



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

**Ref. SU-42-EB-17**

**Executive Bureau  
Minutes of the 17<sup>th</sup> meeting**

Held on 29 November 2024 at 1.30 p.m.  
via MS Teams

*Adopted on 11 December 2024*

**Members of the Executive Bureau:**

ABDELLAOUI Naima	<i>Present</i>	LEWIS-LETTINGTON Nicole	<i>Present</i>
DUPARC Philippe	<i>Absent</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 *Absent*

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

Catherine Louise *Absent*  
Peck Arif

*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 16<sup>th</sup> meeting**

Minutes of the 16<sup>th</sup> meeting were adopted without changes.

**3. Report from CCISUA**

The SU delegation attended the CCISUA Mid Term meeting that took place from 19 to 21 November. The focus was on issues related to the common system. Key discussions included updates on the local salary surveys, human resources matters, and security situations globally. Speakers included Catherine Pollard (USG for Management Strategy, Policy and Compliance), Martha Helena Lopez (Head of HR), the ASG for Safety and Security and others.

Key topics discussed were mental health strategy; compensation review; pension fund updates; ICSC recommendations, including updates on base salary scales, child allowance, and education grants. The SU delegation also met with several member States, including the US, Switzerland, EU, UK, and several countries from the G77, to discuss pensions, compensation, and SHP. Discussions with member States on SHP focused on issues related to the densification of workspaces, the E-building tower, and the overall impact of the project on staff. Member States showed interest in the concerns raised, though their primary concerns remained cost overruns and delays.

EB members took note of the report from the meeting. One member expressed disappointment that the liquidity crisis, hiring freeze, and the impact on staff morale were not raised with the member States during those meetings. The delegation responded that lobbying must focus closely on matters immediately before the Fifth Committee but that the impact of the liquidity situation was raised when appropriate.

**4. ICSC training**

The ICSC offers training on the compensation package. A training session was scheduled for January 26-30, 2025, in Algiers, and CCISUA suggested that the staff unions could send

representatives to attend. A proposal would be presented to the Council once a cost estimate for sending a representative to the training is available. Laura Johnson and Naima Abdellaoui expressed interest in attending the training.

## **5. JNC items**

It was noted that the next JNC meeting would take place on 4 December and the EB was invited to suggest agenda items. Topics from previous meetings such as reasonable accommodation, UN Port, as well as issues with renovated buildings and Inspira screening question were included in the agenda. The meeting discussed various issues related to office moves, challenges of SHP and staff well-being at the Palais. Key concerns include:

- Poor working conditions: Issues with building infrastructure, such as inadequate ventilation, uncomfortable furniture, and lack of parking.
- Disregard for staff well-being: Management decisions that prioritize cost-cutting over staff needs, leading to reduced productivity and morale.
- Lack of transparency and consultation: Insufficient communication and involvement of staff in decision-making processes.

The staff representatives expressed frustration with the current situation and called for more proactive measures to improve working conditions. Naima Abdellaoui suggested challenging certain decisions, such as the E building tower demolition to avoid staff squeezing and requesting additional parking spaces to address the ongoing parking shortage.

## **6. SMC updates**

An SMC ad hoc meeting had taken place, where the management side announced that due to austerity measures, next year's SMC in-person meeting would only cover the cost for one staff-side delegate. Any additional delegates would need funding from the union. The topics discussed were:

- Policy on Appointments: The administration side presented a new policy on appointments that merged various previous policies. A smaller meeting will be held to review the changes in detail.
- Departmental Consultations: A challenge arose regarding consultations for staff of entities based in other duty stations than their management. The management side suggested to bring those issues to the New York JNC, which was accepted by the staff side, though an inadequate solution.
- Flag Code Proposal: Following the SG's refusal to amend the Flag Code to ensure systematic lowering for all staff killed in the line of duty, the staff side had put forward other suggestions such as memorial walls and a specific iSeek page to honour staff, which would be reviewed by the management.
- Inspira System: The screening question in Inspira for the locally recruited staff was confusing as some applicants did not realize they can be eligible to apply. The question could be adapted for each duty station but UNOG management would need to request it. SU would raise that issue at the next JNC meeting. Also, it was announced that the ClearCheck screening database was expanded to cover fraud as well as sexual harassment.

The next SMC meeting would be in January.

## **7. Council retreat**

The EB members were reminded that the Council retreat was scheduled for Tuesday, 3 December, followed by a joint dinner. The aim was to improve communication and collaboration among council members. Louis Germain, SMC president, and Nathalie Meynet, CCISUA president, were invited to discuss improving SU relationship with other unions and engagement with management. An EB member suggested sending a follow-up invitation to ensure wider awareness of the event speakers, which was agreed on by ES.

*The meeting was adjourned at 02.40 p.m.*