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| <b>44th Staff Union Council</b><br><b>2026-2027</b> | <b>Final minutes of the 4<sup>th</sup> meeting</b><br>held on 29 May 2026<br><i>Adopted on 23 June 2026...</i><br><b>Ref. SU-44-4</b> |
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*Council members present:* Ian Richards, Laura Johnson, Catherine Louise Peck, Nataliya Oliynyk, Janet Puhlovic, Nicole Lewis Lettington, Philippe Duparc, Cedric Jacquot, Begoña Martinez Alfonso, Clint O'Connor, Marian Aggrey, Cintia de Lima Cardoso, Rowland Palaret, Mohamed Chiraz Bali, Marie Araksia Gulsadian, Ysabel Fougery, Naima Abdellaoui, Julien Bornon, Jean-Luc La Planeta

*Council members absent:* Hee-Kyong Yoo, Dominique Chantrel, Marko Stanovic, Anjum Khan, Radouan Toualbia, Philip Thomas

*The meeting began at 1.15 p.m*

#### **Adoption of the agenda**

1. The agenda was adopted without one amendment – the inclusion of an item on the local salary survey.

#### **Adoption of the minutes of the previous meeting**

2. The minutes were adopted without change.

#### **Report of the Executive Secretary**

3. The Executive Secretary briefed the Council on the latest developments that had been discussed at the Bureau. This included engagement in Federation-level meetings of the ICSC working group on the compensation package and on the UN Mental Health Implementation Board, both in Geneva, and several meetings with the ICSC on the discontinuation of danger pay for staff in Syria. There were also meetings with the ILC and WHO staff unions and associations on staff working on conferencing; the Controller, who confirmed that the one-year fixed-term contract renewal limitation remains in place; the Chief of OSLA on the appeal of the UNDT judgement on the roster clean-up; an ad hoc SMC meeting on changes to the policy on the recovery of overpayments, the collection of race-related data in Inspira due to General Assembly resolution, and a UN80 update; the UNOG Transition Board; the head of the OSE for Syria, IIMM and DCM on flexible work arrangements; the new head of human resources of OHCHR; and the head of administration of ECE on downsizing and human resources issues. Surveys would be carried out among UNDRR and OCHA staff.
4. *The Council took note of the report.*

#### **Report of the Finance Commission**

5. The internal audit report for 2024 is being finalized, which includes several recommendations to be implemented to improve the Union's accounting, and work with an external fiduciary company continues to ensure all accounts are in order.
6. *The Council took note of the report.*

#### **Summer party**

7. Members of the social events committee briefed on plans for the staff summer party taking place on 26 June from 17.00 to 02.00 at the UN Beach. Dues paying members of the Union can enter

the UN Beach for free and get three food/drink vouchers. Non dues paying members can enter for free but must pay for drinks and food. One hundred interns could pre-register to enter and get food/drink vouchers for free. The budget estimate was between CHF 9,000-16,000 for at least 500 participants. The event would include a live band and DJ. The committee provided additional itemization of costs related to printing, restaurant personnel, toilets, cleaners and security. It requested a list of dues paying members and for the Executive Secretariat to ensure a broadcast was sent to all staff.

8. *The Council took note of the proposal, agreed to the budget framework, and asked for increased security for the event.*

#### **Audit report**

9. A discussion on the audit report was deferred to the next meeting. The report would be posted on the Union website and shared with the Council before the next meeting.

10. *The Council took note of the deferral.*

#### **ICSC training**

11. The Bureau proposed to nominate two officeholders, Nataliya Oliynyk and Janet Puhalic, to attend a five-day ICSC regional workshop in Istanbul during the week of 29 June. The cost of the training itself is \$1000 plus travel and DSA. Janet was asked to visit constituents in the OCHA Istanbul Office while there.

12. *The Council agreed to fund the training for both participants.*

#### **FISCA training**

13. The Bureau proposed that up to five Union members attend the FISCA training on the cost of living survey methodology from 1-3 July in Geneva for a cost of \$500 per person. Laura Johnson, Ysabel Fougery, and Naima Abdellaoui were nominated.

14. *The Council agreed to fund the training for the three participants.*

#### **Local salary survey**

15. For the local salary survey being carried for locally recruited staff in Geneva in 2026, tax consultant(s) would need to be hired at an estimated cost of CHF 20,000. Management asked whether the Union would be willing to contribute to the cost.

16. *The Council agreed in principle to contribute to the tax consultant fee but asked for the final cost to be relayed to it in due course.*

#### **Amicus briefs**

17. The Executive Secretary proposed hiring an external lawyer to prepare two amicus briefs for two Tribunal cases related to a staff member terminated on sick leave and the retroactive imposition of an expiry date for rosters.

18. *The Council agreed to fund the amicus briefs.*

#### **Downsizing**

19. Due to a confidentiality agreement, the Executive Secretariat was only able to provide limited information on the activation of downsizing policy in UNOG, OAJ, IIMM, UNRISD and ECE. Some staff are no longer in scope as they found other jobs, including a staff member at IIMM. A single Staff Management Group (SMG) is being used for all downsizing exercises of the UN Secretariat

in Geneva. A Council member asked for clarification on the nominations process for seats for staff representatives on the SMG, which was provided by the Executive Secretary.

20. *The Council took note of the update.*

#### **Report from CCISUA**

21. The Executive Secretary and Vice President provided a detailed briefing on their attendance at the CCISUA General Assembly, which took place in Chile from 11-15 May. This meeting included agenda items on the UN80 campaign; the Pension Fund and compensation; the 43<sup>rd</sup> IASMN session; the ICSC; an unemployment scheme initiated by ILO; the SMC; the ASG of the Office of Human Resources; protection against retaliation; the Chief of OSLA; the Chief of DSS; the Vice President of Globe; and, the heads of the other two staff federations. Mark Malloch-Brown was invited to provide his perspective on the current political and economic landscape. The CCISUA General Assembly also served as valuable opportunity to exchange learning and practice across unions on key concerns and how to build a sense of community among constituents. Several resolutions resulted from the meeting. Elections were held for the leadership positions of CCISUA, with all current officeholders re-elected, including Ian Richard as the Vice President for Conditions of Service.

22. *The Council took note of the update and asked for clarification on the ICSC item, including whether tertiary education and family hubs would be included as part of the compensation package, whether the special education grant will increase, and the background to the elimination of danger pay in Syria due to an assessment by UNDSS.*

#### **UN Geneva Staff Welfare Partnership**

23. An update was provided on the UN Beach and Tennis Club. The UN Beach has had significant improvements, and there has been a good start to the season. The Tennis Club also had improvements to the courts, with the Chinese Embassy holding a badminton tournament there two days ago. More investment is needed with respect to management and enhancements of both spaces. Staff should be encouraged to enjoy both spaces. The Vice President asked whether dues paying members of the Union could enter the UN Beach for free – it was agreed to put this forward to the UN Geneva Staff Welfare Partnership for their consideration (which was subsequently agreed by the partnership).

24. *The Council took note of the update and agreed to refer free UN Beach access to dues paying members of the Union to the Partnership.*

#### **Any other business**

25. Dues paying members would be issued electronic membership cards. Discounts should be sought to incentivize more dues paying members. Other ideas were discussed about building a stronger community of staff.

26. Noe Rousseau was introduced as the new administrative assistant of the Union.