



2020

CCISUA / FICSA / UNISERV COOPERATION AGREEMENT

Overriding principle

This agreement recognizes that the combined strength, resources, skills and experience of the three Staff Federations, CCISUA, FICSA and UNISERV (the Federations), will considerably enhance their capacity to represent and defend their members' interests, without limiting or jeopardizing their individual mandates.

The Federations strongly believe, that joining of forces and acting as one are the desirable principles to collectively work towards the betterment of conditions of service, staff welfare and security and will do their utmost to embrace and uphold them in their joint efforts.

The undersigned recognize the freedom of association of individual staff unions / associations, to be represented by the federation of their choosing.

In keeping with this agreement and in respect of the autonomy and self-governance of each Federation, the Federations agree to work together in good faith, mutual trust, transparency, respect and loyalty as follows:

1. The Federations will consult and where possible agree on common positions, expressed *inter alia* through joint submissions to, joint positions expressed at and methods of participation in common system bodies, including but not limited to:
 - a. the International Civil Service Commission (ICSC) and its subsidiary bodies, such as the Advisory Committee on Post Adjustment Questions (ACPAQ)
 - b. the Chief Executives Board for Coordination (CEB)
 - c. the High-Level Committee on Management (HLCM)
 - d. the Human Resources Network (HRN)
 - e. the Inter-Agency Security Management Network (IASMN)

- f. the United Nations General Assembly (UNGA)
 - g. the United Nations Joint Staff Pension Board (UNJSPB)
2. The Federations will seek and establish modalities to demonstrate effectively their full commitment to communication, information-sharing and publication of joint positions.
- The Federations will organize joint campaigns on matters directly and indirectly affecting their members.
3. The Federations will co-finance research and other support as required, for matters of common concern. Any such matters will be identified, analysed and presented for consideration of the Federations' membership, by a joint body. The terms of reference of this engagement will be jointly determined.
4. The Federations will share their knowledge and provide mutual access to each other's institutional memory on issues of common interest.
5. The Federations will organize a meeting every twelve months of their officers to discuss, strategize and agree on relevant issues. More frequent meetings and interactions between Federation officers are strongly encouraged.
6. This cooperation agreement does not replace or supersede any bilateral agreements that are already in place between the undersigned and shall not bear any limitations on future agreements to be entered into, on a bilateral or multilateral basis between CCISUA, FICSA and UNISERV, including agreements with third parties.
7. Each Federation will retain its unique identity, independence and recognition.
8. Through the formal approval of this agreement CCISUA, FICSA and UNISERV commit to solidify their relationship.

28 July 2020



Mr Stefan Brezina
CCISUA President



Ms Tanya Quinn-Maguire
FICSA President



Mr Stephen Towler
UNISERV President