



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

Ref. SU-42-EB-13

### Executive Bureau Minutes of the 13<sup>th</sup> meeting

Held on 15 August 2024 at 1.30 p.m.  
via MS Teams

Adopted on 1 October 2024

#### Members of the Executive Bureau:

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

#### President of the UNOG SU:

RICHARDS Ian

Absent

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

Catherine Louise

Peck Arif

Present

*The meeting began at 01.30 p.m.*

### 1. Adoption of the agenda

The agenda was adopted as reflected below.

### 2. Adoption of the minutes of the 12<sup>th</sup> meeting

Minutes of the 12<sup>th</sup> meeting were adopted.

### 3. SMC updates

An ad hoc SMC meeting was held the day before that decided to set up a working group on facilities for staff representation. From the staff side, the ESCWA union representative will co-chair the working group. It was noted that unlike UNOG, some entities were charging staff unions and staff clubs for using the facilities (e.g., conference rooms) and the aim of the working group was to ensure staff representatives have free use of facilities. Also, the management briefed about the Global Orientation to the United Nations (GO2UN) programme for new or transitioning staff that have just started a new position in the UN. The programme provides learning modules and engagement for quick and effective integration of the newly recruited or transferred staff. The SMC also discussed the paper on regional diversity prepared by the SU. The paper highlighted approaches focused on regional diversity in selections and promotions that some UN Secretariat entities have put in place internally even though there was no General Assembly mandate or Secretariat policy on it, which led to its perceived irregular application in the recruitment process. The staff representatives asked the management side to clarify whether entities have the authority to implement their own internal approaches on regional diversity and what were the implications for implementing such an approach without written guidelines. The management side referred to the UN Charter that states that as broad geographic representation as possible should be promoted and the internal approaches and senior managers' compacts were meant to advance it. It was agreed that the management would deliver a presentation on that topic at the next SMC meeting in September.

EB members were also informed on the issues to be discussed in the upcoming SMC meetings. Translators' issues were brought up at several SMC meetings and the Vienna Staff Union prepared a paper on the eLUNA evaluation for discussion at the subsequent meetings. However,

the management side appears to be reluctant to discuss anything related to DGACM at SMC. The staff representatives plan to send a letter to the SMC President to put the eLUNA evaluation on the agenda of the next SMC meeting and to write to the USG of DGACM regarding engaging all staff representatives (currently the USG wishes to only engage NY reps) and to collect staff feedback on eLUNA. Another item to be put on the SMC agenda was the UNRWA dismissed staff. CCISUA had sent a letter to the Secretary-General to raise staff unions' concern on terminating the staff contracts after an internal investigation said the evidence "could" indicate that they "may have" been involved in the attacks of 7 October 2023. The staff side agreed to submit a paper on this issue for the next SMC meeting to discuss this issue with the management. The paper would be prepared by the UNOG SU. Furthermore, UNOG SU was working with Vienna Staff Union to learn more about the MoU put in place by New York DOS that forces staff in certain categories to agree for contract termination if certain conditions weren't met. As a result, a paper could be presented at the next SMC.

EB members also discussed the performance appraisal process and the need to ask management to put back the comments box for staff in the performance appraisal form. It was noted that the comment box was just for inclusion of additional details by staff members and was not intended for lodging disagreement with the evaluation. Staff members who disagree with an overall performance rating given by his or her supervisor need to initiate a rebuttal process. EB members noted that they would benefit from better understanding the rebuttal process and suggested that an upcoming EB meeting include this as an agenda item. An upcoming SMC meeting will also discuss performance management.

#### **4. World Humanitarian Day**

World Humanitarian Day would take place on 19 August and the ES would deliver a speech. At the previous EB meeting it was also agreed that the SU would pay for the flowers for the event. OCHA would also organize a separate event underlining that 2023 marked the deadliest year on record for humanitarian workers. The ES's statement would cover humanitarian workers: UNRWA staff, UN staff arbitrary detained in Yemen and Sudan.

#### **5. Staff Benevolent Fund**

SU leadership had met with the Staff Counsellor to discuss the update of the Fund's statutes. SU Vice-President, who was involved in the Fund's work for years, made suggestions for changes that were reviewed by the Staff Counsellor. Once the changes have been agreed by the SU and the Division of Administration, the updated statutes would be adopted by all staff members of UNOG at the Ordinary General Assembly that should be convened each year during the second half of January.

The issue of advertising the Fund as well as addressing eligibility issues were also discussed at the meeting. Questions were raised about the eligibility of OCHA staff and the involvement of non-UNOG Staff Counsellors in receiving cases for the Fund. The VP said that from her experience at the Fund, OCHA staff were not excluded. The EB members also discussed the work of the Fund, noting that it received only very few applications per year and the paperwork was so cumbersome that the Fund did not have sufficient human resource capacity to manage a higher number of applications. Informing staff about the Fund should only happen after eligibility and any changes to the statutes was clarified.

#### **6. UBS closure**

Due to expected building E closure, the UBS branch was closed as it no longer had access to its offices on the 4th floor or its servers on the 7th floor. As UBS can only maintain ATM and Multimat machines if these devices aren't connected to its own internal network, UBS also removed the machines on the 2nd floor. It was announced that the UBS branch would reopen in late 2025 when the renovation of the C building was completed. SU asked the Transition Board for an alternative solution (ATM machine, another bank branch) for staff during that period and

the Board informed that it was looking for an alternative and asked the SU to offer any suggestions.

EB members raised concerns about early UBS branch closure considering that the E building would close completely only in 2025. The issue would be discussed with management at the 27 September JNC meeting. The subsequent JNC meeting was planned to take place on 17 December.

**7. Any other business**

- Meeting with the ECE Executive Director was yet to be planned to discuss among others ECE move and the splitting of the ECE staff between S1 and S2 buildings. The EB members also deliberated on the renovation works, moves, lack of meeting rooms in buildings S1 and S2, limited access to food when the cafeteria closed, possible parking space shortage once all the staff were back in the office and absence of charging stations for electric vehicles.

*The meeting was adjourned at 02.46 p.m.*