



COMMUNICATION 12/20

ITU Staff Union's notice of withdrawal

To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
Chairs, Associations with Consultative Status
Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees

Geneva, 6 February 2020

From: Evelyn Kortum, General Secretary

Dear Colleagues,

The FICSA Executive Committee regrets to have to inform you that the Executive Committee of the ITU Staff Union notified FICSA via email on 20 December 2019 that it has decided to withdraw the ITU Staff Union's membership in FICSA.

As the ITU Staff Union's Committee declined FICSA's invitation to meet and discuss this matter, the FICSA Executive Committee has formally confirmed receipt of the notice to withdraw dated 20 December 2019 and informed the Staff Union's President that, in accordance with Article 8 of the FICSA Statutes, the withdrawal would become effective on 19 June 2020, i.e. six months after receipt of the notice.

If, in the meantime, the ITU Staff Union should change its mind and decide to remain in FICSA, its Committee was informed that it could do so by informing the FICSA Executive Committee accordingly prior to the effective date of the withdrawal.

Kindly note that Article 8 of the FICSA Statutes specifies that the "Withdrawal shall become effective six months after the notice has been received, without prejudice to the duty of the withdrawing Full Member to pay all outstanding dues and to fulfil all outstanding obligations to the Federation."

For information purposes, the FICSA Secretariat has kindly prepared the below summary of exchanges and discussions on this subject based on the records in its file.

Kind regards,

Brett Fitzgerald, President
FICSA Executive Committee

ITU Staff Union's Notification to Withdraw from FICSA 2019 – 2020

Chronology of Communications and Events

<p>7 June 2019 FICSA requested individual meetings with all FICSA Members based in Geneva, including the ITU Staff Union (SU) to update them on the issues of Post Adjustment.</p> <p>President of ITU SU proposed to meet on 4 July 2019.</p>	<p><i>Immediately below is a copy of the email which FICSA sent to the ITU SU), in French:</i></p> <p>Evelyn et moi-même nous sommes en train d'organiser des réunions avec chaque FICSA membre association/syndicat à Genève pour leur mettre à jour en ce qui concerne les discussions actuelles les plus importantes (par exemple la révision de la méthodologie pour l'ajustement de poste (post ajustement), la méthodologie qui gouverne les enquêtes salariales des services généraux, ILOAT, etc.).</p> <p>A cet égard nous aimerions fixer une réunion avec toi et le comité du syndicat de l'UIT pour la semaine prochaine. Pourrais-tu nous proposer quelques dates/heures où ton comité serait disponible stp ?</p>
<p>17 June 2019 President of ITU SU requested advice from FICSA regarding ITU Administration's publication of a Broadcast to its staff informing them of the ICSC Global Staff Survey.</p>	
<p>18 June 2019 FICSA coordinated a common position on the ICSC staff survey with both CCISUA and UNISERV and the same day informed the membership of the details of the Federations' common position.</p> <p>18 June 2019 The President of the ITU SU wrote to thank FICSA for the above-referenced communication and asked whether it would also be published in French.</p>	
<p>24 June 2019 The President of the ITU SU wrote to suggest that the Federations, when discussing this survey at the next session of the Commission, may wish</p>	

to explain that the survey questions created quite an amount of confusion.

24 June 2019

FICSA responded to confirm that it had the intention of doing exactly that and also informed ITU SU that the Federations had already contacted the ICSC Chair to express staff concerns regarding the ICSC survey.

5 July 2019

FICSA published a communication to its members containing an update relative to the ILOAT judgments of

3 July 2019 on the Geneva pay cut (post adjustment) appeals.

5 July 2019

President of ITU SU wrote that it would not publish the FICSA communication because it did not reflect the internal reality at ITU, and that the communication was more relevant for the other Geneva-based organizations.

4 and 11 July 2019 meetings (which had been requested on 7 June 2019 – see above)

Meeting between FICSA and ITU SU on 4 July and continued on 11 July.

Meeting between FICSA (President and General Secretary) and ITU SU representatives.

[Internal Note for the Record was established.](#)

Agenda included:

- FICSA budgetary savings which would result from the continued implementation of the Council decisions emanating from the functional review of the FICSA Secretariat.
- Pay cut appeals in Geneva.
- The intention of the FICSA ExCom, taking into consideration concerns expressed by some of its members, to propose a significantly reduced annual FICSA budget to the 2020 FICSA Council for its consideration.
- Legal protection insurance.
- Update on the work of the ICSC Task Force reviewing the post adjustment methodology and the ICSC WG reviewing the corresponding operational rules.
- Update on the work of the ICSC WG reviewing the Local Salary Survey Methodologies.
- FICSA voting system.
- FICSA mentioned that it had heard through informal channels that the ITU SU had sent a communication to all its members comparing FICSA and CCISUA. FICSA asked that a copy be shared to ensure accuracy. Although the ITU SU did not share a copy, an ITU SU member clearly upset by what was considered an inaccurate comparison of two of the three federations,

	<p>subsequently sent a copy to FICSA. After reading the inaccurate content, the FICSA ExCom decided it required a response which, for transparency purposes, was provided to all FICSA members.</p> <p>- FICSA learned during the discussions that should the ITU SU representatives pursue the possibility of withdrawing from FICSA, it would be submitted to an Assembly of the ITU SU members for a vote.</p>
<p>10 July 2019 In accordance with what was agreed in the meeting of 4 July with the ITU SU, FICSA prepared a draft communication which it shared with ITU SU representatives.</p> <p>10 July 2019 Apparently the ITU SU representatives changed their minds as the President of the ITU SU wrote to say that it would not publish the draft communication at ITU, stating that it did not reflect the reality at ITU (same as the 5 July email message). The ITU SU did not suggest any changes to the draft FICSA communication, but expressed its appreciation for the time FICSA took for drafting the communication and assured FICSA of its full desire to collaborate with FICSA.</p> <p>10 July 2019 FICSA responded to the ITU SU President to state that it did not understand the latest ITU SU email since FICSA had prepared the draft communication at ITU's request.</p>	
<p>11 July 2019 Someone from ITU informally sent to FICSA the communication entitled "Projet de changement de fédération – Federation change project" which the ITU SU representatives had written and sent to its membership on 5 July 2019 alleging that "In the light of perceived serious shortcomings and underwhelming support from FICSA over the past 18 months, particular in connection with the coordination of the fight against the pay cut for P staff and above and the fingerprint-activated badges introduced at ITU, the Executive Committee of the ITU Staff Union decided to research and analyze the pros and cons of joining another federation." In fact, the communication informed ITU staff that the ITU Staff Union had already been granted Observer status with CCISUA on 13 April 2019, which was</p>	

well before any ITU SU discussions with FICSA to express its grievances, although FICSA had heard informally that the ITU SU was not happy with the outcome of last year's elections to the position of FICSA General Secretary at which time the ITU SU candidate was not elected. The grievances of the ITU SU representatives relative to the FICSA voting system became clear during the above-referenced meetings of 4 and 11 July 2019. In the 5 July 2019 communication sent by the Executive Committee of the ITU SU to its membership it proposed that the ITU SU leave FICSA and join CCISUA. In concluding the communication, the Executive Committee wrote that it would announce to the ITU SU membership the procedure for voting on this matter. However, to the best of FICSA's knowledge, the ITU SU membership was never provided the possibility to vote and, instead, the ITU SU Executive Committee took the decision on its own to withdraw the ITU SU from FICSA.

16 July 2019

FICSA responded to the ITU Staff Union communication entitled "Federation change project" to address inaccuracies contained therein and to seek clarification.

20 December 2019

The President of the ITU SU sent an email message at 17:11 on Friday, 20 December 2019, to the FICSA Secretariat to notify FICSA that the ITU SU was withdrawing its FICSA membership. As the FICSA Secretariat had already closed its offices for the Christmas and New Year holidays, the FICSA Executive Committee learned of the ITU message on 6 January 2020.

6 January 2020

The FICSA President promptly wrote to the ITU SU President to request a meeting.

6 January 2020

FICSA received a completed credentials form from the ITU SU informing that three ITU SU ExCom members would be attending the upcoming 73rd FICSA Council.

10 January 2020

The President of the ITU SU replied to FICSA and declined the invitation to meet, stating that the

ITU SU did not see the usefulness in meeting and reiterated the ITU SU Executive Committee decision that the ITU SU withdraw its FICSA membership.

28 January 2020

Following consultations with the FICSA Executive Committee members, the FICSA President wrote to the President of the ITU SU to: 1) again acknowledge receipt of his email dated 20 December 2019 which contained his notification of ITU SU's wish to withdraw its FICSA membership; 2) inform that in accordance with Article 8 of the FICSA Statutes the withdrawal would become effective six months after receipt of the notice, without prejudice to the duty of the withdrawing Full Member to pay all outstanding dues and to fulfil all outstanding obligations to the Federation; 3) that all Full and Associate Members would be informed expeditiously of the notice of withdrawal; and 4) that should the ITU SU change its mind and decide to remain in FICSA it could do so by informing the FICSA ExCom accordingly prior to the effective date of withdrawal which would be 19 June 2020.

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