



ROSTER OF FICSA LEGAL ADVISERS

Prepared by:

**FICSA Secretariat
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Ms. Carolin Alvermann
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Honorarium

Hourly rates between CHF 300 and CHF 450, depending on the complexity of the case and the services requested. Where legal insurance exists (CAP, Fortuna, etc.), fees may be borne by the insurance.

Legal experience

Attorney-at-law and Mediator SAV/FSA/SBA

Carolin has been working as an attorney-at-law and mediator for over fifteen years. A member of the Swiss and German bar, she specializes in the law of the international civil service and labour law and regularly represents staff of international organizations at the internal level and before administrative tribunals (ILOAT, UNDT, UNAT, AfDB-AT, etc.), including in matters pertaining to investigations and disciplinary proceedings, terminations, restructurings, harassment and discrimination, duty of care, performance appraisals, etc. She also takes on other mandates, including in matters pertaining to Swiss and German law.

Carolin is also a speaker and lecturer on matters pertaining to public international law and the law of the civil service. In her early career, she has served for five years as in-house legal adviser in international organizations which provides her valuable experience and insights. She strives to find tailor-made solutions for her clients and settles or formally litigates cases, depending on the individual situation of the client and the specifics of the case.

Working Languages

English French and German.

Ms. Héloïse Bajer-Pellet

1 rue Saint Antoine / 3 place de la Bastille
75004 Paris
France

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Honorarium

Usual hourly rate: € 250 to 280 (excl. VAT), being that the fee policy practiced is flexible in order to offer rates adjusted to the nature of the file submitted and corresponding to each situation, to the complexity of the case and where appropriate, to the volume of business assigned to the law firm.

Legal experience

Attorney at the *Paris Bar* since 2001. Has worked from the beginning at an international level, especially on public international law cases in front of international tribunals, such as the International Court of Justice (ICJ), Permanent Court of Arbitration (PCA) or the International tribunal for the law of the sea (ITLOS). Has chosen to get specialized in the International civil service law which is a very particular branch of law, absolutely distinct from administrative or labor internal law. Defends international civil servants, agents and staff associations in order to advise, assist and represent them in disciplinary procedures, arbitrations, internal appeals, in front of the Administrative Tribunal of the International Labour Organization (ILOAT) or other administrative international tribunals.

Since 2023, assessor before the Tribunal de première instance of OIF.

Working Languages

French (mother tongue)
English (fluent)
Spanish (intermediate)

Ms. Monika Ona Bileris, Esq.
24, Shafter Avenue
Albertson, New York 11507
USA

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Honorarium

USD 350 per hour. An estimate can be provided upon consultation.

Legal experience

Doctorate in law from Northeastern University School of Law, Boston (2001). Licensed to practice law before the United States District Court for the Southern and Eastern Districts of New York, and all courts in New York State (USA). Litigation and practice experience in the area of employment, whistleblower, criminal defense, and international law, as well as a specialty in the law of the international civil service. She has over twenty years experience litigating cases before UN appeals boards and the UNDT and ILOAT.

Working languages

English (mother tongue)
Lithuanian (fluent)

Mr. Christopher Bollen
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Honorarium

CHF 350/billable hour up to P5
CHF 450/billable hour as from D1

Legal experience and area of expertise

I became a Swiss attorney-at-law in 1998. For over fourteen years, on a regular basis, I have represented staff members of various UN Organizations in their cases before the International Labour Organization and the United Nations Administrative Tribunal with a successful outcome in the majority of cases. My highest award was a payment of three years of salary for one of my clients.

I specialize notably in questions pertaining to acquired rights, re-structuration, mobility, harassment, disciplinary actions, terminations, etc., and have provided opinions on these issues to staff associations/unions and clients.

In addition to my services related to UN Labor law, I specialize in international and commercial law and notably act as counsel and arbitrator related to commercial disputes.

To avoid long-drawn-out proceedings, I strive to and have been able to settle most of my client's case matters outside of legal proceedings.

Working languages

English
French
German

Ms. Neha Dubey
Barrister, Modulaw
Based in in Perth, Western Australia

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Honorarium

Rates are flexible according to the nature of the case, and can be adjusted for the client's situation. FICSA members are entitled to two 30-minute consultations per year for free. Neha's rates for international civil servants start at EUR 200 per hour and no tax applies.

Fixed fee arrangements can be provided for different stages of a dispute, e.g. case assessment, first level of internal appeal (e.g. request for review), second level of internal appeal (e.g. before an Appeal Board) and appeals to the ILOAT/UNDT/UNAT or other Tribunal. This means that instead of an hourly rate, after discussion with the client, the amount chargeable for the work is fixed (i.e. even if counsel spends more hours than estimated, the cost to the client remains the same).

Legal Experience

Neha was admitted as a barrister and solicitor in Australian in 2011 and was called to the Honourable Society of Lincoln's Inn (UK) in 2019. She has worked in commercial litigation in Australia and Asia, civil society in Europe and with the UN in Asia prior to commencing her practice in the law of international organizations. In 2021, she founded **Modulaw** together with Ludovica Moro to provide clients a consolidated range of legal services in international administrative law.

She works in all aspects of employment disputes and has particular experience with disciplinary proceedings, harassment and retaliation complaints. She has acted at all levels of the review process – from internal review procedures to Tribunal proceedings) as well as negotiating settlements and alternative dispute resolution options.

Neha has acted for individuals who are current or former employees of the EBRD, IAEA, ICC, IMO, IOM, OECD, OPCW, PAHO, The Global Fund, UNAIDS, UNEP, UNFCCC, UNHCR, UNICEF, UNRWA, the UN Secretariat, WHO and the World Bank Group. She is currently standing counsel to a number of staff associations. Depending on the circumstances of the case, Neha advocates for informal dispute resolution as a first step and encourages her clients to achieve the most timely, efficient and practical solution possible.

Working languages and other information

Fluent in English, French and Hindi

Public lectures and workshops: International Administrative Law Centre of Excellence (2018); King's College, London (2018-2019); Headnote contributor to Oxford International Organizations (OXIO). [Modulaw publications](#): Case Law Digest and International Organisations Catalogue, 2021 and 2022 editions.

Mr. Laurence C. Fauth
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Honorarium

€ 150 to 300 per hour depending on level of staff member and complexity of the case (plus 20% VAT where applicable); fixed-fee plus success bonus in limited cases.

International Organization Legal Experience

Since 2002, Mr. Fauth advises various staff associations/unions regarding staff-management relations and represents staff members at all levels in internal appeals and appeals to the ILOAT, UNDT and UNAT against adverse administrative decisions, including non-extension, termination, probation, promotion, harassment (including sexual harassment), classification, reassignment, performance appraisals, discipline, compensation for service-incurred injury/illness, and many others. He also conducts workshops relating to the justice and employment dispute resolution systems of international organizations, and publishes a monthly newsletter.

Notable cases include recognition of same sex marriages at the IAEA (2008); award of 3.5 years of salary difference for unlawful demotion at UNIDO (2010); award of 1.3M CHF for wrongful dismissal and defamation at Global Fund (2015); breach of secondment agreement at UNICEF (2015); recognition that benefits for service-incurred injury are payable for life for GS staff member at IAEA (2017); proving P-5 manager committed sexual harassment against G-4 staff member at the IAEA (2020); additional cases can be viewed on Mr. Fauth's website.

Education and Background

Mr. Fauth graduated from Antonin Scalia Law School in Arlington, VA (1996); he is admitted to the Washington, D.C. Bar (1997); he clerked for an Administrative Law Judge from 1996-1997 in the US Department of Justice Honors Program; in 1998 he worked as an Assistant United States Attorney in Washington, D.C.; and has been in private practice since 1999.

Working languages

English (fluent)
German (good)

Mr. Edward Patrick Flaherty
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Honorarium

The fees of Mr. Flaherty have been discussed with the CAP, the insurance company of several staff associations to cover disputes between the staff and the organization. These hourly rates amount currently to between CHF 300 CHF and CHF 450 maximum, depending on the nature of the legal advice requested. If other staff associations, which have a different insurance contract/company or none at all, request the services of those lawyers, then the fees would have to be discussed individually depending again on the nature of the request. It cannot be excluded that the hourly rates would be higher, i.e. amounting to between CHF 300 and CHF 500 or more. Also affiliated with counsel in New York.

Legal experience

Doctorate in law from Suffolk University Law School, Boston (1984). Licensed to practice law before the United States Supreme Court, and all courts in the Commonwealth of Massachusetts and the State of Maine (USA), as well as United States Federal and Bankruptcy courts. Extensive litigation and practice experience, including the areas of labour law and personal injury, having represented both employees and employers, as well as a number of international organization staff associations/unions. He has litigated more than 250 cases before the ILOAT and UNAT and is currently representing a number of international civil servants in cases before the European Court of Human Rights and other national courts. He is also the co-founder of IO Watch (www.iowatch.org). Also affiliated with counsel in New York. Associate is a Swiss lawyer fluent in French, English, Spanish and Romanian.

Working languages

English (mother tongue)
French (fair)

Mr. Neil J. Fishman
Attorney at Law
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Honorarium

300 – 400 CHF per hour, depending on the matter. An estimate will be provided at time of contract.

Legal experience

Mr. Fishman advises staff members at any stage of a dispute with their employer and serves as a Legal Adviser for staff associations. He has litigated cases in front of numerous internal appeal bodies and administrative tribunals including the International Labour Organization Administrative Tribunal (ILOAT) and the United Nations Dispute Tribunal (UNDT). He has experience in conducting settlement discussions, internal investigations, and workplace mediations.

Prior to entering private practice, Mr. Fishman served as a staff member in a legal capacity in various international organizations including the World Health Organization (WHO), International Criminal Court (ICC), International Trade Centre (ITC), Special Tribunal for Lebanon, UNAIDS, United Nations High Commissioner for Refugees (UNHCR) and World Trade Organization (WTO). He also provided legal services to the WHO Headquarters and Global Boards of Appeal as well as other internal grievance and disciplinary panels.

Mr. Fishman's field of knowledge includes human resources, privileges and immunities, disciplinary cases including harassment and discrimination, procurement, whistleblowing and medical / compensation claims.

He is a member of the Florida Bar (USA) in good standing. He is also a member of a various legal associations including the Florida Bar International Law Section.

Working languages

English (mother tongue)

Spanish (on request)

French (on request)

Submissions are normally prepared in English.

Consultations are generally done via video link, telephone or in person in Geneva.

Mr. Rishi Gulati
Barrister at Law

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Honorarium

\$US 250 per hour (capped at 8 hours per day) (inclusive of all taxes).

NB. The number of days may be capped to ensure legal costs are reasonable and proportionate to the case. Usually happy to offer the first consultation (15 mins) free of charge.

Legal experience

Prof. Dr. Rishi Gulati is an Associate Professor in International Law and Barrister with a special expertise in the law of the international civil service. He is the author of *Access to Justice and International Organizations* (CUP, 2022) and several other publications on the topic.

He is happy to act as mediator in international administrative disputes as well as sit as an arbitrator in international administrative cases. Please contact him on rishi.gulati@vicbar.com.au to discuss any inquiries.

Working language

English

Mr. Alex Haines

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 The Outer Temple
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Honorarium

Rates depend on two aspects: firstly, the nature of the work. For example, fees are often capped at X number of hours, meaning that a cap can be applied to a particular stage of work; and, secondly, lower rates can be offered to lower earners.

Alex's general starting point for international civil servants is £350 an hour (+ VAT for individuals living in the UK/EU). A number of fee structures that can be arranged. VAT in the UK is 20%.

Legal experience

Alex, called as a barrister in England (2007), admitted to the New York Bar (2019), and admitted to the Irish Bar (2020), regularly represents international civil servants at all levels before the various committees, boards and international administrative tribunals (IATs) of inter-governmental organizations. He has experience representing: (i) groups of employees (class actions) with collective grievances such as issues regarding their benefits; (ii) individuals seeking relief from administrative decisions (for example on the basis of discrimination or unfair dismissal); and (iii) whistleblowers who have been retaliated against by the organization for coming forward and shedding light on reprehensible or unethical practices. His work includes advocacy (both written and oral), litigation, conciliation, mediation and settlement negotiations. He also represents employees investigated for and accused of sanctionable practices and general misconduct by their employer organization through the disciplinary processes. The cases he has been instructed in have involved more than 30 international organisations.

Past and current practice includes cases before the following IATs and bodies:

- World Bank Administrative Tribunal (WBAT)
- United Nations Dispute Tribunal (UNDT)
- United Nations Appeals Tribunal (UNAT)
- European Bank for Reconstruction and Development Administrative Tribunal (EBRDAT)
- Inter-American Development Bank Administrative Tribunal (IADBAT)
- Asian Development Bank Administrative Tribunal (ADBAT)
- International Labour Organisation Administrative Tribunal (ILOAT)
- Organization of American States Administrative Tribunal (OASAT)
- Commonwealth Secretariat Arbitral Tribunal (CSAT)
- Black Sea Trade and Development Bank Administrative Tribunal (BSTDBAT)
- Administrative Tribunal of the Bank for International Settlement (BISAT)
- African Union Administrative Tribunal (AUAT)
- Administrative Review Committee of the European Bank for Reconstruction and Development
- Board of Appeal of the Pan American Health Organisation
- Joint Disciplinary Committee of the International Maritime Organisation

Working languages

Fluent in English, French and Spanish.

NB. Has lectured on international organizations, including their immunities and internal justice systems, to the Universities of Brasilia (2014), Exeter (2015), City of London (2015), Hong Kong (2015), La Sorbonne (2016) and King's College (2016 and 2018). He has also lectured on the Appeals Systems of international organizations at the Council of Europe in Strasbourg for the 50th anniversary of its Administrative Tribunal (2015), and he is a rapporteur for Oxford International Organizations (OXIO), a new database collating the law of international organizations. In 2019 Alex was appointed to the Attorney General's London Panel of Counsel to the Crown.

Mr. George G. Irving
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USA

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Honorarium

Generally an hourly rate of US \$300/hr. but will consider flat rates for Tribunal cases.

Legal experience

Admitted to legal practice before the state bars of New York and Massachusetts and to the U.S. Federal Courts. Juris Doctor from New York University School of Law; graduate of Dartmouth College and attended the Johns Hopkins School for Advanced International Studies.

For thirteen years he served as legal officer with the UN's Office of Legal Affairs and during this time also served as President of the UN Staff Committee and as a member of the UN Joint Staff Pension Board.

Mr. Irving is currently in private legal practice. He has acted as counsel in numerous cases before the UN and ILO Tribunals, and has actively participated in the establishment of the UN Office for Administration of Justice. His cases have included issues of acquired rights, disciplinary matters and UN Joint Staff Pension Fund issues, including a case brought on behalf of former UN Secretary-General Kofi Annan.

He currently serves as legal adviser to the United Nations Staff Union and has also advised the UNDP/UNFPA/UNOPS Staff Council and the UNICEF Global Staff Associations and served on the United Nations Child Care Centre Board of Directors.

Working languages

English
French

Mr. Benjamin Katzenberg

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Website: www.icsemploymentlaw.com

Honorarium

150 Euros an hour (excluding VAT).

Legal experience

Benjamin has been working as an attorney for over ten years. He is a graduate of the New York University School of Law (Juris Doctorate, 2010), and has received specialised training in many fields of public international law. He is a member of the New York State Bar (admitted to practice in 2011), and of the International Bar Association (2021). He has over eight years of professional work experience in legal affairs departments of international organizations, and over nine years of total work experience in intergovernmental organisations, and specializes in the employment law of international organisations, the law of the international civil service, and international administrative law. Through his private practice, ICS Employment Law, he represents staff members of international organisations at the internal level and before international administrative tribunals, such as the ILOAT, UNDT, and UNAT.

Working languages

English (mother tongue)
Spanish (intermediate)
Dutch (intermediate)

Ms. Ludovica Moro

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Rates are flexible and often depends on the nature of the work. Ludovica's rates for international civil servants are in the range of EUR 200 to EUR 250 +4% CPA (compulsory Italian tax). Flexible rates are retained depending on the client's situation (e.g. grade and step) and nature of the case. There are a number of fee structures (for example, caps for different stages of work, and reduced hourly rates for full days of work) that can be arranged. Two free 30-minute consultations per year by appointment

Legal Experience

Ludovica is an Italian qualified lawyer since 2013 and a Registered European Lawyer for England and Wales since 2015. She specializes in International Administrative Law ('IAL'), representing and advising international civil servants and international organizations in a wide range of employment disputes as well as negotiating settlements and alternative dispute resolution options, inter alia, at EBRD, BIS, WBG, UNIDO, UNODC, IAEA, IOM, ITLOS, IMO, OPEC, PAHO, WFP, INTERPOL, ECMWF, ICMPD and EPO. Her focus is on European and International Courts (UNAT, ILOAT, ECJ, WBAT, EBRDAT, BISAT, etc.). She is currently standing counsel to the Staff Associations of PAHO, OPCW, ICC, UNAIDS and the Global Fund, she regularly advises several Staff Associations (e.g. OECD, ICMPD, ECMWF, EUMETSAT) on individual staff disputes and on the review of the regulatory and legal framework of their respective organizations and has experience in advising on the adjustment of salary packages, pension and tax schemes, and fundamental rights in employment contracts. Ludovica also provides weekly staff clinics to the members of the Vienna-based (UNOV) Staff Associations/Unions, and has extensive experience advising on harassment complaints, disciplinary procedures, redundancy, unethical conduct and retaliation. Ludovica has experience as an international civil servant herself (at the Italian Permanent Mission to the United Nations in Vienna, at the OSCE and at CTBTO), as well as experience in anti-corruption policies and integrity compliance programmes. Ludovica offers trainings on IAL and dispute resolution to several Staff Associations, in person and online.

Working languages and other information

Italian (mother tongue), English and German (professional fluency), French and Spanish (basic knowledge).

Lectures and workshops: 2015 - Seminar on International Administrative Law, British Embassy, Vienna; 2015 to 2018 - coordinator and lecturer at the annual conference of the International Administrative Law Centre of Excellence, London; November 2018 - OSCE Talent Acquisition Programme, Scuola Superiore Sant'Anna, Pisa; Workshops on International Administrative Law at PAHO, April 2018, Washington DC; ICMPD, April 2018 and September 2019, Vienna; UNOV, September 2018 and June 2019, Vienna; February 2020 - 73rd FICSA Council, IMO, London; online trainings on IAL for several Staff Associations (March 2020 to present).

Mr. Giovanni Michele Palmieri
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Honorarium

€ 200 per hour within the limits of a predefined ceiling in agreement with the client.

Legal experience

Master in Law delivered by the Law Faculty of the University of Trieste.

Administrative and legal experience at international level within the Council of Europe in the three pillars of this Organization (judicial; interparliamentary; intergovernmental), namely as Head of Public Law Department and Head of the Technical Cooperation Department. Moreover, I was Chairman of the Staff Representatives of the Coordinated Organizations (NATO; OECD; ESA; Council of Europe; ECMWF; EUTMSAT) and in this quality negotiated in the field of remunerations, pensions and allowances with the representatives of Member States and of the Administration.

From 2011 to 2014, I was President of the Staff Committee of Council of Europe.

In 1985, I was appointed, following a national competition, Associate Professor of International Law in the University of Trieste (Faculty of Political Sciences), where I taught during ten years. Since 2015 I am Vice-Chairman of the Italian Association of Lawyers in International and European law (ASDIE).

I am the author of a great number of publications in different fields of international law.

As for the International administrative Law I published, among others, “*Les évolutions de la protection juridictionnelle des fonctionnaires internationaux et européens*», ed. BRUYLANT, Bruxelles, 2012 ; « *Fonction publique internationale et droit international des droits de l’homme* », ed. PEDONE, Paris, 2009.

Since 2014 I am a lawyer in International Administrative Law and manages several cases before the judicial bodies of the Coordinated Organizations.

Working languages

French
English
Italian
Spanish

Mr. Geoffrey Roberts

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Honorarium

145 Euros per hour plus VAT.

Legal experience

Attorney at law, admitted in New York State (2006). LLB in English and French Law (2001), LLM in International Criminal Justice (2002). International criminal lawyer, human rights lawyer and international administrative lawyer with wide-ranging experience before internal justice systems of various international organizations based in The Hague, Geneva and Rome and before the UNDT and ILOAT.

Particular focus on defending cases of alleged staff misconduct, including breaches of confidentiality, fraud, harassment and sexual harassment as well as challenges to recruitment, termination and abolition of posts and reclassification.

Working languages

English (mother tongue). Fluent in French and limited knowledge of Spanish but drafts document and submission in English.

Dr. Nathalie Rossette-Cazel

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Honorarium

€ 200 to €240 per hour (+ applicable tax for staff living in EU countries) within the limits of predefined ceilings in agreement with the client. Each client will have his/her own access to view invoices and payments. Offer a first consultation (30 mins) free of charge.

Legal experience

Legal Counsel and Consultant, specialized in UN employment law for over 20 years. Director of LexAct sarl. Doctor in International Public Law, Sorbonne University Paris, Aix en Provence III and Exeter (GB) Universities, Specialist Labour Law and United Nations legal system. I have also a diploma in Resolution of conflict and Mediation from Massey University and since 2015 I participate as Expert to General conferences of the United Nations Specialised Agencies, especially regarding Human Rights and Labour laws and conventions.

Served nearly 6 years as a United Nations staff member in Technical area, Legal and Human Rights departments (UNOG / UNHCR / WHO).

Former member of the WHO Staff Association (Vice-President, Member of the Committee for Legal Fund and Legal Questions) and of the FICSA Standing Committee on Legal Questions. I currently assist UN staff members of WHO, South Centre, OTIF, UNAIDS, Olive OIL International, WIPO and IOM before the Organizations' Board of Appeal and before the Administrative Tribunal of the ILO (ILOAT) and recently the United Nations Dispute Tribunal (UNDT) with UNDP/UNOPS cases. I also deal with UN pension cases for former staff members. My inside knowledge of UN Organizations makes me a privileged interlocutor for negotiation and prevention of cases. I have also advised the WHO, Global Fund, IOM and African Bank of development's staff associations on legal issues (administrative and constitutional). I assist worldwide UN staff, Field and HQ.

Ratio of winning cases at the ILOAT of 83%. Over the last four years, 62% of internal cases had been settled to the satisfaction of the UN employees

Working languages

French
English
Spanish on request

Mr. Tigran Serobyán, Dr. iur.,
LL.M.
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Honorarium

CHF 325 – 430 (plus VAT, if applicable) / **pro bono** possible in some cases

Legal experience

Seasoned legal advisor with a blend of qualifications, including:

- tripe-qualified attorney-at-law admitted to practice in both civil law and common law systems (Switzerland, England & Wales, Armenia),
- in-depth knowledge and hands-on experience in navigating the complexities of the internal justice systems of international organizations,
- solid litigation experience in a wide range of civil service cases (e.g. disciplinary sanctions, benefits and compensation, termination of appointment) backed by a solid theoretical foundation in the respective area of law and the case law of administrative tribunals (ILO, UN, WB, IMF, etc.),
- diverse academic background including graduate studies in Switzerland (LL.B., LL.M., *certificate of specialisation/advance studies in “avocature”*), UK, Belgium and the Netherlands (LL.M.), and
- thorough case review, efficient and concise arguments.

In addition to contentious matters, assistance in various domestic (Swiss) law matters (e.g. immigration, real estate, contracts and corporate, civil and criminal litigation).

Working Languages

English
French
Russian
Armenian
