

# STAFF UNION BULLETIN BULLETIN DU SYNDICAT BOLETIN DEL SINDICATO



10 June 2004

## Extraordinary General Meeting

*23 March 2004*

### *Minutes*

The Chairperson of the Staff Union opened the General Meeting at 1.10 p.m. which, in accordance with the Statutes of the Staff Union, had been requested by 120 members. In compliance with the suggested agenda, the Chairperson moved to point 1: *Election of the President of the Meeting*. Following the proposal of one member of the Staff Union, and supported by several others, Mr. Duncan Campell was elected President of the Meeting by acclamation.

The President thanked the Meeting for his election and asked those present to be respectful of all opinions throughout the discussions. Before passing to the next point on the agenda, he gave a brief history of the events leading to the convening of this Extraordinary General Meeting. While being delighted with the large number of participants at the General Meeting, he said that he hoped the conclusions reached by the Meeting would be accepted by the same large number of participants, and that he would not hesitate to suspend the Meeting if he observed that not enough members were attending.

A discussion was opened regarding the title of point 3: *Collective agreement on conflict prevention and resolution*. A motion to change this title into “Withdrawal of the draft collective agreement on conflict prevention and resolution” was submitted to the Meeting for assessment and the decision was taken to maintain the title as proposed by the Committee. The agenda was therefore adopted without any modifications.

The President, before opening the debate, said that he was giving the Chairperson of the Staff Union and the petitioners' spokesperson 15 minutes each to make their positions known. Mr. Shone, for the petitioners, presented the documents supplied to the Meeting. The Chairperson of the Staff Union then presented the position of the Committee.

After many members had expressed their opinions and noting that the positions seemed clearly established, the President suggested voting on the resolutions. Some petitioners requested that they be discussed. The President felt that the substance of them had been debated, and not wanting to risk the meeting getting tired before voting, he maintained his position. A motion on the closure of the debates was raised, then voted on and approved by 105 votes to 19 with 7 abstentions.

The President accepted the request of the petitioners to vote on resolution SU/EGM/2004/1/R.2 first. It was rejected by 90 votes to 43 with 13 abstentions.

The President then passed to the vote on resolution SU/EGM/2004/1/R.1 which was accepted by 89 votes to 28 with 24 abstentions.

The Chairperson of the Staff Union thanked the President of the Meeting for the quality with which the debates had been managed. The latter then closed the Extraordinary General Meeting at 3.05 p.m.

**EXTRAORDINARY GENERAL MEETING**

**23 March 2004**

**RESOLUTION**

**concerning the Collective Agreement on Conflict Prevention and Resolution**

The Staff Union of the International Labour Office, convened in an Extraordinary General Meeting on 23 March 2004,

**APPRISED OF THE PREOCCUPATIONS** expressed by some of its members concerning the Collective Agreement on Conflict Prevention and Resolution signed by the co-Presidents of the Joint Negotiating Committee on 24 February 2004, including statutory modifications and relevant Circulars,

**HAVING HEARD** the explications of Staff Union Representatives on these texts,

**EMPHASIZING** that these represent the results of a long and complex process of negotiation conducted according to the procedures established by the Collective Agreement on Recognition and Procedure signed by the Chair of the Staff Union Committee and the Director-General on 27 March 2000,

**NOTING** that on the Union side the revision of collective agreements concerning conflict prevention and the resolution of grievances was needed to address the difficulties experienced by staff in implementing its procedures,

**NOTING FURTHER** that the instruments are improved, notably in the resolution of disputes and improved access of field staff to mechanisms of conflict prevention and resolution,

**NOTING ALSO** that they do not adversely impact any fundamental rights of staff acquired under the established procedures for the resolution of disputes,

**CONSIDERING** that it is not in the interests of staff to defer adoption by the ILO Governing Body of the corresponding statutory modifications,

**HAVING TAKEN INTO ACCOUNT** the opinions expressed by the field structure based outside of Geneva,

**RECOGNIZES** the text of the new Collective Agreement on Conflict Prevention and Resolution,

**CALLS ON THE STAFF UNION COMMITTEE** to rapidly organize a campaign to inform all of its members, including field staff, on the contents and procedures for application of the texts,

**ALSO CALLS ON THE STAFF UNION COMMITTEE** to act with representatives of the administration so that implementation of the new agreement proceeds as quickly as possible for all duty stations,

**WAITS ON THE STAFF UNION COMMITTEE** to report at the next session of the General Assembly on the first measures taken to implement the negotiated procedures of the Collective Agreement,

**DECIDES** that, henceforth, a sufficient period of time should be allowed between the date of signature of a collective agreement and its submission to the Governing Body for staff Union Members to be fully informed about the contents of the agreement.

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