members noted that OHCHR Staff Committee did not engage polling officers in their elections as a sectoral assembly should and its independence from the management was questioned. To recognize the Committee as a SU sectoral assembly, it was agreed to set minimum conditions in the MoU that the Committee should adhere to including engaging polling officers in their elections.

*The meeting was adjourned at 2:10 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

UNOG: United Nations Office at Geneva

CCISUA: Coordinating Committee for International Staff Unions and Associations