



NEGOTIATIONS BROKEN OFF - WE'RE AT THE END OF THE ROAD

WHY YOU NEED TO BE AT THE EXTRAORDINARY GENERAL MEETING 10 NOVEMBER 2010 – ROOM IX – 14:00

Over the past several years, the Staff Union has exhausted all possible avenues to find solutions to your problems and to defend your interests, through negotiations. Most recently, we chose to re-engage in negotiations with the intervention of a mediator, and the signature of an interim agreement providing certain minimum assurances for recruitment and selection.

No sooner had the ink dried, and the mediator been thanked for his services, that the Office violated this interim agreement! In the very first competition following the agreement (a vacancy in HRD!) the competition file gave no indication of the most qualified for the position, as required by the agreement. Next, it became clear that the Office continued to make use of external consultants as Assessors, in violation of the Staff Regulations and the collective agreement, and despite the Union's opposition. "They've already been hired – what do you want us to do?" was the only explanation provided. The Union's effort to resolve this through negotiation was deemed "blackmail" by the Office.

On the basis of these facts, the Staff Union Committee cannot continue to seek solutions through dialogue. Thus, the Second Session of the Annual General Meeting decided to:

1. Reject the Administration's proposal for acceptance of ongoing unilateral violations of the Staff Regulations and Collective Agreement as a prerequisite for negotiating a new Collective Agreement on a Procedure for Recruitment and Selection;
2. Mandate the Staff Union Committee to organize a global action during the next session of the Governing Body in defence of freedom of association and collective bargaining, and on the issues of recruitment and selection and job classification, and
3. Request the Staff Union Committee to prepare the text of a series of legal grievances with a view to launching collective appeals.

**UNDER SUCH CONDITIONS, YOUR INTERESTS CANNOT BE
ADEQUATELY DEFENDED – YOUR CIRCUMSTANCES CANNOT BE
IMPROVED – WITHOUT A COLLECTIVE ACTION**