



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

Ref. SU-42-EB-15

### Executive Bureau Minutes of the 15<sup>th</sup> meeting

Held on 17 October 2024 at 1.30 p.m.  
via MS Teams

Adopted on 24 October 2024

#### Members of the Executive Bureau:

ABDELLAOUI Naima	Absent	LEWIS-LETTINGTON Nicole	Absent
DUPARC Philippe	Present	MARTINEZ Begoña	Absent
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 Absent

*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 14<sup>th</sup> meeting

Minutes of the 14<sup>th</sup> meeting were adopted without changes.

#### 3. Long service awards 2024

LSA 2024 ceremony took place on 15 October and many staff members appreciated it and thanked SU and HR. However, there was a room for improvement for the next year, which could be achieved by implementing the ideas received from participants. SU could invite the heads of offices for the ceremony to celebrate their staff achievements, which would contribute to improved staff-management relations by fostering a culture of recognition and collaboration. Otherwise, the list of staff members receiving long service awards could be sent to each entity to raise awareness: this approach worked well in OCHA, where sharing the names led to congratulations for the awardees and fostered a sense of inclusion for those on missions outside Geneva. EB also discussed the ways to increase attendance: sending a broadcast or invitation before the ceremony. An email or a broadcast would be sent to inform those who didn't attend the ceremony on how to receive their certificates and medals.

#### 4. Letter on Lebanon

Various staff unions have drafted and signed a letter to the UN SG to urge him to protect UN personnel in Lebanon. It was noted that the heads of many UN Secretariat unions had signed the letter and the ES would also sign it on behalf of the SU, if agreed by the EB. The latest version of the letter was shared with the EB and no objections were raised.

#### 5. Report on JNC

JNC meeting that took place on 9 October discussed, the following agenda items:

Update on Appendix B for security service: Key topics included the adoption of a nine-hour workday with an hour-long lunch break for all employees, unlike the previous system where some worked eight hours without a proper break. SU was informed that the time for preparing and

closing workstations as well as uniform changing times would be considered part of working hours. The management would also prepare a new document by the end of that year to replace the previous addendums that were no longer valid.

EB members raised concerns over a seven consecutive nights shift that may be assigned to a security staff, which many felt was detrimental to workers' health. The requirement to align shifts with health standards, and the importance of consulting the medical team was underlined. Members also touched on whether a survey might be useful to gather feedback from employees on these changes and how to balance work demands with health considerations. EB discussed the issues that security service staff still face (7-night shifts in a row, etc.) and improvements achieved. The meeting of the working group on health and safety would be called to discuss those issues.

Reasonable accommodation: SU informed the management that the workflow guidance on reasonable accommodation wasn't so clear for staff; management often rejects requests due to financial constraints and not always provide justification for rejection. Medical services were usually involved in the process, but the final decision lies with managers. It was also noted that managers of reasonable accommodation requests. Management agreed to review the UNOG guidance and SU could propose changes to be discussed at the next JNC.

CSS restructuring: SU was informed that the CSS had undergone restructuring recently. No posts had been cut and no complaints had been received from staff members organised into new teams.

UN Port: Management highlighted that funds for necessary investments were lacking from the administration side due to the liquidity crisis and invited the Port Committee to come up with recommendations for a future JNC.

Out-of-area and staff engagement surveys: SU informed the management of the meeting organized by SU to explain to staff members the ICSC out-of-area survey and how to fill it in. Management asked SU to publicize the staff engagement survey. It was agreed to request access to the results for all Geneva entities as well as access to redacted comments through SMC.

UNRISD budget issues: SU raised concerns at the request of UNRISD staff, whose jobs were at risk owing to a funding crisis. Since UNRISD staff had FT limited contract, they could not be considered as internal candidates for applications to posts in other UN entities. At JNC, UNOG HR agreed to send letters to entities to encourage them to consider applications favourably and to grant special leave without pay if that could help affected staff members. SU had also written to the UNRISD Board at the request of UNRISD staff.

Reduced services: SU had asked about catering services and closures during the weeks with official holidays. Management stated that the Palais would not close on any working day. Eldora would not want to provide full catering services but would be required to provide some, subject to negotiations between UNOG and Eldora. EB members requested further clarification from the administration.

The next JNC would take place on 4 December.

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