



AFICS BULLETIN

NEW YORK

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS

Vol. 47 ♦ No. 1 ♦ Spring / Summer 2015



Strong
UN.
Better
World.

1945 – 2015

AFICS/NY congratulates the United Nations on
70 years of working for peace and security,
development and human rights.

(See page 36 for UN 70 events in Sept. and Oct.)

"The mission of AFICS/NY is to support and promote the purposes, principles and programmes of the UN System; to advise and assist former international civil servants and those about to separate from service; to represent the interests of its members within the System; to foster social and personal relationships among members, to promote their well-being and to encourage mutual support of individual members."

CONTENTS

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS/NEW YORK

3 NOTES FROM THE PRESIDENT

5 ANNUAL ASSEMBLY & RECEPTION

- 5 Statement on behalf of President of 69th Session of the General Assembly
- 6 Statement of Under-Secretary-General for Human Resources Management
- 7 Statement of Assistant Secretary-General
- 8 Report from UN Health and Life Insurance Section
- 9 Address by the President of AFICS/NY
- 13 Election of AFICS/NY Governing Board Members
- 13 Statement of CEO of UNJSPF
- 16 Statement by the Representative of the Secretary-General for Investments (RSG)

18 FAFICS IN ACTION

- 18 Highlights of Messages to Pension Board
- 19 Retire in Malta

20 AFICS/NY IN ACTION

- 20 Committee on Ageing
- 23 Social Committee
- 23 Response to Questionnaire
- 24 Charities Foundation of AFICS/NY

24 WORLDWIDE REUNIONS

- 24 Washington D.C. Chapter of AFICS/NY

25 NEWS YOU CAN USE

- 25 New Numbers for Enrolees in Cigna Dental Plan
- 26 Sustainable Food Gardens at UN Headquarters

27 OBITUARIES

30 IN MEMORIAM

36 UPCOMING ACTIVITIES IN CELEBRATION OF THE UN 70th ANNIVERSARY

37 USEFUL INFORMATION

HONORARY MEMBERS

| | |
|------------------|-------------------------|
| Martti Ahtisaari | Aung San Suu Kyi |
| Kofi A. Annan | Boutros Boutros-Ghali |
| Ban Ki-moon | Javier Pérez de Cuéllar |

GOVERNING BOARD

HONORARY MEMBERS

| | |
|-------------------------------|-------------------|
| Andrés Castellanos del Corral | George F. Saddler |
| O. Richard Nottidge | Jane Weidlund |
| Edward Omotoso | |

OFFICERS

| | |
|----------------------------|-------------------------|
| President | Secretary |
| Linda Saputelli | Anthony J. Fouracre |
| Co- Vice Presidents | Deputy Secretary |
| J. Fernando Astete | Louise Laheurte |
| Deborah Landey | |
| | Treasurer |
| | Angel Silva |

OTHER BOARD MEMBERS

| | |
|---------------------------|---|
| Demetrios Argyriades | Federico Riesco |
| Miguel Arnabal | Warren Sach |
| Marianne Brzak-Metzler | Sylvia Simpfendorfer-Ishmael |
| Thomas Bieler | Gordon Tapper |
| Gail Bindley-Taylor | |
| Barbara Burns | President of AFICS/NY Charities Foundation |
| Ahsen Chowdury | J. Fernando Astete |
| John Dietz | |
| Frank Eppert | Office Staff |
| Breatrice Frankard-Little | Jamna Israni |
| Dorothy M. Hall | Veronique Whalen |
| Jayant Karia | |
| Joan McDonald | Librarian |
| Dr. Sudershan Narula | Dawne Gautier |
| Nicholas Panzarino | |

Published quarterly by the Association of Former International Civil Servants/NY

Editor
Mary Lynn Hanley

Design & Layout
Laura Frischeisen

Proofreader
Herminia Roque

Please submit news, views, photos and letters to the Editor by E-mail: MLhanley11@aol.com

AFICS/NY webpage: www.un.org/other/afics

NOTES FROM THE PRESIDENT



Since my last report in this space it seems that much has changed, while at the same time some things have remained the same. Over the past few months, my colleagues on the AFICS/NY Governing Board and I have been following and responding to members' queries and concerns, primarily on pension issues, but also on a myriad of other subjects such as ASHI, social security, taxes, legal issues and the like.

My remarks this time are concentrated on pensions, a subject of a good deal of talk recently, some might even say too much talk, much of it unsubstantiated. At the outset, let me stress that no other body is more devoted to assuring the continuing safety of our pensions than AFICS/NY, an association formed and staffed by elected retirees who volunteer their time and effort to protect members' interests, primarily in pensions and health insurance, but also in other areas. It should go without saying that I and all other Governing Board members rely on our pensions to sustain us in our retirement and would therefore be the last to take any position or support any initiative that would jeopardize the safety of our pensions or any other aspect of our well-being as we grow older.

In recent months three meetings of interest to AFICS/NY members have taken place. At all three, both the CEO, Mr. Sergio Arvizu, and the RSG for investments of the Fund, Carolyn Boykin, delivered a consistent and reassuring message. The first meeting was the AFICS/NY Annual Assembly in New York on 4 June 2015, which brought together a record number of high-level UN officials to address retirees. The summary of the Assembly is reported in this *Bulletin* (see pages 5-17) and a full webcast of the proceedings is posted on our website at <http://www.un.org/other/afics>. For those who may have been hearing rumors concerning their pensions, I quote both the CEO and the RSG for investments. The CEO reported as follows to the Annual Assembly:

*"Let me say with respect to pensions that the Fund is in a good financial position. Assuming the expected annual 3.5% real rate of return is earned, the principal of the Fund will not be utilized to cover a benefits gap **at least for the next 50 years** (emphasis added by the CEO)."*

Addressing reports with regard to her interest in hedge funds, the RSG stated:

*"A recent article on CNBC said that we plan to increase our exposure to this category, but **that is not correct** (emphasis added by RSG)!" Currently, 3% of UNJSPF assets are invested in alternative investments, 2% in high quality private equity funds, and only 1% or \$500 million in the Bridgewater All Weather fund (not universally identified as a hedge fund)."*

The second meeting of interest to retirees was that of the **Pension Board** which was held in Geneva from 20-24 July 2015 and at which the CEO and RSG of the Pension Fund reiterated the points made at the AFICS/NY Annual Assembly. Representatives of the Federation of Associations of Former international Civil Servants (FAFICS), two of whom are also members of the AFICS/NY Governing Board, made a number of interventions

Unless otherwise noted, throughout the *Bulletin* the term "AFICS" is used to refer to AFICS/New York.

The views and opinions expressed in the various reports, articles and illustrations in the *Bulletin* do not necessarily represent those of AFICS /NY, its Bureau or Governing Board, nor does the Association accept responsibility for the accuracy of information given. The mention of any product, service, organization or company does not necessarily imply its endorsement by the Association.

which are posted on the AFICS/NY website under Highlights from the Pension Board Meeting. Chief among FAFICS concerns were the lack of an up-to-date investment policy, the handling of matters related to the Investments Committee of the UNJSPB and the draft financial rules for the Fund. On the latter, FAFICS made it clear to the Board that draft financial rules, now being prepared for presentation to the Pension Board next year, had to be a joint effort involving the RSG as well as the CEO. FAFICS met with the RSG and the CEO and obtained assurance that drafting the financial rules would be a fully collaborative and consultative process consistent with the Fund's Regulations. Subsequently, the Pension Board was also assured that the process would be a joint initiative between the Investment Management Division (IMD) and the Fund secretariat and that all efforts were being made to ensure that all issues were resolved prior to the submission of the draft financial rules to the Pension Board next year.

The **FAFICS Council**, which met this year immediately after the Pension Board from 27-29 July in Geneva, was the third meeting involving the CEO and RSG of the Pension Fund. The CEO repeated yet again the message he delivered to AFICS/NY:

"At present, assuming a 3.5% real return over time, the sustainability of the Fund was assured. The principal would not be utilized to cover the benefits gap for the next 50 years. Any gaps between benefits and contributions would be funded by dividends."

On the same point, the RSG, stressing that the Fund was relatively conservative, said:

"It did not need to take as many risks as some other pension funds. Furthermore, the real return objective was lower than the return target of many other pension plans. That having been said, the current funded status of the Fund was attributable to its consistent success in meeting the 3.5% goal over the past 50 years. The Fund did not take high risks; close as it was to being fully funded, it would be able to pay both current and future benefits." On the exact nature of the alternative investments, she explained that of the current 3 per cent of the assets allocated to alternative strategies, 1 per cent was in a hedge fund (Bridgewater All Weather Strategy) and 2 per cent in private equity, proportions that had remained unchanged since 2012. The RSG went on to say that "some U.S. \$540 million had been invested in the hedge fund that could be described as a steady-heady (or boring) fund. The Fund had no near-term strategies to increase allocations in that category over the next six months."

Now a word on the Memorandum of Understanding (MoU) between the UN Joint Staff Pension Fund and the UN Office of Human Resources Management (OHRM). On

10 July 2015, the Under-Secretary-General for Management, Mr. Yukio Takasu, posted a message on iSeek (reproduced on the AFICS/NY website) stating, *inter alia*, that:

"... we believe more work is needed in sensitizing staff and retirees alike to the purpose of the proposed MoU and to disavow any remaining misconceptions." ... "Let me assure staff and retirees that the MoU is a tool to allow it to operate in a more responsive and efficient manner, and as such, does not have the ability to change the structure of the Pension Fund. Because of the elaborate system of checks and balances, there has never been any risk for the security of pensions or the safety of the assets of the Fund. We should avoid the image of the Fund being compromised by misunderstandings."

AFICS/NY maintains its position on the matter of the updated MoU. That position has been informed from the outset by those officials directly involved with drafting it and by the Secretary-General's Chef de Cabinet who have all assured us that the proposed MoU is a HR tool which *in no way affects the structure of the Fund*. Mr. Takasu reaffirmed this as recently as 10 July in his above-cited statement. The updated MoU would not enable the CEO to abuse his authority or take over the role of the RSG for Investments despite claims to the contrary by some misinformed retirees. At the Pension Board, the FAFICS President called on the UN Administration to release the latest draft MoU so that those interested could see the text for themselves and draw their own conclusions. The Governing Bodies group and the Federation of International Civil Servants' Associations (FICSA) supported the suggestion by FAFICS. The Pension Fund also agreed, but pointed out that it would be up to the UN Administration which controls the draft to share it. At the moment of this writing, there have been no further developments with respect to the fate or release of the updated MoU and the Pension Fund continues to use the existing MoU.

Another area of crucial interest to AFICS/NY over these past months has been the Working Group on ASHI convened under the auspices of the High-Level Committee on Management (HLCM), following a proposal in 2014 by the ACABQ to the General Assembly for a system-wide approach to after-service health insurance. Although ACABQ had originally proposed that the Pension Fund take over the management of ASHI benefits, the Working Group, which has been meeting since late last year, has already concluded that there were no scenarios where the Pension Fund could use its existing capabilities to carry out any ASHI business processes. The General Assembly is expected to consider the report of the Working Group at its resumed session in March 2016. FAFICS, which has three representatives on the Working Group, plus one on the Working Group's Steering Committee (who is also an AFICS/NY Governing Board

member) has been working to ensure that addressing and looking at ways to manage ASHI liabilities will not bring about any changes in ASHI coverage, benefits or contribution levels, or in any way encroach on retirees' acquired rights. AFICS/NY would like to assure you that we are participating in this important exercise through FAFICS and will continue to contribute and keep a very close eye on the deliberations of the Working Group. We will provide more information on the outcome of the Working Group as it becomes available.

Though already posted on our website, I am pleased to announce the outcome of the 2015 election to our Governing Board (page 13). We congratulate and extend a warm welcome to newly elected members, even as we thank and say goodbye to the Board members whose terms have now been completed.

In closing, I would like to remind members that AFICS/NY stands ready to intercede when you have queries to which you may not have received timely replies from either the Pension Fund or the Health and Life Insurance Section and Benefits Unit. AFICS/NY takes pride in the collaborative working relationships it has established and maintained over

the years with its chief interlocutors both in the Fund and in the ASHI office. These relationships are a critical part of our functions as your representatives and are essential to the advocacy work in which we engage on behalf of members. At AFICS/NY Assemblies we provide members with the unique opportunity of presenting Pension Fund and ASHI managers to you so you can see in person who administers these important matters on your behalf. Past presidents of AFICS/NY have nurtured these important relationships over decades and the present and succeeding ones will continue to do so.

Lastly, I would like to thank the many AFICS/NY members from the United States and around the world who have taken the time over these past months to write or call the office to thank us for representing and protecting their interests, and for keeping them well informed. Let me assure you that we will continue to do so and would ask that you refer to our website where we will continue to post items of interest in a timely manner.

**With best wishes,
Linda Saputelli, President**

ANNUAL ASSEMBLY AND RECEPTION

The 45th Annual Assembly of AFICS/NY was held at UN Headquarters in New York on Thursday, 4 June 2015, followed by the Annual Reception. Statements to the Assembly are summarized below. Full texts may be found on the AFICS/NY website: www.un.org/other/afics

STATEMENT ON BEHALF OF H.E. SAM K. KUTESA PRESIDENT OF THE 69TH SESSION OF THE GENERAL ASSEMBLY OF THE UNITED NATIONS

DELIVERED BY AMBASSADOR ARTHUR KAFEER

Ambassador Kafeer said that he was honoured to address the 45th Annual Assembly of AFICS/NY on behalf of His Excellency, Sam Kahamba Kutesa, President of the 69th session of the General Assembly who was pleased to add his voice in support of the mission of AFICS to advise and assist former international civil servants and those about to separate from service, and to represent the interests of its members within the system.

The United Nations can only be as good as the community of nations and people that are committed to protecting and serving its values and principles. On the eve of the 70th anniversary of the UN, he said, we should take significant pride in the contributions we have made to the development of a standard of service and professionalism that makes the UN unique in its mission and purpose.

I understand there have been recent questions raised about pension issues. I hope the Town Hall meeting held on 16 April with the Chef de Cabinet of the SG, Ms. Susana Malcorra, provided further clarification on measures in place to safeguard the interest of current and former staff.

Moving to issues seized by the GA, Ambassador Kafeer pinpointed three critical processes:

1. Negotiations on the Post-2015 Agenda, which is intended to embody a common vision of progress and responsibility toward a safe, just and sustainable world where no one is left behind;

2. Agreeing on a financing framework to support implementation of the Agenda with a renewed spirit of partnership and cooperation;

3. A negotiation on legally binding and universal agreement on climate change that addresses the urgent need to reduce carbon emissions.

Designed as they are to build upon the Millennium Development Goals, the Sustainable Development Goals (SDGs) provide another opportunity for the international community to look back and to focus on those areas where we did not get it quite right. One of the key lessons learned from implementation of the MDGs is that in order to ensure that the new agenda is sustainable, it must involve and reflect the needs of all. This includes persons of all ages and abilities. Current SDG goals take into consideration older persons

with recommended targets related to their health and nutritional needs and the safety of the cities and settlements in which they live.

In connection with President Kutesa's own agenda for this session, on 1 June his office convened, jointly with UNFPA and the ILO, a high-level event on the demographic dividend that looked at the development potential for countries with large and increasing youth populations.

It was also acknowledged that in almost every country, the age profile of the population is changing due in large part to increasing life expectancy. According to a 2012 report from UNFPA and HelpAge International entitled "Ageing in the 21st Century: A Celebration and Challenge," by the year 2050, one in five people will be age 60 or older. The report highlights the potential contributions inherent in a socially and economically active, secure and healthy ageing population. Indeed, we all can reap the benefits of the skills and years of experience of this demographic

by taking advantage of what is referred to as a "longevity dividend."

The United Nations is no exception. There are many examples of AFICS members effectively returning to serve the UN in various capacities, either as volunteers or for short-term assignments. Further, through continued involvement with this Association, former civil servants strengthen the impact of the Organization's work through knowledge and institutional memory.

In conclusion, Ambassador Kafeer thanked AFICS/NY members for their service and commitment to the ideals that we all cherish. "You should feel heartened that through your contributions to the work of the UN you have helped shape its mission and played a pivotal role in its successes," he said. "I know that you will keep a watchful eye as we work closely with each succeeding generation of international civil servants as they contribute to writing the next chapter in the story of the UN."

STATEMENT OF UN UNDER-SECRETARY-GENERAL YUKIO TAKASU

It is a pleasure to speak to you today and I convey greetings on behalf of the UN Secretary-General, who unfortunately could not be here. AFICS, since its inception in 1970, has played a vital role in advising former civil servants and representing their interests in the United Nations system.

We are facing acute challenges in many corners of the globe. From all corners, eyes turn to the UN to be present and respond to crises, natural disasters and political upheaval. UN personnel continue to operate in increasingly high-risk areas (such as South Sudan, the Central African Republic, Mali, Somalia, and Syria to name but a few), where security threats

remain an ongoing problem. I would like to take this opportunity to pay tribute to our colleagues who have lost their lives in the service of the UN. In view of these unabated security challenges and threats, the United Nations security management system continues to refine its operations.

As you may be aware, emergency preparedness and support to survivors and families affected by malicious acts, natural disasters, emergencies and other critical incidents continues to remain a priority for the Organization. We have introduced a number of additional support measures for them such as enhanced counselling services, improved case management to expedite

compensation and claim settlement, and an outreach campaign to help staff and families prepare for emergencies.

Over the last 18 months, we have also embarked on an extensive revision of Appendix D to the Staff Rules (governing service incurred compensation), which will be presented to the 70th session of the General Assembly. The revision addresses a number of concerns and updates and modernizes compensation. As an integral member of the UN family, a community of survivors has also been established online to facilitate interaction amongst each other and with the Organization, as well as to receive information on the latest developments concerning support to families and survivors.

The hard work and dedication of our most important resource, our staff,

allows us to respond to these challenges. The progressive implementation of Inspira, UMOJA and IPSAS is modernizing our business processes and creating a more standardized way of working across all duty stations. The launch of the mobility and career development framework early next year will move us towards a more structured approach to staffing our global operations.

Turning to Pension Fund matters, the Secretary-General takes his fiduciary responsibility very seriously in order to safeguard the pension entitlements of beneficiaries who have served the Organization with dedication for many years. You may recall the April town hall meeting held to respond to concerns and anxieties expressed by many staff members

and retirees on matters related to the Pension Fund.

Significant effort has been undertaken to prepare a revised MoU between the Fund and OHRM that outlines the flexibilities required in certain aspects of the UN human resources policies. The MoU is in the final stages of clearance, following which consultations will be held with staff representatives. The new MoU defines in a clear manner exceptions to certain UN human resources policies in the areas of selection, mobility and retention in service for staff of the Fund. It does not change the structure of the Fund or the authorities of the CEO and RSG. The revisions will have no effect on your pension benefits.

With respect to draft financial rules, the process of careful examination and consultations with all stakeholders is being undertaken. The draft financial rules are being reviewed by both external and internal auditors (BOA and OIOS), as well as the OLA.

Any decisions on human resources policies or the financial rules governing the administrative and financial operations of the UNJSPF will be taken with a view to ensuring they are best suited to meet the operational and investment needs of the Fund.

In closing, I would like to thank you for your commitment to the United Nations and for your continued engagement with the United Nations community.

STATEMENT OF ASSISTANT SECRETARY-GENERAL FOR HUMAN RESOURCES MANAGEMENT CAROLE WAINAINA

Introducing herself as a newcomer to the UN, Ms. Wainaina mentioned ongoing human resources and organizational reforms within the UN system, including UMOJA, intended to provide a modernized, harmonized and streamlined approach across all duty stations in the administration of human resources management.

Turning to the issue of the Memo of Understanding (MoU) between OHRM and the Pension Fund, she acknowledged that this has been a source of concern for many and regretted that allegations of mismanagement in the Fund and misinterpretations of the MoU had grown out of proportion and been taken out of context.

She said that since 2000 OHRM and the Pension Fund have had an MoU that acknowledges that “the UN administrative procedures and directives are not automatically applicable to

the Fund staff, since the requirements of the Board take precedence.”

However, as the existing MoU does not clearly spell out which administrative procedures and directives are not automatically applicable to the Fund, and does not take into account the new full-time post of the Representative of the Secretary-General (RSG), OHRM was mandated by the Pension Board at its 61st session in 2014 to revise the MoU.

The draft revision of the MoU reflects the responsibilities and roles of the RSG and the CEO of the Fund in the area of human resources management and makes it clear that the United Nations Staff Regulations and Staff Rules will continue to apply to the staff members of the Fund, including the staff members of the Investment Management Division and the staff members of the Fund secretariat. It also

sets out four aspects of human resources policies that would not apply to the staff of the Fund in order to ensure that the Fund’s human resources management practices are aligned with its operational and investment needs. These aspects are as follows:

1. Staff of the Fund will be exempt from the UN Secretariat’s managed mobility policy, which involves the movement of staff among their encumbered posts. Posts of the Fund are financed from the Fund, not from a UN budget and posts that are not part of a UN budget are not included in mobility. Also, frequent mobility would not be in the interest of the Fund’s operational and investment needs, which require experienced staff with specific expertise.

2. Candidates applying to posts in the Fund would be exempt from requirements for lateral or geographic moves in order to be eligible to apply for posts at the P-5 level in the Fund. (The current staff selection system requires staff to have two lateral moves to be eligible to apply to posts at the P-5 level,

which encourages staff in the Fund to apply to posts outside the Fund in order to obtain the lateral moves necessary for promotion.) Exemption from this requirement is intended to ensure that the Fund can retain the necessary expertise.

3. Exceptionally, General Service staff at the G-6 and G-7 levels will be allowed to apply to P-2 and P-3 posts in the Fund without having passed the G to P exam. This would allow the Fund to recruit candidates to certain positions where technical experience at the GS level is desirable for those functions, yet provide career development opportunities.

4. At its discretion, the Fund will be able to retain staff in service beyond the mandatory age of separation for a limited period and under certain conditions, such as for important, time-limited

projects, to respond to emergency situations and surge requirements, or in other extraordinary, unforeseen circumstances. This is intended to ensure the continuity of the Fund's operations pending filling of posts through the normal process.

Ms. Wainaina also highlighted what the REVISED MoU will not do:

– alter the governance structure of the Fund nor change any of the authorities or responsibilities of the CEO of the Pension Fund or the RSG;

– enable the Fund to ignore UN policies on ethics, receipt of gifts or other policies, as any internal guidance issued by the Fund must comply with the UN staff regulations and therefore can only be more restrictive than UN policies, not less;

– allow the Fund alone to decide which UN policies apply and do not

apply to the Fund, as all three parties (the ASG/OHRM, the CEO and the RSG) must agree to any amendments to the MoU. The MoU has nothing to do with the investments of the Fund or to payment of pension benefits.

Ms. Wainaina assured the Annual Assembly that the GA has been fully informed of the flexibilities to be included in a revised MoU, and that the GA has requested the Pension Fund to inform it of the outcome of the revision of the MoU in the context of its next report to the Assembly. The revised MoU will be subject to clearance by the Executive Office of the SG and the Office of Legal Affairs, as well as to consultations with staff representatives. It is expected that the MoU will be concluded before the next meeting of the Pension Board, and that once it has been signed, suspicions and concerns regarding it will be resolved.

– 5.00% increase for HIP to improve the staff-UN cost sharing ratios mandated by the GA

REPORT FROM THE UNITED NATIONS HEALTH AND LIFE INSURANCE SECTION

Mr. Mario Tuaso, Chief of Section, and Ms. Elma Witherspoon, Benefits Officer, outlined the latest developments of the UN Health Insurance Programme with the aid of a Power Point presentation. They advised that key features of the plan remain the same, namely:

It is a self-insured programme, with no incentives for insurance companies to deny coverage. Carriers are paid fees of three to four percent of plan costs for administrative services and provision of networks and expert services. The ASHI plan for retirees is the same as the plan you had as an active staff member. You should enroll in the plan if you seek care in the United States. A change of plans for ASHI participants is allowed once every two years.

INSURANCE RENEWAL FOR 2015

Premiums for 1 July 2014–30 June 2016 are as follows:

- Aetna 1.00% increase
- Empire Blue Cross 5.00% increase
- HIP 4.77% increase
- Cigna dental no change
- UN WWP (formerly Vanbreda) 2.62% increase

Note: Cigna acquired Vanbreda in 2010. The Vanbreda brand name will cease by August 2015 and new cards began to be issued starting February 2015. This is a change in name only; the plan will continue to be designed and priced for use outside of the U.S.

For retirees, ASHI contribution rates are:

- 0.83% increase for Aetna
- 4.17% increase for Empire Blue Cross

A review of these ASHI contribution rates is being conducted to:

- rationalize the “burden” of ASHI costs vs pension benefit;
- move from bands of pension amounts to a “percent of pension” basis when UMOJA is implemented for ASHI;
- provide minimal additional increases for those with unreduced monthly pensions of over \$5,200.

PLAN BENEFIT CHANGES FOR 2015-2016

- Cigna dental and HIP: no changes; HIP is now closed to new enrolment.
- Aetna: Introduction of advanced reproductive technology, including in vitro fertilization, under the Aetna PPO/POS plan, with a \$25,000 lifetime maximum for

medical expenses and a \$10,000 lifetime maximum for pharmacy expenses.

- Empire Blue Cross: Introduction of a hearing aid benefit under the Empire BlueCross PPO plan, with a limit of \$750 per device per ear every three years, to harmonize with the Aetna plan.
- UN Worldwide Plan: Removal of the \$1,000 annual maximum cap on mental health benefits under the UN Worldwide Plan and inclusion of Major Medical Benefits Plan coverage for those benefits; however, there is a requirement for prior approval by Cigna's medical consultant as of the eleventh session.
- Exemption from the annual deductible of \$1,200 per person and \$3,600 per family for care received in the United States under the UN Worldwide Plan for tele-psychiatry services rendered by United States-based providers.
- Inclusion of the European part of Turkey in rate group 1, with a daily maximum of \$450 for bed and board.

COST CONTAINMENT

All plan participants are responsible to use benefits wisely through:

- use of in-network providers;
- researching and understanding costs prior to treatments;

- considering alternative treatment facilities (e.g., stand-alone facilities vs. hospitals; urgent care centres vs. emergency rooms);
- securing prior approval when required;
- use of generic drugs whenever possible;
- comparing cost of mail order drugs to cost of retail drugs.

ACTIVE HEALTH MANAGEMENT

Active Health Management provides a confidential health management and wellness service for Aetna and Empire participants who have chronic illnesses, as well as a Nurse Care Programme for chronic conditions. This is also a great tool to answer your questions on illnesses and lifestyles and get answers to questions you forgot to ask your doctors. ASHI participants are urged to pay attention to letters sent by ActiveHealth and engage in conversations with ActiveHealth nurses. You may also contact their website: www.myactivehealth.com/unitednations

MEDICARE

- Enroll in Medicare B only
- DO NOT enroll in Medicare D
- Ignore advertisement and media hype about Medicare D, as well as ads and offers for Medicare Advantage plans!

MEDICARE B

Existing Participants should submit cost information from the Social Security Administration (SSA) early (during the fourth quarter of the current year for the following year) for timely reimbursement of correct premiums.

New Medicare Enrollees should enroll if you have legally resided in the U.S. for the past 5 years. Enroll at any Social Security office before you turn 65. Only 20% of claims will be paid if you do not enroll.

U.S. citizens already receiving Social Security benefits will be enrolled in Medicare automatically.

RE-EMPLOYMENT AT THE UN

Eligibility for ASHI ceases when a former staff member re-enters the UN Joint Staff Pension Fund (UNJSPF) as a participant following re-employment. You must re-enroll and contribute as an active staff member. A change in your insurance plan/carrier is possible. Upon separation, you will need to re-enroll to activate ASHI and revert to the same ASHI insurance plan/carrier and coverage that you had before.

For additional information, go to the new UN Health and Life Insurance website: www.un.org/insurance

ADDRESS BY PRESIDENT OF AFICS/NY LINDA SAPUTELLI

(Editor's Note: Because of time constraints, President Saputelli read out only selected portions of her address at the Assembly, promising that the full text would appear in the Bulletin. Please see it below.

Dear Members of AFICS/NY,

It is a pleasure to welcome you to this 45th Annual Assembly. I am glad to see so many of you here with us today. We have a long programme

and I know many of you have come to receive some answers about the rumors and information you have been hearing and receiving about our Pension Fund. Rather than take up time delivering my annual report orally, I will

dispense with most of it to leave time for our next speakers. The report will be printed in full, as it normally is, in the next *Bulletin* along with the talks of the other speakers. Since I prepared my remarks prior to today's date, the part on pensions may well be overtaken or supplemented by information provided by today's speakers.

PENSIONS

Pension matters became a burning issue in late March of this year when a group of UN staff representatives called a meeting charging the CEO of the Pension Fund with fraud and mismanagement. These allegations stemmed in large part from opposition to a proposed update to the Memorandum of Understanding (MoU), a longstanding arrangement between OHRM and the Fund, under which authority for some staff administration procedures are delegated to the Fund by the Secretary-General. The update has been under discussion since last year pursuant to directives from the Pension Board and the General Assembly which expect a signed MoU no later than by the time of the Pension Board meeting in July 2015. Since other parties were not given an opportunity to speak or ask questions at this meeting, AFICS/NY took immediate action: first, to ascertain whether the allegations had been brought to the attention of the Office of Internal Oversight Services (OIOS), and secondly to ask the Administration to call a meeting to provide answers to the allegations. The Under-Secretary-General of OIOS informed AFICS/NY in writing that a preliminary review had found that the financial situation of the Fund was at no risk of fraud and that most of the allegations did not rise to the level of fraud, but rather were disputes over administrative issues. The reply of the USG for OIOS is posted on our website. We also pressed the Assistant Secretary-General of the Office of Human Resources Management (OHRM) and the Secretary-General's Chef de Cabinet until it was announced that the Chef de Cabinet would hold a Town Hall on 16 April to clarify matters.

The Chef de Cabinet assured staff and retirees that our pensions are safe and that the MoU would not change the present structure of the Fund. She stated that under the proposed update to the current MoU the CEO would continue

to remain responsible for the liabilities (administration and pensions) only and would continue to report to the Pension Board, while the Representative of the Secretary-General (RSG) would be solely responsible for the assets (investments) and report to the Secretary-General. Although the Chef de Cabinet had explained clearly the composition of the Fund's portfolio, stating that little more than 10 percent of the total is invested in alternative funds, including real estate—and of that small amount, only about 1 percentage point is invested in a single hedge fund—some staff and retirees continued to believe that the MoU proposed drastic changes to the Fund's current structure, with the CEO taking over investments and increasing the proportion currently invested in hedge funds. Members of this group, supported by the New York staff representatives then circulated on 6 May 2015 an open letter and petition to the Secretary-General, asking him to “reject the organizational changes proposed by the CEO in a new MoU” and to “reject plans to invest in hedge funds and/or other risky alternative investments.”

As already noted, the AFICS/NY Governing Board has been seeking answers from the Administration since the outset of the recent controversy in March, although already last year, from May through October 2014, its views on the MoU and the Fund's investments had been posted on the website, where they remain. Since March, members have been kept informed by postings on the AFICS/NY website—objective information that presented the views of both Administration and the staff union to enable retirees to form their own opinions on the matter. Over this period, AFICS/NY had come to the conclusion from bilateral meetings and other discussions that the allegations related to the structural change of the Fund and investment policy were unfounded. As of today, there has been no substantiation for the claims about “organizational change” in the Fund,

or for the alleged increase in hedge fund investments over time. That said, on any given day it is possible to find articles on the internet and elsewhere about hedge funds, their risks and the managerial fees involved, but this does not mean that the UN Pension Fund portfolio is in jeopardy of being dominated by hedge fund managers.

The proposed MoU does not change the present structure of the Fund, nor is there anything in the MoU which signals or even hints at a change in this direction; the MoU does not give responsibility to the CEO, now or in the future, to become involved in managing the investments of the Fund; and the RSG has repeatedly confirmed that she does not plan to increase investments in risky alternatives. The position of AFICS/NY on the MoU itself is that it is a matter between OHRM, which is responsible for the drafting, and the parties who are signatory to it, the CEO and the RSG of the Fund.

AFICS/NY firmly believes that our pensions are safe now and for the foreseeable future. As your retiree association, please be assured that we have listened to and heard all of your voices, especially those who have spoken out against the MoU. It is our job to be vigilant about the Fund which is why we would like to assure you that if AFICS/NY thought our pensions were in any way jeopardized by the MoU, we would be the first to sound the alarm. But there has been no alarm because the MoU does not provide for the structural and other changes alleged in the latest petition. Nor does the MoU signal a so-called “trend” that would enable the CEO to take over gradually and increase investments in hedge funds. Although a number of members, and even non-members, have written to thank us for setting the record straight and introducing clarity to the matter, some of our members remain concerned and unconvinced by the assurances that senior management officials and AFICS/NY have been providing.



That is why we have asked those UN senior management officials who are responsible and answerable to provide the facts about the MoU and answer questions relating to present and future investment policy. They are, after all, accountable to us and future retirees for the well-being of the Pension Fund, both in terms of its day-to-day operations and its future viability and we expect that they will respond definitively to the concerns that have been expressed. After you have heard from the principals involved in the MoU and other pension related issues, there will be an opportunity to ask questions that you believe were still not answered. Our Q&A time is limited, so I must ask speakers to limit themselves to two minutes for their questions and to refrain from making statements.

You will recall that last year at its July session the International Civil Service Commission (ICSC) was due to make recommendations on raising the mandatory age of separation from 60/ 62 to 65 for all serving staff, a change already applicable to new staff recruited as of January 2014. ICSC decided to recommend raising it for serving staff as of January 2016, but the General Assembly asked for further analysis and the implementation date was left unresolved. In its decision, ICSC said that “raising the mandatory age of separation to 65 for existing staff would result in cost savings. The consulting actuary of the United Nations Joint Staff Pension Fund had estimated that providing this option to current staff would result in a further reduction in the actuarial deficit in the range of 0.13 per cent of pensionable remuneration, further enhancing the Fund’s long-term sustainability. The estimated savings were based on an assumed utilization rate of 70 per cent. Some savings could also be attained by organizations in the form of deferred recruitment costs.” The organizations have said they need more time to allow for succession planning, while the staff representatives would like the GA to

approve implementation of the January 2106 date. We understand that the item will again be on the ICSC agenda this summer to discuss further the implementation date.

ASHI

In fall 2013, the Advisory Committee on Administrative and Budgetary Questions (ACABQ), recommended that consideration be given to having the Pension Fund take over the administration of ASHI, a recommendation endorsed by the General Assembly. Related to this was an ICSC study carried out at the request of the General Assembly to review the apportionment of contributions to the UN health insurances schemes. The Commission recommended in 2014 that the current apportionment of contributions remain at their current levels, and the General Assembly later endorsed the recommendation. The matter was discussed at the Bureau meeting of the Federation of Associations of Former International Civil Servants (FAFICS) in November 2014. The FAFICS Bureau was of the opinion that good governance demanded that retirees, who contribute millions of dollar to the health insurance schemes be included in the discussion. The Bureau stressed that retirees should continue to enjoy medical insurance coverage at the same levels as their current schemes provide and should not be offered an insurance scheme that differs from that offered to serving staff.

A working group was formed under the auspices of the Chief Executives Board (CEB) and assisted by a Steering Committee, both of which include FAFICS representatives. Its task is to analyze commonalities and differences in the common system approach to the definition, funding and management of ASHI and identify a more efficient and effective common approach. The Working Group on ASHI has held several meetings since December 2014, as has its Steering Committee, which

has been preparing a framework for a document that will go to the General Assembly in the fall. A survey of available health plans throughout the system will form the basis of the analysis of options for the future structuring of health insurance schemes for both staff at large and retirees. FAFICS will continue to ensure that ASHI benefit arrangements for cost sharing between retirees and the organizations will be maintained.

With respect to other health insurance issues, further to a series of Health and Life Insurance Committee (HLIC) meetings held over the past months in which AFICS/NY participates, the following upcoming increases in medical coverage premiums were reported: Aetna, 1%, with a one-month premium holiday in May 2015 for this premium year; Empire Blue Cross, 4.9%; Cigna Worldwide (former Van Breda), 2.5%; and Cigna Dental, 0.1%. I’m sure Aetna subscribers have noticed the extra money that recently came their way which, unfortunately, is a one-time dividend.

The HLIC further decided to place a \$1,000 cap on reimbursement for acupuncture treatments. This cap was introduced as a result of abuse by some in the number of claims submitted and, according to conventional western medicine, a lack of evidence for the effectiveness of acupuncture. The HLIC has recommended that the cap be retained for another year, to permit a two-year experience period before considering whether further changes in benefits are necessary. As of this premium year, Aetna provides coverage, with a lifetime cap of \$35,000, for fertility treatments using assisted reproductive technology (ART). In addition, the existing \$1,000 cap on mental health care coverage under Cigna Worldwide will be changed to 50 visits, subject to pre-approval for any visits after the tenth one. Concern has been expressed in recent years over the significant increase in certified sick leave days due to mental

health issues. The number of cases of trauma, in particular post-traumatic stress disorders (PTSDs), has been on the rise especially among UN staff in peacekeeping missions and at other hardship duty stations, but also in the work place. The latest available data (2012/2013) indicated that 39% of new Pension Fund disability awards were based on diagnoses related to mental health issues, as reported by UN Medical Director Dr. Jillann Farmer at a recent presentation requested by the HLIC. In light of the scope of the problem, its impact on staff and their families, and the costs incurred by the administration (sick leave), Pension Fund (disability), and staff and retirees (increase in insurance premiums), the HLIC recommended that the Controller consider engaging a management consultant to assist the Medical Services Division (MSD) in analyzing and benchmarking UN handling of mental health care issues vis-à-vis other institutions/governments, and in ascertaining what changes would be advisable. The MSD has informed the HLIC of a number of possible changes that could help deal more effectively with and recognize more openly issues relating to mental health care.

FAFICS

The Federation of Associations of Former International Civil Servants, FAFICS, will hold its annual Council after the Pension Board meets in July. As you know, the principal priorities of FAFICS, like those of AFICS/NY, are pensions and after-service health insurance. FAFICS ensures that retirees are well represented in the Pension Board and its various committees and this year, as in previous years, will send four representative and two alternates from various AFICS associations around the world to represent retirees at the Pension Board meeting this year in July. The CEO of the Fund will be telling you more about the Pension Board agenda this year.

REPORTS OF THE AFICS/NY COMMITTEES

Here I will share with you a few highlights. Some full reports of Committees will be published in the next *Bulletin*. I have already referred to the important work being carried out by the Pension and Insurance Committees.

In the fall of 2014 the Committee on Ageing decided that the overall theme for the year's presentations should be "Ageing Smart," directed primarily at residents in the New York City area. On 9 February 2015, in spite of inclement weather, more than 40 AFICS/NY members attended a session at the United Nations Secretariat entitled "Ageing Smart in New York: a Senior Friendly City," presented by Ms. Joanna Leefer, a senior care advisor, advocate and author. The talk emphasized measures taken by the governments of both the City and the State to improve life for seniors and to help them maintain their independence. Also discussed were various efforts to form communities to help seniors age in place, including the phenomenon of NORCs (naturally occurring retirement communities) as well as several mutual support networks such as the Village to Village Network and the Transition Network. Participants were directed to a wealth of resources in the area geared to seniors, all of which provide useful information, advice and services. Seniors were also given tips and information for things they could do to help themselves and to prepare for the future by ensuring that their home environment is safe and by taking steps such as putting medical information in order, making a living will, appointing a health care proxy and considering long-term care insurance. A particularly welcome outcome of the workshop was that a number of participants also indicated interest in joining the Committee and several have since done so. Once again the Committee urges AFICS/NY members to give serious

consideration to joining this group in its efforts to provide AFICS members with information on services and issues of interest to seniors. Please contact the AFICS/NY office if you would be willing to contribute your skills to this effort. We would also welcome any suggestions for topics you consider of priority interest.

The Membership Committee has been strategizing on ways to attract new members. A couple of years ago, the United Nations stopped organizing pre-retirement seminars which were a prime source of new members. The Committee has come up with a number of ideas to fill this gap and would welcome new members.

Over this past year, AFICS/NY provided representation at a number of meetings, in particular the Fifth Working Session of the Open-ended Working Group (OEWG) on Ageing from 30 July-1 August 2014 and the International Day of Older Persons on 9 October 2014. Reports on these meetings have been prepared by Governing Board member, Demetrios Argyriades, and are available on request. The sixth session of the OEWG will be held in New York from 14-16 July 2015.

I would also like to call attention to the report of the AFICS/NY Charities Foundation on its activities over this past year that will be included in the next *Bulletin*. You will note that among other grants, it gave a check to UNICEF for the victims of the earthquakes in Nepal.

Lastly, we have made available financial reports of both AFICS/NY and the Charities Foundation. After they are audited they will be published, in accordance with normal practice, in the *Bulletin*.

THE YEAR IN REVIEW

Increasingly we have been keeping members informed by e-mail and postings on the AFICS/NY website, but we are aware that one of our challenges



continues to be keeping members who do not use computers informed about our activities. Within the last couple of months we set out to improve our own records by launching a data verification exercise to ensure that we have correct contact data and contact information on hand for every member. We were gratified by the high level of the response and are currently in the process of updating our files. Please remember that as members it is your responsibility to help us maintain our records, so if you move, or change e-mail addresses or phone numbers, you must inform us. Also, do not forget

to check your e-mails and our website at least once a week.

Again this year, William Predmore, the CEO of the Credit Union, has been very generous to AFICS/NY. As you know, membership fees are our chief source of income so we are most grateful to receive this subvention from the Credit Union for which we thank Bill Predmore.

CLOSING REMARKS

We have tried this year to leave maximum time in the programme for our colleagues from the Pension Fund

and the Insurance Section and hope that you will make it interactive. We encourage you to ask questions.

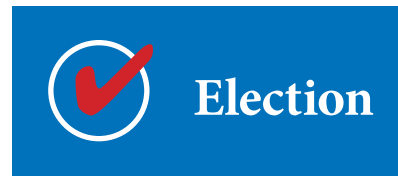
The Assembly will be followed by a reception at the Piccolo Fiore restaurant beginning at 6:00 PM. No admittance before that time.

I would like to thank our office staff, Jamna Israni and Veronique Whalen and the dedicated volunteers who are also available to help us with our mailings. I am grateful to Angel Silva, our Treasurer and my fellow Governing Board colleagues for their help and support.

ELECTION OF AFICS/NY GOVERNING BOARD MEMBERS

Federico Riesco, Chairman of the Nominating Committee, announced the results of the 2015 election of members of the Governing Board. The following, in order of number of votes received, were elected for a three-year term:

Mr. John Dietz
Ms. Marianne Brzak-Metzler
Mr. Demetrios Argyriades
Ms. Joan McDonald
Ms. Gail Bindley-Taylor
Mr. Jay Karia



On behalf of the Governing Board, Mr. Riesco congratulated and welcomed those elected to the Governing Board and thanked all candidates for their willingness to serve.

STATEMENT BY CEO OF UNITED NATIONS JOINT PENSION FUND SERGIO ARVIZU

Overview of the Fund's Activities June 2015

(For accompanying graphics, please see the AFICS/NY website: www.un/org/other/afics)

KEY MESSAGES

1. **The Fund is in a very good operational and financial situation.**
2. **The Fund is maturing.**
3. **The Fund operates in a changing and challenging environment.**

In response to complexities and challenges, the Fund is undertaking a series of actions and projects in line with the strategies and goals approved by the Pension Board. This is necessary to keep the pension promise as well as to improve the Fund's servicing capacity for the benefit of its participants, retirees, beneficiaries and member organizations.

SUSTAINABILITY

The Fund is in a good financial position. Assuming the expected annual 3.5% real rate of return is earned, the principal of the Fund will not be utilized to cover a benefits gap **at least for the next 50 years.**

HIGHLIGHTS OF VALUATION RESULTS

- The Required Contribution Rate = 24.42% of Projected Resources (PR).
- Compared to the actual contribution rate of 23.70%, the deficit = 0.72% of PR.
- Improvement of 1.15% vs. rate of 25.57% was disclosed in a prior valuation.
- An increase in the Normal/Early Retirement Ages decreased the contribution rate by 1.16% of PR. This was the source of virtually the entire change in the contribution rate.

THIRD ASSETS AND LIABILITIES MONITORING (ALM) STUDY, 2015

This study assessed the long-term financial condition of the Fund and also looked at important technical matters, among them risk tolerances, cost of the two-track system, stress scenarios, etc.

The result was extremely good news regarding the Fund's short-, medium- and long-term solvency, where improvements in funding status are expected. All asset allocations reviewed by the consultant had expected returns equal to or in excess of 3.5% real rate of return.

UPDATE ON PARTICIPANTS, BENEFICIARIES, VOLUME OF BENEFIT PAYMENTS AND ENQUIRIES ADDRESSED BY CLIENT SERVICES

From 1998–2014, there was an increase of 73% of active staff and retirees and beneficiaries participating in the Pension Fund.

The volume of benefit payments (monthly, lump and withdrawal settlements) grew from \$927,980 in 1998 to \$2,421,885 in 2014.

Common inquiries addressed by Client Services grew by 203%, from 5,989 in 1999 to 18,161 in 2014.

BUDGET PRIORITIES

The Budget is based on the principles and concepts of the Fund's strategic framework (becoming a better service-oriented, agile organization using IT as an agent for change). This means:

1. Strengthening clients' servicing in all areas
2. Strengthening finance

3. Completion of functions in Geneva
4. Continued leveraging of technology to improve service capabilities and reduce risks
5. Implementation of key processes (communications, compliance)

INTEGRATED PENSION ADMINISTRATION SYSTEM (IPAS)

The focus is on functionality, testing, change management, and a stabilization period

THE MEMORANDUM OF UNDERSTANDING (MoU) WITH THE OFFICE OF HUMAN RESOURCES MANAGEMENT (OHRM)

This initiative seeks to create efficiency, provide for better and more progressive career paths within the Fund, including professional training and staff development, and minimize risks associated with the loss of institutional memory. (See OHRM presentation on pages 7 & 8 for further details.) This will, in turn, result in better client-servicing to retirees and beneficiaries. The Fund will continue to follow the UN Staff Rules and Regulations as well as related procedures that guarantee the necessary checks and balances.

This initiative has no impact on the Fund's governance structure or on how the pension payments and investments are managed. An update on the review will be presented to the Pension Board this July.

MoU WITH OHRM—THE PROCESS OF APPROVAL

The Pension Board reaffirms utilization of UN 'machinery' and asks that the MoU with OHRM be concluded no later than 30 September 2014.

The Advisory Committee on Administrative And Budgetary Questions (ACABQ)/GA calls for expeditious conclusion of the MoU.

OHRM answers questions of the Fifth Committee.

OHRM drafts the MoU (October 2014), which clarifies OHRM's decision on how the four exceptions that were discussed during the Board, ACABQ and Fifth Committee will be handled. The Office of Legal Affairs (OLA) reviews and clears draft. The Fund secretariat agrees with it.

Review of the draft MoU by the RSG, DM and EOSG.

OHRM and the Fund hold consultations with staff reps.

GA RESOLUTION 69/113

The General Assembly (GA) endorsed the Pension Board recommendations with the exception of the proposed addition to article 14 (b) of the Fund's regulation to clarify the



Board of Auditors' (BOA's) mandate and to establish Terms of Reference (ToR) for annual audits.

It approved an amendment to Article 4 of the Fund's regulations to establish authority and reference to financial rules of the Fund. This emphasized the importance of the Board's promulgating financial rules that will govern the financial management exercise and called for an expeditious conclusion. The GA agreed and asked to be reported the outcome.

The GA welcomed improvement in the actuarial position of the Fund. It noted the improved investment performance for 2013 and emphasized the importance of meeting the 3.5% real rate of return.

Regarding a proposal to give the Pension Fund some responsibilities for ASHI, ACABQ **noted differences in pension management and health insurance management.** It maintained that the issue could be best resolved through a system-wide approach in which the Fund could play a key role, but probably limited to management of investments. The GA welcomed the creation of the HLCM-ASHI Working Group.

62nd SESSION OF THE PENSION BOARD, GENEVA, SWITZERLAND, 20 – 24 JULY 2015

The Agenda is as follows:

Valuation methodology and assumptions for actuarial valuation as of 31 December 2015

Two-track system; Longevity; Mortality study (2017)

Investments of the Fund

Administrative Matters

Financial Statements (2014); Budget estimates for the biennium 2016-2017 (Client Services, Finance, Geneva Office)

Integrated Pension Administration System (IPAS)

Governance Matters

Report of the Assets and Liabilities Monitoring Committee (ALM) Study (2014)

Updates to the EWRM Policy

MoU

ASHI system-wide study (status report by Chair HLCM WG on ASHI)

Status of financial rules

Dispute resolution mechanism between the Fund and its member organizations

Audit

Audit Committee

Board of Auditors

Unqualified (Clean) Audit Opinion on the Fund's Financial Statements

OIOS

Benefit System

Status Report of the Contact Group

Policy on DOB Changes

CONCLUSIONS

The Pension Fund **is in a strong financial and operational situation** as a result of very hard work, clear priorities, coordinated strategies and actions, as well as effective guidance and oversight from the Pension Board.

The Fund operates in a fast changing and challenging environment. It needs to continue to modernize and adapt to the changing environment.

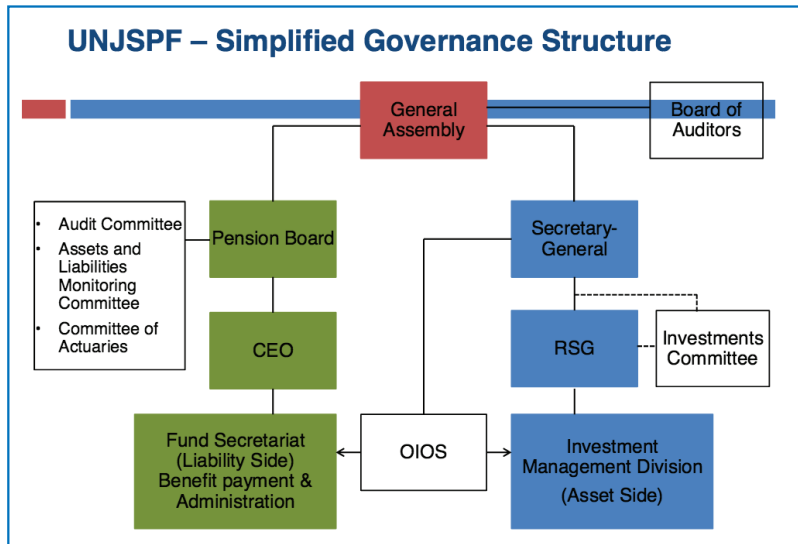
The Fund is working to address these challenges by strengthening its governance and operations as per the strategies, plans and actions mandated by the Pension Board and General Assembly.

Continuing with the excellent progress achieved and maintaining the healthy financial and operational situation of the Fund is dependent on all of the Fund's stakeholders and its main constituent parties advancing together and supporting the Fund in the implementation of the strategies and goals established by the Pension Board.

Finally, the Fund's aim is to ensure its retirees and beneficiaries are able to fully enjoy their retirement, secure in knowing that the Fund is financially strong and will be able to pay their benefits accurately and on time and service their growing needs.

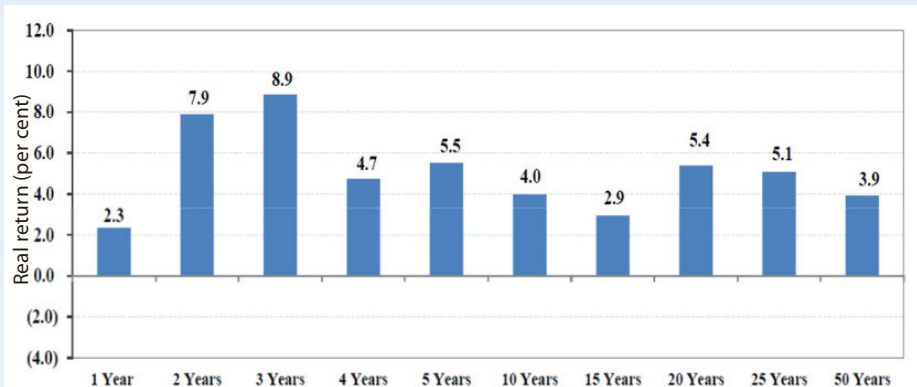
STATEMENT BY THE REPRESENTATIVE OF THE SECRETARY-GENERAL FOR INVESTMENTS (RSG) CAROL BOYKEN

Showing an image of the UNJSPF's Governance Structure, Ms. Boyken stated that the Pension Fund's objective is a 3.5% annualized real rate of return over the long-term, calculated by deducting inflation from the nominal return for a given year (Example: 6.5% nominal return – 3% inflation assumption = 3.5% real return). Currently, inflation, as measured by the U.S. Consumer Price Index (US CPI), is relatively low. While 3.5% may not be achieved each and every year, the 3.5% real return continues to be reasonable over time.



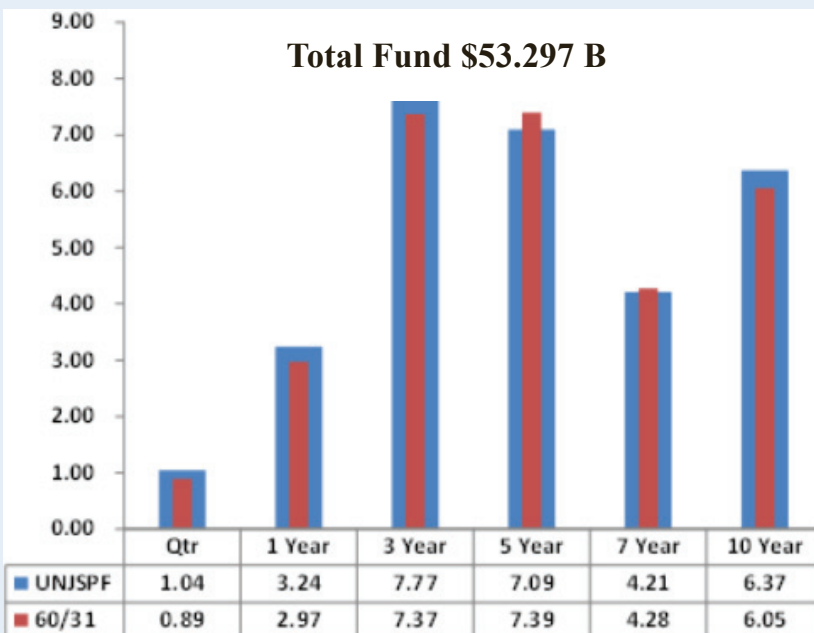
The graphics below show the current status of the Pension Fund's return. Key criteria for investments are: Safety, Profitability, Liquidity, and Convertibility.

United Nations Joint Staff Pension Fund Sustainable Real Return (inflation adjusted) through 31 December 2014



Source: Independent MRK-Northern Trust based on preliminary data as of 20 January 2015

Total Fund \$53.297 B



United Nations Joint Staff Pension Fund Total Fund Nominal Returns for the three-month period, ending 31 March 2015

Source: Preliminary data from Independent MRK Northern Trust. Numbers reported as of 16 April 2015. Update: as of 2 June, the Market Value of the UNJSPF's assets was \$54,347,599,890; the nominal rate of return was 3.02%.

Ms. Boykin explained that the approach is relatively conservative. We do not need to take as many risks as some other pension funds. Our 3.5% real return objective is lower than the return target of many other pension plans and our funded status is strong, thanks to consistent success in meeting the 3.5% goal over the past 50 years.

ASSET ALLOCATION

An Asset Liability Modeling (ALM) study is currently underway to determine updated target weightings for each asset class. Current Strategic Asset Allocation policy is as follows:

- 60% Global Equities
- 31% Fixed Income
- 6% Real Assets (mostly Real Estate)
- 3% Cash & Equivalents

| Market Value as of 29 May 2015: | | | USD \$54,233,285,915 | | | |
|-------------------------------------|------------------|--------|----------------------|------------------|---------|-----------------------|
| Asset Classes | SAA ¹ | | | TAA ² | | Actual 29 May 2015 |
| | Minimum | Target | Maximum | Minimum | Maximum | |
| Global Equities ³ | 50% | 60% | 70% | 60% | 65% | 64.42% |
| Real Assets ⁴ | 3% | 6% | 9% | 4% | 6% | 5.66% |
| Alternative Strategies ⁵ | To be determined | | | 2% | 4% | 2.96% |
| Global Fixed Income | 24% | 31% | 38% | 24% | 27% | 24.26% |
| Cash & Short-term | 0% | 3% | 6% | 3% | 5% | 2.70% |
| Total | | 100% | | | | 100% |

^[1] SAA or Strategic Asset Allocation represents long-term asset allocation targets and ranges, and is currently under review.

^[2] TAA or Tactical Asset Allocation represents near-term asset allocation ranges.

^[3] Global Equities includes Public Equity (including REITs) and the Minimum Volatility strategy.

^[4] Real Assets includes Real Estate, Infrastructure, and Timberland.

^[5] Alternative Strategies includes Private Equity and Real Return strategies.

HEDGE FUNDS

A recent article on CNBC said that we plan to increase our exposure to this category, but that is not correct! Currently, 3% of UNJSPF assets are invested in alternative investments, 2% in high-quality private equity funds, and only 1% or \$500 million in the Bridgewater All Weather fund (not universally identified as a hedge fund).

IMPROVING COMMUNICATIONS

The RSG's objective is to be as transparent as possible. Website improvements are underway and she is open to input.

HIGHLIGHTS OF MESSAGES TO 2015 PENSION BOARD MEETING

At the Pension Board meeting held in Geneva in July 2015, FAFICS took positions and made interventions on behalf of retirees on critical matters of interest.

A paramount concern of FAFICS was the **management of investments**. FAFICS pointed out that the one-year terms proposed by the Representative of the Secretary-General (RSG) for the members of the Investments Committee were at variance with the three-year terms specified in the Fund's Regulations. The absence of a Chair since the resignation of the former Chair this past spring was also troubling.

Another area of concern was the drafting of new Fund-specific **Financial Rules for the Pension Fund**, scheduled for 2016. FAFICS stressed the significance of having all parties agree to the draft Financial Rules and to any issues arising from them before they are submitted to the Pension Board. It also recalled the bifurcation of the financial activities of the Fund and expected Rules that would provide for a single framework in the financial administration of the Fund, fully consistent with the Fund's Regulations. While there were joint administrative activities and reporting, the decision with regard to the investment of the assets of the Fund, as well as for the maintenance of detailed accounts of all investments and other transactions related to the Fund, pursuant to article 19 of the Fund's Regulations, remained the sole responsibility of the UN Secretary-General and his Representative.

The Pension Board was assured that the process was, and will continue to be, a joint initiative between the Investment Management Division (IMD) and the Fund secretariat and that every effort was made, through a collaborative and consultative approach, to ensure that all issues and concerns were solved prior to the submission of the draft Financial Rules to the Pension Board. The Board took note and looked forward to receiving the proposed Financial Rules for the Fund at its 63rd session in 2016.

The FAFICS President wrote a letter, dated 4 August 2015, to the Secretary-General to express the views of FAFICS over the two matters outlined above, that is, governance arrangements for the Investments Committee and the draft Financial Rules. (*The text of this letter may be found on the AFICS/NY Website.*)

FAFICS noted that the **Investment Policy** had not been updated and asked the RSG when it would be. As a "living" document, it is essential that updates be made on a regular basis. Assurances were provided by the RSG that it would be updated by the end of 2015 to reflect changes discussed with the Investments Committee on 20 July 2015. It would subsequently be reviewed by the Investments Committee at its November 2015 meeting; further enhancements would then be considered on a quarterly basis in consultation with the Investments Committee. Another update to the Investment Policy would be reported to the Pension Board in 2016. FAFICS would be following this matter closely.

This was a budget year for the Pension Board and FAFICS had two members on the **Budget Working Group**. FAFICS asked for a rationalization of temporary positions in future budget proposals, noting that general temporary assistance should not be used to fund what are in essence, long term functions. FAFICS also called for a closer alignment of post resources with the purpose for which they were approved. In the discussions that followed presentation of the document prepared by the Budget Working Group, the Board concurred with the recommendation to eliminate funding for two advisory positions to the RSG, one on hedge funds and another as a general investments adviser, resulting in savings of some U.S. \$4 million. The FAFICS representatives also supported other budget changes, but insisted within the working group that resources for Client Services should be protected and expanded.

FAFICS welcomed the document on the **Strategic Framework—Update on Indicators**, but expressed concern that the Fund was not on track to meeting the benchmarks for the percentage of withdrawal settlements, retirement benefits and other benefits processed within 15 business days, and the percentage of incoming correspondence responded to within 15 business days. FAFICS hoped that the Fund would focus on continuing to further improve client servicing and that the resources and efforts that were necessary for IPAS implementation would be channeled back to client servicing after deployment.

Because retirees continued to be concerned by the MoU, the following statement made by FAFICS to the Pension Board is reproduced in full:

“FAFICS recognized that updating the MoU is a management issue to be conducted and resolved by the principal parties involved, that is, by the CEO and RSG of the Fund with OHRM, and should not concern retirees or others. Both staff and retirees have been assured and reassured by UN officials at the highest levels, including the Secretary-General’s Chef de Cabinet, the USG for Management and the ASG for OHRM that the updated MoU containing four specific flexibilities, approved by the Board at its 2104 session and later endorsed by the General Assembly, does not provide for a change in the structure of the Fund which in any case is protected by a far-reaching system of checks and balances. Despite these repeated statements, many continue to believe differently. FAFICS considered that as long as the MoU remained pending, the mistrust and polemics will continue. FAFICS regretted the damage this agitation had caused to the image of the United Nations and the Pension Fund, as well as the heavy toll it has taken on retirees who fear for the safety of their pensions as they grow older. Even more worrisome was that the Fund’s ability to invest and operate could be hampered by the distraction caused by this matter. FAFICS was of the opinion that because the successive and different versions of the MoU had not been shared, speculation and controversy over the content runs rampant. FAFICS believed that for the sake of transparency and to “calm the waters” the UN Administration should release the latest draft text of the unsigned MoU as soon as possible so as to reassure concerned parties as to its actual content.”

There was support for the release of the draft MoU both by the Governing Bodies and the representative of FICSA. The Fund noted that it had no objection to sharing the agreed version, but since “ownership” of the document rested with the UN, it would be up to the UN Administration to make this decision.

With respect to the **Audit Committee**, FAFICS commented on its ongoing, important role in bringing together the two sides of the Fund in order to achieve common approaches in areas that fall under the individual mandates of the two Principals (CEO and RSG). FAFICS suggested that the Audit Committee consider the proposal for a comprehensive study on IMD ICT architecture and further emphasized the importance of ICT for investment management, noting that the lack of a well-integrated IT system could lead to opportunity costs in terms of not being able to execute trades in a timely manner.

The Board expressed its appreciation for the high quality of the Committee’s report and endorsed the Audit Committee’s recommendations that:

1. OIOS start the testing of internal controls for the Statement of Internal Control as soon as possible but no later than 2016;
2. Management of the Fund ensure that the draft Financial Rules are ready for review by the Committee and for submission to the Pension Board at its 63rd session in 2016;
3. Management take appropriate action to fill the vacant key posts, including the CFO; and
4. The RSG treat as a matter of highest priority the serious risks posed by the lack of a coherent and comprehensive ICT strategy and the current fragmented ICT systems that support businesses processes in IMD.

Linda Saputelli, President of FAFICS and of AFICS/NY
August 2015

RETIRE IN MALTA

BY MICHAEL BARTOLO

In its proposed budget for 2015, the Government of Malta announced a programme designed to attract pensioners retiring from the United Nations and other international organizations.

The programme is expected to enter into force in April 2015 and the relevant rules will be published and announced to all qualified persons.

Individuals who qualify under these rules will be exempt from income tax in respect of the pension income or widow’s/widower’s benefit received in Malta.



Other foreign source income received in Malta by the beneficiary or dependent will be taxable at the rate of 15% with the possibility of claiming double tax relief on such income.

The eligibility conditions and other information will be made available once the programme becomes official in a few weeks.

In the meantime, more information may be obtained from Michael Bartolo at the following e-mail: michael.bartolo@ties.itu.int

Reprinted from AAFI-AFICS Bulletin, Vol. 74 No. 3, 2015

AGEING SMART in New York A Senior-Friendly City

■ Living Independently and Thinking of the Future

On 9 February 2015, some 40 members of AFICS/NY made their way through a wintery mix of ice and slush to the UN secretariat building for the above-titled workshop organized by the AFICS/NY Committee on Ageing, co-chaired by Barbara Burns and Christine Smith-Lemarchand.

After an introduction by AFICS/NY President Linda Saputelli, Ms. Burns welcomed participants, saying that while workshops the Committee organized last year focused on inner resources, this year's offerings would feature external resources – things available to make our lives easier and help us prepare for the future.

Ms. Burns introduced the workshop presenter, Senior Care Advisor/Advocate Joanna R. Leefer, who holds an MBA as well as a Geriatric Scholar Certificate, has worked for the foremost advocacy organization for the elderly in New York City, and is the author of *Almost like Home, a Family's Guide to Navigating the Nursing Home Maze*.

Ms. Leefer began by noting that seniors are a formidable group; there are now a million people over age 60 living in New York City. By 2030 this number will increase to the point that there will be more older adults than school-age children.

“All men want to live long but no one wants to grow old,” Ms. Leefer said, quoting Jonathan Swift. But while slowing down is inevitable, in NYC a number of initiatives are making seniors' lives easier. Several began during the Bloomberg administration: traffic lights that last long enough to give seniors a chance to cross the street, with benches on safe places to rest, dividing wider two-way streets like Broadway; encouragement of businesses to be more senior-friendly by widening aisles and printing signs in a larger type face; free outdoor public swimming pools in the summer; technology-friendly courses available at New York public libraries;

and reduced fare NYC Transit cards. The Fair Housing Act, passed in 1988, forbids discrimination against those with disabilities, compelling buildings to provide wheelchair access, widen doorways and lower counters. Manhattan Borough President Gail Brewer and New York State Senator Liz Krueger have both been active in making the city more senior-friendly.

Nationwide there is a large movement to set up grassroots support groups to enable seniors to “age in place,” that is, to live independently in their own homes as long as possible. An interesting phenomenon in the New York area is NORCS (Naturally Occurring Retirement Communities) where an apartment building or neighbourhood gradually becomes home to a significant number of seniors. In many of these communities, residents can access health and social services in their own building through Supportive Service Programs of the New York City Department for the Ageing.

The Village to Village network (www.vivnetwork.org) was also mentioned. This is a national group that helps local communities to establish member-based networks that facilitate people staying in their homes by providing various types of support. Another mutual support group or caring collaborative is the Transition Network (www.thetransitionnetwork.org) aimed at older professional women.

RESOURCES AVAILABLE TO HELP SENIORS

SENIOR PLANET–Ageing with Attitude (www.seniorplanet.org) is a free source of articles of interest and information on services available to seniors. The Senior Planet Exploration Center on West 25th Street (www.oats.org) also provides free computer training for older adults.

MyCaringHome.org, a website prepared by the Weil Cornell medical center as part of its Environmental Geriatrics programme (environmentalgeriatrics.org), provides a number of tips to make your home safer. These include Personal Emergency Response Systems (PERS), timed pill dispensers, stoves that shut themselves off, and sensing devices that allow a computer to monitor your movements at home. The **Wright Center on Ageing** (www.weilcornell.org/wrightctr) may also be helpful.

Mount Sinai hospital geriatric services (www.Mountsinai.org/patient-care/service-areas/geriatrics-and-ageing). These include the **Martha Stewart Center for Living Geriatrics Outpatient Practice** (Tel: 212-659-8552); the **Mobile Acute Care for the Elderly Programme** (Tel: 212-659-8552); and

the **Experimental Diabetes and Ageing Programme** (Tel: 212-241-2567).

Participants were reminded that a number of useful references were also posted on the AFICS/NY website (www.un.org/other/afics):

Senior Resource Guide 2013-2014, a comprehensive guide to resources for older adults in the New York community, prepared by the office of New York State Senator, Liz Krueger, makes available information on healthcare, housing, consumer protection, continuing education, transportation, caregiving and elder abuse. (For a hard copy, call 212 490-9535.)

Websites for seniors that provide useful information on a variety of government programmes. They include:

New York City Department for the Ageing (www.nyc.gov/html/dfta) gives information on government programmes for seniors including caregiver support, health and wellness, senior housing, location of senior centres, etc.

New York State Office for the Ageing (www.aging.ny.gov) provides information on how to access services and programmes available in local communities and statewide. It also has information on taxes, financial and legal assistance, health insurance, housing, recreation and volunteering.

New York City Transit (www.mta.info) contains information on reduced fare metrocard and Access-a-Ride.

New York Public Library (www.nypl.org) includes information on computer classes, books by mail, large print and talking books.

WHAT SENIORS CAN DO TO HELP THEMSELVES

Make sure your home is safe. Use non-slip carpets, get rid of wires you might trip over, install grab bars, use canes when needed, ensure wide enough door openings and access ramps for stairs should you need a wheelchair.

Appoint a **Health Care Proxy** to make health care decisions for you should you become unable to decide for yourself. Be sure you tell the person chosen what you want. Spell out your end-of-life choices in a **Living Will**, for example, when to and when not to resuscitate.

Give **Power of Attorney** over the disposition of resources you designate to a relative, friend or other individual you trust—for example, use of your checking account to pay ongoing living expenses (e.g., rent/maintenance, utilities, medications) should you no longer have the ability to handle such matters.

Ensure that your **medical records** are easy accessible, including contact information for your doctor(s) and

pharmacy; list, with dosage, of your medications; insurance information (Medicare, secondary health care policy); person(s) to contact in case of emergency.

When selecting a doctor, get a **Geriatrician**, trained to work with older people, such as those within the Mount Sinai geriatric services (see above). If you need to go to an Emergency Room, you might want to consider one designed for older patients like the one at Mount Sinai, which is quieter and has special non-glare lighting.

Consider whether or not to get long-term care insurance. If so, the younger you are when you purchase it, the less expensive it will be. Be sure you read the policy very carefully to avoid any unpleasant surprises when you are ready to make use of its benefits.

Recognize that you may not always be able to stay at home and plan ahead.

Based on the evaluations submitted, the talk was well received, with a large majority of the participants finding the information provided both useful and interesting. Of particular interest was information on current developments regarding seniors and government programmes and resources available. Among the topics suggested for future workshops were legal issues, improving computer skills and education, care options and volunteering. A number of participants also indicated an interest in joining the Committee on Ageing.

Ms. Leefer is the author of a bi-weekly blog on the Internet and is also available for a free 15-minute consultation on elder caregiving. For more information, go to: jleefer@gmail.com or www.joannaleefer.com or telephone her at 917-923-5141.

■ Workshop on the Transition Network

Some 40 people turned out for the workshop on the Transition Network, organized by the AFICS/NY Committee on Ageing that was held at the UN Secretariat from 2:00 – 3:30 pm on 18 June 2015. Ms. Barbara Burns, Co-Chair of the Committee opened the meeting, saying how pleased she was to see such a large crowd, including many AFICS/NY Governing Board members. She reminded the group that this was a continuation of the Committee's current "Ageing Smart" programme. Today the importance of forming a community of interests to keep seniors engaged and healthy would be the focus. She then introduced each of the afternoon's speakers.

Eileen Kobrin, Chair of The Transition Network NYC Chapter, said that "TTN" is a vibrant, national, volunteer-run, non-profit organization of women age 50 and over who use their knowledge and skills to build new social and

professional networks, find volunteer opportunities and savour life as they experience their individual transitions. Having retired from a long career as a financial executive in 2012, after serving as a Peace Corps Volunteer in the Philippines in the early 1960s, Ms. Kobrin's love of purpose and camaraderie led her to the TTN, which promptly asked her to set up a volunteer programme. Understanding that the TTN's informal, interactive environment affords women opportunities for professional networking and to create and sustain new friendships grounded in common interests and experiences, she began with small peer groups of 8 to 12 people with similar interests (e.g., cultural activities, knitting, politics, writing one's memoirs) who wanted to share experiences and learn from one another. Today there are 14 chapters in the U.S. with new ones being formed, the first and largest in New York City with 550 members.

Charlotte Frank is the originator of TTN's Caring Collaborative (CC) model, a framework for establishing help and support among the members of a community by enabling member engagement, service exchange, education and small group discussions. CC is a kind of "help insurance," combining healthcare education, concrete member-exchange services, and access to information on members' highly recommended health care providers. While most current participants are women who retired from professional occupations and have sought new opportunities for meaningful activities, CC is applicable to both men and women. Developed under a grant from the NYS Health Foundation, the model was designed so it could be replicated by other organizations. Meeting in small groups, members advise, trust and support each other in times of need, for example, accompanying a fellow member home after a medical procedure or advising one another on medical or legal resources they have found helpful, though never providing medical treatments or legal work themselves.

Mimi Grinker is a member of the Steering Committee, spearheading the new Caring Collaborative Partners Project. A specialist in community planning, Ms. Grinker's job is to organize community groups of like-minded women ready to help each other, for example, sleep better, deal with cancer, or cope after having been in the hospital. It could be geared to older adults who want to age in place and continue to be independent, grandparents charged with caring for young children, or people with time management demands who might welcome assistance with babysitting, escorting

children to school, or cooperative purchasing. If you share values you can access projects. The Partners Project can help you get started, provide training, and be available to trouble shoot and provide support. Concepts can also be integrated into a group you are already in, such as a reading or church group. There are now 250 members. "Actually there are more who want to give than accept help," says Mimi.

Deborah Landey, Vice-President of AFICS/NY, who brought TTN to our attention, exemplifies an active member. When she retired from the UN in 2013, having been a staff member for many years, she wanted to remain engaged in global issues, as well as get involved in local issues and community. Many new retirees go through significant transitions as they move into a new chapter of life, she says, and the UN needs to support its retiring staff as they prepare to leave. Choosing to settle in NYC, Ms. Landey became a member of her local neighbourhood association and met someone who belonged to TTN. She joined the organization and participates in a number of TTN peer groups engaged in opera, culture, walking, cabaret and other activities.

CONNECTION TO AFICS/NY

How can AFICS/NY learn from the TTN model? Much of what the collaborative groups do resembles the functions of our Outreach Committee, which is always looking for new members. Members of TTN and its Caring Collaborative are volunteers, as are all members of AFICS/NY Committees. If you would like to join TTN, the annual fee is \$100. The members meet on the third Thursday of every month. TTN offers workshops and lectures led by professionals on topics relevant to women in this new stage of adulthood. Topics range from career change, politics and advocacy, starting a business, health, appearance and volunteer work, to fine dining, art, theatre, technology and travel. If you want to join one or more community groups they will find one for you and help you to do so—or help you set up your own.

During the Question and Answer session that followed the presentation, a large number of questions on how to join or start a group that were answered indicated a great deal of interest on the part of AFICS/NY members.

For further information, please contact TTN at info@thetransitionnetwork.org or visit their website: www.thetransitionnetwork.org



SOCIAL COMMITTEE



The AFICS/NY Social Committee, chaired by Barbara Linardo, continued its organization of popular lunches over the past year. Members and their guests enjoyed dining at Thai Palace and Piccolo Fiore, the latter also being the venue for the 2015 Annual Reception. For the future, the Committee is now exploring the possibility of another Hudson River luncheon cruise as the one held some time ago drew such rave reviews.



Photos by Mac Chiulli

■ Response to AFICS/NY Questionnaire

In response to the questionnaire on AFICS/NY activities distributed a year ago, we received returns from 290 persons, of whom 156 were women and 124 men; 26 were spouses. A total of 112 respondents were considered to be living within the Headquarters area and would therefore be more or less able to commute to events held at the UN without undue hardship. This informal “Headquarters area” includes the five boroughs of New York City, Nassau county and parts of New Jersey. However, this does not suggest that retirees living in other nearby states are not able or willing to attend these events.

In terms of years of membership, 20 joined less than three years ago, 43 have been members from three to five years, 51 between six and ten years, 70 between 11 and 15 years, 55 between 16 and 20 twenty years and 111 have been members for over 20 years.

One can reasonably assume that there are many more retirees living in the Headquarters area who did not respond to this questionnaire and who are perhaps not members of AFICS/NY. Likewise, one can assume that there are many

former staff members who are retired for less than five years who have not become members of AFICS whether living in the Headquarters area or further afield. Clearly the Board must develop a strategy that will bring more retirees into the fold.

The *Bulletin* is extremely popular and appears to be a very effective way of communicating with members. The vast majority of respondents read most of the articles and are very satisfied with the quality of the materials included. However a common thread in the comments in this area is that our colleagues wish to hear more stories about us retirees, what we did during our careers and what we are doing now. In this regard, there must be several thousand untold stories of high adventure and intrigue in which UN staff have been involved, especially those who have served in Missions overseas, that would keep readers glued to their bulletins and asking for more.

Most retirees have access to a computer although there were quite a few older retirees who either do not have computers, have failing eyesight or whose fingers are no longer nimble enough to navigate the keyboard. In any event most of those who have access to a computer only go to the AFICS/NY website occasionally. Many did not know that there was

an AFICS website and a few said that they will endeavour to access it now they know it exists.

With regard to the question on willingness to serve on the Board or on a Standing Committee, the pool of respondents in the Headquarters area from whom Board members and Committee members would be expected to come is relatively small. Nevertheless, more than 40% of respondents expressed a willingness to serve in one capacity or another. The vast majority considered the quality of service provided by AFICS/NY to be good or very good.

Gordon Tapper

Editor's Note: Though now a year old, the replies no doubt remain valid today. In particular, please note the desire for more articles in the Bulletin concerning your activities in retirement. Please send us write-ups of adventures you would like to share!

CHARITIES FOUNDATION OF AFICS/NY ANNUAL REPORT (mid 2014–mid 2015)

Officers of the current 2014-2015 Board of Directors of the Charities Foundation of the Association of Former International Civil Servants/New York are as follows:

President: Mr. J. Fernando Astete,
First Vice-President: Mr. Anthony Fouracre
Second Vice-President: Ms. Louise Laheurte
Secretary: Ms. Mary Lynn Hanley
Assistant Secretary: Ms. Christine Smith-Lemarchand
Treasurer: Mr. Angel Silva

Other Board Members: Mr. Demetrios Argyriades, Mr. Andrés Castellanos del Corral, Ms. Dede Emerson, Mr. Frank Eppert, Ms. Suzan Habachy, Mr. Leon Hosang, Dr. Sudershan Narula, Mr. Ed Omotoso, Mr. Warren Sach and Ms. Linda Saputelli

Assistance Review Committee: Chair: Ms. Suzan Habachy, Members: Mr. Demetrios Argyriades, Ms. Gail Bindley-Taylor, Ms. Dulcie Bull, Ms. Irmgard Parker, Dr. Atanas Pumpalov and Ms. Jane Weidlund

The Foundation provides financial assistance to eligible former international civil servants, their dependents and/or survivors who face short-term emergency needs. In this regard, the Foundation is grateful for the \$13,335 raised from individuals, mostly AFICS/NY members, as a result of the 2014 Annual Appeal. During the last year, the Foundation, through its Assistance Review Committee, awarded grants totaling \$6,000. In addition, a special donation of \$2,500 was granted to UNICEF for its relief efforts to aid the victims of the earthquakes in Nepal.

Over the past 15 years, the Charities Foundation has approved some 60 individual cases for assistance, awarding approximately \$72,000. During this same period, some \$33,200 was also granted to various institutions for disaster relief. (A Financial Statement of the Foundation as of 31 December 2014 may be supplied upon request.)

The Charities Foundation continues to need your help in providing assistance to eligible members of our community who are less fortunate. Your contributions to the Foundation are deductible for United States income tax purposes. At the same time, we stand ready to consider requests for assistance from you or others you may refer to us who are experiencing difficult moments and meet our criteria.

To expedite your contribution, kindly make cheque payable to: "The Charities Foundation of AFICS/NY" and mail it to: The Charities Foundation of AFICS/NY, United Nations, Room DCI-580, New York, NY 10017. For our records, please include your name and address and/or e-mail with your contribution.

WORLDWIDE REUNIONS

WASHINGTON CHAPTER OF AFICS/NY

LUNCHEON MEETING OF 29 APRIL 2015

The Washington Chapter of AFICS/NY met at noon, 29 April, at Alfio's Restaurant, Chevy Chase, Maryland, with 31 members, spouses and guests in attendance.

After a tasty lunch with flounder filet or veal entrée, accompanied by wine, Paul Belanga, Officer in Charge of the Chapter, welcomed

all in attendance and acknowledged Dr. Azeb Twelde, attending her first luncheon with our group.

Phil Reynolds then introduced speaker, Shelley Pitterman, Regional Representative for the U.S. and the Caribbean for the UN High Commissioner for Refugees (UNHCR). Mr. Pitterman spoke for about 25 minutes on the programme of the UNHCR



with emphasis on the developing refugee catastrophe in the Middle East resulting from the civil war in Syria with substantial information also on crisis areas such as South Sudan and Nigeria. The scope of the refugee problem may not have surprised many of us, but surely raised the conscience level of all in attendance. Perhaps most discouraging in terms of any foreseeable solution is that major donors have in some cases cut their contributions and overall this year, have pledged only about half of the funding requested by UNHCR.

Mr Pitterman's speech was very well received as evidenced by the Q & A period lasting almost 20 minutes with Paul finally having to curtail further discussion.

Next, Paul Belanga introduced and David Waugh elaborated in some depth on recent allegations of fraud and mismanagement by the CEO of the Pension Fund. These allegations were initially made at a UN Staff Association meeting on 31 March. While largely unsupported, the matter was viewed of sufficient importance for the Office of Internal Oversight Investigation (OIOS) to promptly launch an investigation and the Secretary-General to have his Chef de Cabinet

conduct a town hall meeting with all hands invited and video conferencing available for those unable to attend. No information was presented at the meeting to lend credence to the allegations. Furthermore, AFICS/NY is closely monitoring and reporting on Pension Fund matters to its members and those attending the meeting were urged to keep abreast of new developments by frequently consulting the AFICS/NY website at www.un.org/other/afics.

Paul Belanga then referred to problems Washington Chapter members who are retirees from the Rome agencies have encountered in the change of their health insurance provider from Cigna to Alliance effective 1 January. These problems appear to have been caused by those covered not being notified ahead of time and indeed in some cases for more than a month after the change. Fortunately, the approximately 12 Washington Chapter members affected seem to have not suffered any substantial financial damage, albeit plenty of angst. Those affected were asked to contact Paul should any major problems occur. He will then refer the problem to FFOA, the Rome retiree association, if necessary.

The meeting was adjourned at 2:15.

NEWS

YOU CAN USE

NEW NUMBERS FOR ALL MEMBERS ENROLLED IN UN CIGNA DENTAL PLAN

Due to the decreasing availability of 6-digit index numbers, the UN will be issuing 8-digit index numbers to new staff. Since the index number is an integral part of the member number reflected in your health insurance cards, the member number will need to change in order to accommodate these new 8-digit index numbers.

Starting 1 July 2015, you will receive in the mail new Cigna Dental PPO insurance cards with new member numbers. The new number will start with the letter "R" followed by the 8-digit index numbers. Staff members and ASHI retirees who do not have 8-digit index numbers will have leading zeroes added similar to the examples below:

| <u>Current index number</u> | <u>New Cigna member number</u> |
|-----------------------------|--------------------------------|
| 1234 | R00001234 |
| 123456 | R00123456 |

When you and/or your family members receive these new cards, start carrying these cards from 1 July 2015 onwards. Present the card the next time you see your dental provider so that your records can be updated when he/she submits a claim. We suggest that you still keep the old cards for reference in case of questions for claims related to services received prior to 1 July 2015.

Please remember that for any services/treatments received prior to 1 July 2015, you and/or your provider should refer to the current Cigna member number. For services/treatments provided after 30 June 2015, you and/or your provider should refer to the new Cigna member number starting with "R."

The toll-free number to contact Cigna remains the same as that reflected in your current dental insurance card. Anyone who has an online account at mycigna.com can continue to use that account with the new Cigna member

number. You can also print temporary cards online beginning 1 July 2015 while waiting for your new cards in the mail. Please remember to share this information with any family members covered under the plan.

If you are covered under the Empire Blue Cross plan, a similar change will occur effective 1 January 2016. Watch for an announcement later this year.

There will be no such changes to those enrolled in the Aetna POS/PPO, HIP of New York and UN Worldwide Plan administered by Cigna. Please remember that information is also available on the UN Health and Life Insurance website, www.un.org/insurance

UN Health and Life Insurance Section
304 E 45th Street, 3rd floor, New York, NY 10017
Fax: (917) 367-1670 e-mail: ashi@un.org

STAFF MEMBERS TO CREATE SUSTAINABLE FOOD GARDENS AT UNHQ IN NEW YORK

UN RETIREES WELCOME TO JOIN

The UN Headquarters in New York covers 17 acres of land, including its gardens. Until now, no vegetables, fruit or nuts have grown on its grounds. This is about to change, thanks to the staff members of the UN Gardening Club, who are setting out to transform parts of the UN complex into sustainable food gardens.

A site adjacent to the satellite dish near to the cafeteria has been approved for the UN Food Gardens project by UN Facilities (FMS) and there are plans for a future site in the area where the North Lawn building currently stands.

A number of events are planned by the Gardening Club to promote the initiative. Staff members set up a project information table from 20-22 May in the Secretariat lobby. A seed-sharing workshop and a work day on the gardens are also being planned by the club.

Staff members in New York are hoping that other duty stations, particularly those with extensive grounds and green spaces, will be able to carry out similar initiatives globally.

Work on the satellite dish site will start in the coming weeks when a series of accessible garden beds will be installed, followed by a kiosk, seating, and wildflowers to attract pollinators. They will be filled with organic soil and compost donated by the New York City Department of Parks and Recreation's Green Thumb Program, the largest community gardening programme in the country.

According to Nancy Kohn, the Green Thumb Programme Director, "the UN Food Gardens will help promote the environmental, social, and health benefits of gardening."

A talented volunteer architect has agreed to design the gardens and amenities, and staff members have also pared up with other local community organizations.

"We hope that the UN Food Garden will not only provide food and build a sense of community among UN staff members, but that it will set an example of good stewardship of land and the integration of food production into the physical landscape, especially in dense urban areas such as New York City," said garden volunteer and staff member Louise Stoddard.

The UN Gardening Club is an official club within the UN Staff Recreation Council. It has non-profit status and will manage the gardens.

Once more money has been raised there are plans to re-use the food waste from the UNHQ catering facilities as compost for the garden beds and further expand the gardens.

"We would love to see excess food diverted to local community-serving programs such as City Harvest, and the waste converted into compost for the gardens," said Arif Khan, one of the co-founders of the club.

For further information on how to join the Food Gardens Team or donate funds please contact Mr. Khan. His e-mail address is: Khan101@un.org.

OBITUARIES

JOAN BUNCHE

16 December 1931 – 24 June 2015



Joan Bunche died peacefully and unexpectedly at home on 24 June 2015. After retiring from two decades with the UN Development Programme where she was a Policy Analysis Officer in the Bureau for Policies, Programmes and Evaluation, she did what she liked most – exploring the joys of life in New York and the world with friends, from the ocean and mountains to good food to theatre to archaeological sites. Her last trip took her to Viet Nam, Cambodia and Laos. Before she died, she was planning another walking holiday in Europe. But every day she was ready to enjoy her city – on foot – with her routine starting with a donut at Eli’s and always eager to try and see new things.

After graduating from Vassar and completing an MA in Sociology from Columbia, she started work in publishing. But she soon joined the United Nations. In her working life, she found her own way to pursue the goals that were the life work of her late father, Ralph Bunche: international understanding, peace, human dignity and equality. The experiences she cherished most were with the Voter Registration campaign of the 1960s in Mississippi, and the UN Observer Mission in South Africa in preparation for the country’s first democratic elections in 1994. She also served as a member of the AFICS/NY Governing Board for nine years and remained active in the Assistance Review Committee of the AFICS/NY Charities Foundation.

Joan was a very private person, famous for refusing to admit her age. She was in fact right to do so because she defied any categorization. She was her own person. That was her charm and what I and my family will miss, along with her unique style, generosity and warmth.

She is survived by her brother Ralph Bunche Jr., sisters-in-law, nieces and nephews and their children, as well as many many friends.

Sakiko Fukuda-Parr

MARION (MAY) DAVIDSON 1938 – 2014

May Davidson, a native of Scotland, died of cancer on 1 October 2014. As my invaluable assistant of some 15 years, she embodied all the qualities one would wish for in a colleague. I first knew her as the indispensable mainstay of my great friend and mentor Ralph Bunche, until his death in 1971. I inherited Ralph’s job and at the same time I inherited May.



Lars Hyttinen

I was occasionally criticized for deliberately keeping a very small staff, and May, with her efficiency, imagination and intelligence, made it possible for me to keep the Peacekeeping Department as lean as I wanted it. She could tackle anything that came her way. And when a crisis came up and we were functioning on no sleep, and dealing with different time zones, it was May who kept things on track. She was unflappable under any circumstances, a no-nonsense performer in a mini-skirt who could read people like a psychic and sort out the really useful ones from the frauds.

May was always available when most needed, but she also knew when to step back. Her natural abilities brought her great responsibility. And yet, in my four decades of UN service, I saw how so many smart women like May were condemned by the system to remain stuck at the General Service level. It began with the academic degree requirements she and others did not possess. I myself never had a university degree, but somehow, in those early days in 1945, this discrepancy was brushed aside. By the time May came along, the rules were irreversible.

May told only a handful of friends that she was ill. She wanted no visitors, no sympathy, and apparently left the world without a fuss. I am certain that her reticent Scottish soul would not have wanted it any other way. As a Scot myself, I understand her quiet departure very well.

Brian Urquhart
Former Under-Secretary-General for
Special Political Affairs

AYE THAN DOLINER
1936 – 2015



Aye Than Doliner of New York, NY, died peacefully in her sleep on 2 March, 2015.

She was born in Sagaing, Burma, on 29 September 1936, to U Pe Maung and Daw Than May. She grew up in Rangoon and graduated from Rangoon University in 1959 with a master's degree in political science. She was an accomplished athlete, competing at a high level in track and field, as well as becoming national tennis champion in mixed doubles, 1959.

After a nationwide search, she was selected by Pan American World Airways as a special envoy to represent Burma. She made appearances at festivals, pageants, fashion shows, and parades throughout the Pacific, including in Tokyo, San Francisco, and Honolulu. She was the "Face of Burma" featured on PanAm advertising posters around the world.

Aye Than offered herself to many causes, including appearances at festivals to raise emergency relief funds for typhoon victims, and was asked to appear opposite Gregory Peck in the major motion picture *The Purple Plain* (1954). At the insistence of her parents, however, she declined.

Her true professional career began in New York, with the United Nations, as one of its famed tour guides. During her tenure as a guide, she was chosen to conduct tours for John Glenn, Che Guevara, as well as countless high-ranking military personnel and dignitaries from around the world.

In 1964, Aye Than married the novelist Roy Doliner at the Plaza Hotel, and was given away by Secretary-General U Thant.

Her transfer to the United Nations Development Programme began a 35-year career as a professional international civil servant, culminating as a level D-1 Deputy Director at the UNTCDC.

During her career, Aye Than was a leading pioneer of the international "micro-loan" movement, first developed in the 1980s and now a common fixture of global aid and development. She oversaw countless development projects throughout Asia, changing the lives of thousands of people in need.

Aye Than was also a devoted wife for 51 years. She loved family and friends above all. Her laugh filled the room. Her mind was strategic. Her opinions passionate, even imperial. She had a love for the world's cuisines, for jewellery, flowers of all kind, and was utterly devoted to her dog, Pawsie. A spotlight seemed to shine on her at all times.

She is survived by her husband, Roy; her sons, John and Sam; her daughters-in-law, Jennifer and Beatrice; her grandchildren, Anabelle, Lila, Isaiah, and Samantha; her brothers, Dr. Pe Than Maung, and Dr. Pe Than Tin; sisters-in-law Sao Mya Nwe and Khin Win Kyi Tin; nephews Myat Than Maung and Dr. Than Zaw Tin; and nieces Dr. Myanandi Than and Khaymar Than Tin.

A service was held at The Tillman Chapel, Church Center for the UN, 777 United Nations Plaza, NYC, on Sunday, 22 March. Anyone wishing to make a charitable contribution in honour of Aye Than may consider a donation to UNICEF in her name: <https://www.unicefusa.org/donate/un>

See more at: <http://www.legacy.com/obituaries/nytimes/obituary.aspx?page=lifestory&pid=174350980#sthash.R5ys98Rh.dpuf>

VERA GODKIN
1919 – 2014



Vera Godkin, 95, of Southampton and Manhattan, NY, beloved wife for 42 years of Simon David Godkin, passed away peacefully on Wednesday, 1 October 2014 in Simsbury, CT.

Born in Hove, England on 17 February 1919, daughter of the late Herbert and Frances (Adam) Settle, Vera was raised in Brighton and lived in London from 1939-1946. After World War II, she moved to New York City and took a position with the United Nations upon its formation, with assignments in New York, Paris and Beirut.

After marrying her husband, Vera left the UN to raise her children, Lynda and David. After they left home for college, she rejoined the UN as office manager of its programme office for retirees, the Association of Former International Civil Servants in New York (AFICS/NY), where she worked for over 25 years, retiring at the age of 83.

Vera took in all that weekday life in New York City had to offer, especially the theatre, opera and ballet, with most weekends spent at the home she and her husband had built in Southampton. She also loved to travel. A gourmet cook and a crackerjack bridge player, Vera enjoyed the company of her friends, many much younger than she, and remained independent until briefly before her passing.

Throughout her life, Vera was very fond of drinking tea and beer, and she often credited these passions as reasons why she had enjoyed such good health into her 90s. She leaves a daughter, Lynda Godkin, and her husband Ken

Hickey of Granby, CT; a son, David Simon Godkin and his wife Pamela Haran of West Roxbury, MA; four grandchildren, Sarah Godkin DeLucia and her husband Christopher of Washington, D.C., Rachel Leigh Hickey and her fiancé William Earl Stephens, III of St. Louis, MO, Katherine Veronica Marcin and her husband Jonathan of Los Angeles, CA, and Nora Godkin of Washington, D.C. She is also survived by a niece and two nephews, Anthony Manley of Hobart, Tasmania, Helen Falkingham of Melbourne, Australia, and Geoffrey Falkingham of Reading, England. Besides her husband, Vera was pre-deceased by a sister, Pauline Falkingham. Entombment in the Cedar Hill Cemetery Mausoleum, Hartford, CT was private and at the convenience of the family. Vera's family requested that memorial contributions be made to the Hampton Bays Public Library, 52 Ponquogue Ave., Hampton Bays, NY 11946 or by visiting, www.hamptonbayslibrary.org. For online condolences please visit, www.carmonfuneralhome.com.

PATRICIA KOO TSIEN

17 October 1917 – 25 April 2015



Patricia Koo Tsien gently passed away at 97 years old, just 22 miles from where she was born in the Chinese Legation in Adams Morgan, Washington D.C. She was the only daughter of May Tang Koo and V. K. Wellington Koo. Her mother was the daughter of Tang Shao-Yi, the first Premier of the Republic of China. Her father

had been assigned to Washington as Minister to the United States. During his long diplomatic career, her father held many positions in the Chinese Government and was Ambassador to France, the Court of St. James's, and the United States. He also served as Vice President of the International Court of Justice.

Mrs. Tsien's childhood was spent in Washington D.C., Tianjin, Beijing, and Shanghai. She attended the Keen School in Tianjin, the Garden School in Buckinghamshire, England, and University College London, receiving a B.Sc. in physics and mathematics in 1939. While at university, she made many speeches throughout the United Kingdom to raise money for the war effort in China. After university, she joined the Chinese Red Cross and the Emergency Medical Service Training School in Kweiyang, where she met her husband, Kiachi Tsien. Their son, Michael Tsien, was born in Kunming. From the interior of China, they all left for Cambridge, England, but were delayed in Egypt due to D-Day in June 1944. Her husband received an M.A. in physics at King's College, Cambridge University, and their daughter,

Ying-Ying, was born in nearby Watford. In 1946 they were on their way back to China via the United States, but due to the war and its aftermath, were not able to return to China until the 1970s for the first of many visits.

Mrs. Tsien joined the United Nations in 1947, and the family settled in Parkway Village, Queens. She worked for 32 years at the UN, rising to Director of the Africa Division in the Department of Political Affairs, Trusteeship and Decolonization. She received the Distinguished Service Award from the World Association of Former United Nations Internes and Fellows, for "her commitment to advancing the goals and principles embodied in the Charter of the United Nations ... [notably] her contribution to the promotion of international cooperation for peace and development, especially within the context of the decolonization process. . ."

She also served as staff representative to various administrative boards including the Joint Appeals Board, the Appointment and Promotions Board, and the Joint Staff Pension Board. She was the first woman Chair of the Joint Staff Pension Board. This was considered a major achievement at that time. Sergio B. Arvizu, now Chief Executive Officer of the Joint Staff Pension Fund, has written that her position as Chair, "evidenced the high regard and esteem of the Pension Board for her accomplishments, professional capacity, and the value brought to the discussions of the Board by her important participation." She was regarded by many of her colleagues as a model international civil servant.

In the early 1970s when women employees in the Secretariat formed the Ad Hoc Group on Equal Rights for Women, she was elected President, as she was well known for her long-time championing of women's rights. The group's efforts led to a full review and amendment of the UN Staff Rules and Pension Fund Regulations to ensure equal treatment of men and women staff members in their benefits, entitlements, and other conditions of service. Mrs. Tsien was honoured by an award presented to her in 1989 by the UN Secretary-General on International Women's Day in recognition of her leadership for these efforts.

After her retirement in 1979, for more than two decades Mrs. Tsien was a dedicated member of the Association of Former International Civil Servants (AFICS/NY), serving as its President for three years. During this same period she and her husband spent many hours researching terms and names for the translation of Wellington Koo's memoirs from English into Chinese. They also developed an exhibition of photographs, which was the foundation for a museum commemorating her father. The museum is located in Jiading, China.

During this same period, she served as an advisor and a member of the Editorial Board for the publication of a two-volume book in Chinese, titled *The Chinese in the United Nations*. She and Shing-Yi Huang later co-edited

an abridged English version of that book, titled *Serving the United Nations: A Collection of Memoirs of Chinese Former International Civil Servants*. In this book, Mrs. Tsien wrote, “For me working for the United Nations was indeed a unique privilege. It was not only an experience and lesson in human relations, but also a lesson in international negotiations. With so many years of memories, we seem to leave part of ourselves with the United Nations, as we are always following with interests the new developments affecting the international organizations.”

An earlier version of her thoughts about the potential of the United Nations was written in 1962: “My dedication was always to the United Nations, the symbol not only of man’s hope, but of man’s faith in man and the channel or a channel of international cooperation. I always felt that through the UN man’s highest aspirations and goodwill could bring the human race to a higher stage of evolution. I considered it a privilege to serve this organization.”

These reflections were part of a recently found letter she wrote to her husband, son, and daughter, as she was about to depart for her first mission to Africa. The letter addresses her wishes for her family and opens, “As you know, I have never held life so dearly that I could not view death with equanimity for myself. For you, whatever my presence may have meant, the essence of it remains; only the physical part is no longer there. I hope therefore that you will not grieve too much. We all die sooner or later. ...You all know that just as I have held life easily so I have treated money only as a means of exchange

for those things I needed. Possession for the sake of possession has never interested me much—except for perhaps such non-essentials as books.”

Her husband and son predeceased her. She is survived by her stepmother, Juliana Young Koo; her daughter, Ying-Ying T. Yuan; and granddaughter, Nicole Yuan and grandson-in-law, Jerel Slaughter and their two children, Olivia and Jake. She is also survived by her daughter-in-law, Elizabeth Clark and her grandson, Christopher Tsien. A celebration of her life was held at the Unitarian Church of All Soul’s in New York City on Saturday, May 9, 2015. The family was delighted that George F. Saddler and Andrés Castellanos, both former presidents of AFICS/NY, were able to share their remembrances at the service and that many former colleagues were able to attend. The day after the service, Mrs. Tsien’s daughter and granddaughter visited the UN Secretariat to pay homage to her. As everyone in her family knew, the UN and her colleagues there were her second family.

Ying-Ying T. Yuan
(with Shing-Yi Huang)

N.B. The family has requested that those wishing to make a donation in honour of Mrs. Tsien contribute to a charity of their own choosing, or to either of the following: Columbia University Libraries, Kiachi and Patricia Koo Tsien Fund, c/o Matthew Hampel, 507 Butler Library, 535 West 114th Street, New York, NY 10027; HealthCare Chaplaincy, 65 Broadway, New York, NY 10006.

IN MEMORIAM

The United Nations Joint Staff Pension Fund has furnished AFICS/NY with the following information received during the period 1 December 2014 to 28 February 2015 concerning the passing of former staff members and their surviving spouses. We extend our deepest sympathy to the families and friends of the deceased.

UNITED NATIONS FAMILY

ECLA/MEXICO

Aguirre, Ana 29.12.2014

ECLAC/SANTIAGO

Fucaraccio, Angel 17.01.2015
Garcia Ruiz-Tagle, Maria Eugenia 16.09.2014
Gericke, Teresa 22.11.2014
Lopez, Jaime 13.11.2014
Yaqub, Ellen 30.11.2014

UNECA

Barac, Milica 30.11.2014
Gettenish, Lakew Makonnen 25.01.2015
Katabi, Wassel 03.01.2015

UNESCAP

Bijayendrayothin, Ambhon 21.12.2014
Binjad, Manesah 30.11.2014
Kadushkin, Anatoly Petrov 23.01.2015



| | |
|----------------------------|------------|
| Majeed, Abdul | 09.09.2011 |
| Ruyaphorn, Suvarat | 13.12.2014 |
| Sinhaseni, Ruchitr | 06.11.2014 |
| Suriyakumaran, Vallipillai | 28.05.2006 |
| Turner, David Louis | 10.12.2014 |
| Wanasinghe, H. | 06.02.2015 |

UNESCWA

| | |
|-------------------------|------------|
| Ammar, Hamed Mostafa | 08.12.2014 |
| Hourani, Mohammed Mousa | 10.11.2014 |
| Ismail, Mohamad Z. | 19.10.2014 |

UN/HQ

| | |
|------------------------------|------------|
| Ahmed, Amtul Hafeez | 19.06.2013 |
| Ahmed, M.A. | 03.12.2014 |
| *Akande, Seffou Dine | 11.03.2015 |
| *Anandani, Gangadass | 28.11.2014 |
| Arafat, Ibthihaj S. | 01.06.2014 |
| Aubry, Marcel A. | 15.02.2014 |
| Avedon, Netta | 05.01.2015 |
| Bassin, Ockhyun-Kim | 21.05.2014 |
| Brenez (Martin), Yvette F.R. | 06.01.2015 |
| Browne, Phyllis | 11.11.2014 |
| Chen, Luzhi | 05.10.2014 |
| Chryssafidis, Antonios | 10.11.2014 |
| *Cifuentes, Eduardo | 09.12.2013 |
| Donalds, Ruth | 12.03.2014 |
| *De Freitas, Shirley | 19.01.2015 |
| *Dell, Ethel Rachel | 31.12.2014 |
| Elder, Doris | 28.12.2014 |
| Ezenkwele, Angelina A. | 29.08.2014 |
| Faraminan, W. | 04.08.2014 |
| Gatzinski, Valentin | 20.01.2015 |
| *Giraldo, Adelardo | 25.01.2015 |
| *Goodin, Edna Lucille | 07.01.2015 |
| *Grossman, Rochelle F. | 30.11.2014 |
| Hernsdorf, Hazel Margaret | 19.11.2014 |
| Hester, James M. | 31.12.2014 |
| *Horne, E.G. | 04.12.2014 |
| Huss, Friedrich | 24.08.2014 |
| *Karpov, Olga | 26.12.2014 |
| Kasi, Nagapattinam M. | 31.01.2015 |
| Kawade, Ryuto | 26.10.2014 |
| Koeller, H. | 27.12.2014 |
| Kracht, Leonora Ojeda | 05.12.2014 |
| Leger-Mangones, Lisa | 11.11.2014 |
| *Lucas, Maureen | 31.01.2015 |
| Mahgoub, Mahmoud | 12.09.2014 |
| Mefret-Norman, Nicole A. | 19.01.2015 |
| Montesinos, Luz Marina | 23.05.2009 |
| Nair, K. Gopalan C. | 28.12.2014 |
| Newcombe, Ilse | 12.12.2014 |
| Omarimsangi, Saphilina S. | 05.01.2015 |

| | |
|-----------------------------|------------|
| Pao, Fahlin Chao | 06.01.2015 |
| Reed, John James | 20.12.2014 |
| *Rodiadis, Sonia | 06.01.2015 |
| *Rose, Ethel | 07.12.2014 |
| Salameh, S.S. | 18.05.2014 |
| *Salma, Maria | 29.01.2015 |
| Scimeca, Rose | Unknown |
| Seales, Rita | 21.06.2010 |
| St. George, Doris | 16.06.2014 |
| Strobbe, Helen | 21.11.2014 |
| Talaue, Bonifacio S. | 08.12.2014 |
| Tampoe, Beatrice | 07.11.2014 |
| Uthenpong, Suwana | 27.12.2014 |
| *Willems, Willy | 26.09.2014 |
| Williams, Kathleen | 10.11.2014 |
| Yisarry (Martinez), Cecilia | 12.10.2014 |
| Zavrazhnov, Ikar I | 01.12.2014 |

UN/GENEVA

| | |
|----------------------------------|------------|
| Barac, Milica | 30.11.2014 |
| Barbarin, Simone | 21.12.2014 |
| Brant, René | 12.12.2014 |
| Ceska, Jaroslav | 29.10.2014 |
| Chenab, Ramdane | 30.01.2015 |
| Chicco, Maria | 30.11.2014 |
| Dufour, Daniel | 07.02.2015 |
| Farrell, Maureen | 04.10.2014 |
| Gaudry, O. | 05.01.2015 |
| Habrovsky, Jan | 19.11.2014 |
| Hacon, Richard Jeffery | 18.12.2014 |
| Ivanovitch, Ruth | 29.12.2014 |
| Jackson, Ivor Carlyon | 05.12.2014 |
| Jaquet, Alain | 20.01.2015 |
| Julliard, Pierre | 08.02.2015 |
| *Krishnamurthy, P. | 14.02.2015 |
| Lagesse, Maurice | 18.12.2014 |
| Mayor, Yvonne | 25.02.2015 |
| Miville, J. | 18.11.2014 |
| Mori, Y. | 29.12.2014 |
| Patnogie, Liubica | 25.01.2015 |
| Paveskovic, Nedo | 18.11.2014 |
| Pindao Y Morales, Francisco José | 08.12.2014 |
| Ratwatte, Sivali Hansasar | 15.11.2014 |
| Romer, G.E. | 30.01.2015 |
| Roug, Saleha | 20.01.2015 |
| Saunders, Vera | 23.01.2015 |
| Shaw, Edwin N. | 02.02.2015 |
| Sinner, Pierre Leon | 05.01.2015 |
| Slater, John Allen | 26.11.2014 |
| Stafford, Martin Douglas | 01.02.2015 |
| Stambouli, Mouhamed | Unknown |
| Sualeheen, Muhammad | 15.02.2015 |
| Sunder, Johann Bernard | 09.12.2014 |

| | |
|----------------------|------------|
| Taylor, Raymond Vall | 07.02.2015 |
| Wagner, Daniel R. | 14.11.2014 |
| Warburton, K.B. | 16.12.2014 |
| Zverev, Alexandre | 15.12.2014 |

UNDOF

| | |
|------------------------|------------|
| Al Achhab, Fouad | 23.11.2014 |
| Mardini, Mohamad Fayez | 20.01.2015 |
| Marina, Kamel | 22.11.2014 |

UNDP – HQ/INTL

| | |
|-----------------------------|------------|
| Ap Rees, Garth | 18.12.2014 |
| Brack-Egg, Antonio | 30.12.2014 |
| *De Freitas, Shirley A. | 02.01.2015 |
| De Hitta, Antonio Victorino | 30.09.2012 |
| *Gadd, Wendy | 11.12.2014 |
| Hossain, Mohd. Abul | 05.12.2014 |
| Lalkaka, R.D. | 09.11.2014 |
| Lineberry, W. | 06.02.2015 |
| Nuyens, Yvo A. J. M. | 20.01.2015 |

UNDP – LOCAL

| | |
|---------------------------------|------------|
| Abdulla, Saleh Mubarak | Unknown |
| Aho, Gilbert | 12.01.2015 |
| Cummings, Gloria Rosalind | 05.01.2015 |
| Dasgupta, Samarendra Kumar | 17.02.2015 |
| Dekoro, Martin | 16.05.2014 |
| Dharmadasa, Kasturi Arachchige | 07.12.2014 |
| Enguene, Paulin Michel | 27.01.2014 |
| Frederik, Lilian L.A. | 24.10.2014 |
| Gunasekera, Koral | 19.01.2015 |
| Jansky, Libor | 31.10.2014 |
| Jyapu, Machama | 14.12.2014 |
| Kara, Dary, Mahamat | Unknown |
| Kim, Jong Duk | 14.01.2015 |
| Louah, Jacques Pepe | 27.05.2012 |
| Madjid, Zahro Abdul | 04.12.2014 |
| Makhotla, Isabella Limaka | 30.11.2014 |
| Matthia, Veronique | 01.02.2015 |
| Michon, Pierre | 16.12.2014 |
| Milukwemi, Nsambu | 20.11.2014 |
| Nkeng, Maurice Defang | 08.09.2014 |
| Nsounmfon, Karim Ousmane | 23.08.2014 |
| Orio, Françoise | 10.11.2014 |
| Possacos, Vitiza Sara Mar | 12.12.2014 |
| Rajab, Bakhtawar Nazar | Unknown |
| Samake-Maiga, Paulette Adelaide | 17.01.2015 |
| Thapa, Shanti | 21.01.2015 |
| Zakazaka, Samson | 03.11.2014 |

UNEP

| | |
|---------------------|------------|
| Rustom, Ahmad Rafik | 08.02.2015 |
|---------------------|------------|

UNHCR

| | |
|------------------------|------------|
| Mender, Yassin Hamid | 04.12.2014 |
| Karukhnishvili, Nugzar | 02.12.2014 |
| Carpenter, Christopher | 11.02.2015 |

UNICEF – HQ/INTL

| | |
|--------------------|------------|
| *Buenger, Erich | 11.01.2015 |
| Dalais, Jean Cyril | 13.11.2014 |
| *Goodfellow, Jane | 11.01.2015 |

UNICEF – LOCAL

| | |
|-----------------------------|------------|
| Ayala Barreda, José Alfonso | 20.02.2015 |
| Begum, Hosne Ara | 24.02.2015 |
| Gutierrez, Eliana Perez De | 30.12.2014 |
| Lawson, Benoit | 14.08.2014 |
| Lulitananda, P. | 08.12.2014 |
| Mendy, François | 18.08.2014 |
| Nguyen, Thanh Dan | 28.11.2014 |
| Rajbhandari, Padma Raj | 01.04.2014 |
| Rodkoom, Proy | 23.10.2014 |
| Sharma, Adarsh Kumar | 30.11.2014 |
| Wade, Ababacar | 28.02.2014 |

UNIFIL

| | |
|-------------------|------------|
| Awada, Mahmoud I. | 15.12.2014 |
|-------------------|------------|

UNON

| | |
|--------------------|------------|
| Kaveke, William M. | 28.07.2014 |
|--------------------|------------|

UNOV

| | |
|----------------|------------|
| Parker, Lesley | 25.01.2015 |
|----------------|------------|

UNRWA

| | |
|----------------|------------|
| Haile, Ruth E. | 09.12.2014 |
|----------------|------------|

UNTSO

| | |
|--------------------------|------------|
| Ishrair, Mohammed Salman | 03.10.2014 |
|--------------------------|------------|

SPECIALIZED AGENCIES

ILO

| | |
|--------------------------------|------------|
| Bissmann, Heinz Michael | 01.02.2015 |
| Buil, Henri Bernard | 24.12.2014 |
| Chartier, Marie-Antoinette | 19.12.2014 |
| Chothia, Khorshed | 05.10.2014 |
| Dey, James S.D. | 04.02.2015 |
| Eriksson (Kander), Edith Maria | 22.11.2014 |
| Fares, Emile K. | 30.01.2015 |
| Fernando, Antony Earle | 19.01.2015 |
| Graf, Dorothea Klara | 02.01.2015 |
| Karlicek, Jiri George | 31.10.2014 |
| Karlsson, Birgit Maria | 03.01.2015 |



| | |
|-----------------------------|------------|
| Lewy, E.R. | 28.01.2015 |
| Morisseau, R. | 29.01.2015 |
| Muller, Jean François | 05.01.2015 |
| Orsini, Benigno | 07.01.2015 |
| Perrin, Madeleine | 26.12.2014 |
| Persson, Birgit Maria | 03.01.2015 |
| Pilatos, Niki | 04.01.2015 |
| Reynolds, Veronica Clare | 10.12.2014 |
| Sebastien, Christian Alfred | 26.11.2014 |
| Smith, Marie Doris | 04.02.2015 |
| Spyropoulos, Georges | 13.12.2014 |
| Suter, Francis | 23.02.2015 |
| Van Haarlem, Ruk | 19.12.2014 |
| Verger, Marcelle Berthe | 23.11.2014 |
| Vigny, Gisele | 07.01.2015 |
| Warolus, R.R. | 10.01.2015 |
| Wittich, Georg Bernhard | 26.11.2014 |
| Zoeteweij, Hubertus | 16.01.2015 |

FAO

| | |
|-----------------------------|------------|
| *Andrade, G. | 21.02.2015 |
| Avila, Luis | 10.11.2014 |
| Azzolini, P. | 18.07.2014 |
| Bakhtri, Marie Claude | 30.12.2014 |
| Binder, Anneliese Katharina | 01.12.2014 |
| Brown, Clair | 25.11.2014 |
| Brys, Dorothea | 10.03.2012 |
| Buttinelli, P. | 18.07.2014 |
| Castelli-Gattin, Gian Carlo | 04.02.2015 |
| Cazacu, Florea | 23.12.2014 |
| Chizyuka, Himapondo | 26.09.2014 |
| * Clark, G. Cameron | 17.01.2015 |
| D'Alarcao, J.R.P. | 19.10.2014 |
| D'Offizi, Agostino | 05.12.2014 |
| Dallyn, Mary Evelyn | 17.01.2015 |
| De Balogh, P.G. | 01.01.2015 |
| Doyle, Joan Winnifred | 26.11.2014 |
| Ernest, Hyacinth Macaulay | 29.11.2014 |
| Facco-Sciovante, Anna | 07.01.2015 |
| Fazal, Karim | 18.11.2014 |
| Ferreira, Maria Regina | 31.01.2015 |
| Fischnich, Kisellote | 08.12.2014 |
| Fortunato-Marra, Teresa | 11.02.2015 |
| Francis, Emelia Kona | 22.08.2014 |
| Gall, Doris | 20.02.2015 |
| Gargurevich, Ruth | 07.12.2014 |
| Ghoniem, Nihad Ahmed Metw | 18.11.2014 |
| Harcharik, David Andrew | 03.12.2014 |
| Holliman, Eric | 10.09.2014 |
| Iacoacci, Pier Luigi | 11.02.2015 |
| Jackson, Priscilla | 03.12.2014 |
| Jones, Maud H. | 05.01.2015 |
| Kajda, B. | 05.12.2014 |

| | |
|----------------------------------|------------|
| Kasiry, Bumali | Unknown |
| Lebon, Ginette | 09.11.2014 |
| Magema, Nsombe Baniakina | 07.12.2014 |
| Mancuso, Salvatore | 26.01.2015 |
| Marrama, Luciana | 15.02.2015 |
| Memoria, José M. | 09.11.2014 |
| Micucci, S. | 09.12.2014 |
| Morris, Patricia Kathleen | 29.11.2014 |
| Muratori, Aldo Maria | 16.01.2015 |
| Nakata, Tetsuji | 26.01.2015 |
| Nyamadi, Emmanuel R.C. | Unknown |
| Pellegrini, G. | 22.01.2015 |
| Pezzetta, Enzo | 13.12.2014 |
| Pope, Phyllis | 25.01.2015 |
| Pringle, Stanley | 15.12.2014 |
| Rodriguez, Maria Eugenia | 03.02.2015 |
| Roffey, Jeremy | 08.01.2015 |
| Saenz, Maria Eugenia | 29.11.2014 |
| Singh, Karam Vir | 13.01.2015 |
| Sivashanmugam, Perumal Murugasen | 01.01.2015 |
| Stocchi, Italo | 11.01.2015 |
| Suzuki, Tatsuko | 14.10.2014 |
| Swank, Wendell George | 02.01.2015 |
| Thomas, Robert Gilbert | 28.12.2014 |
| Tumino, Franca | 17.12.2014 |
| Vertessen, Paula Victorine F. | 25.12.2014 |
| Virgilio, Jaime | 03.12.2014 |
| Wenderoth, Heinz-Jurgen | 03.01.2015 |
| Wood, Rhona Margaret | 03.02.2015 |

UNESCO

| | |
|--------------------------------|------------|
| Angot, Michel Pierre | 03.12.2014 |
| Anisimov, Igor Vasilyevich | 12.12.2014 |
| Auriat, Nadia | 08.12.2014 |
| Chopelet Duranceau, Madeleine | 18.02.2015 |
| Claude, Michel | 29.11.2014 |
| Cornavin, Lucette | 16.10.2014 |
| Cornille, Yvonne Renée | 29.12.2014 |
| Fernandez Garcia, Angeles | 18.12.2014 |
| Gauthier, Christiane Françoise | 11.01.2015 |
| Goddard, Laurence Brian | 02.01.2015 |
| Hadges, Margot | 16.11.2014 |
| Hanna, Helmy R. | 28.10.2014 |
| *Higgs, Peter | 17.12.2014 |
| Iger, Nicole | 05.12.2014 |
| Jonquieres, Maria | 29.11.2014 |
| Jowett, Marjorie | 30.01.2015 |
| Kent, J. | 25.10.2014 |
| Kurki-Suonio, Ilmari | 08.06.2014 |
| Lada, Jacques | 12.02.2015 |
| Levet, Nicole | 22.12.2014 |
| Nhouyvanisvong, Khamliene | 28.01.2015 |
| Ogunniyi, Abel | 06.11.2014 |

| | | | |
|----------------------------|------------|-------------------------------|------------|
| Pavlovic, Olga | 07.12.2014 | Uhde, Edward E. | 23.12.2014 |
| Piriz, Batista | 19.11.2014 | Vandekar, Milutin | 29.11.2014 |
| Raman, Julien | 06.12.2014 | Wallen, Margit | 08.02.2015 |
| Richard, Bernard | 05.02.2015 | Walsh, C. | 09.01.2015 |
| Sahgal, Sangeeta | 10.11.2014 | Wells, Peter K. | 05.02.2015 |
| Thorp, Ana Elisabeth, | 13.02.2015 | Wright, Noreen | 25.12.2014 |
| Villanueva, Jesus | 01.12.2014 | | |
| WHO | | ICAO | |
| Adiao, Oscar | 21.12.2014 | Arbesu, Hizida | 01.11.2014 |
| Alexander, Isabella | 23.06.2014 | Brown, Devon | 12.10.2014 |
| Antwi, John M.K. | 25.08.2014 | Coll, Alicia | 24.01.2015 |
| Arif, Awni Eldin | 22.01.2015 | Ercolani, Gerry | 01.12.2014 |
| Balasuriya, Wilfred | 26.01.2014 | Evans, Douglas James | 22.12.2014 |
| Bentsen, Agnes | 10.01.2015 | Haj, Odette | 23.09.2014 |
| Bigio, Edwige | 26.01.2015 | Ilias, George | 26.01.2015 |
| Bissonnet, Madeleine | 10.01.2015 | Maiga, Mohamed Amadou | 22.11.2014 |
| Blizard, Peter John | 12.09.2014 | Smidt, John | 25.11.2014 |
| Burton, Isabella | 10.02.2015 | Smith, Keith S. | 08.10.2014 |
| Campagnaro, José Carlos | 03.01.2015 | Vitali, Raymond Jean | 30.10.2014 |
| Caprari, Pasquale | 10.11.2014 | Yurdover, Alev | 11.02.2015 |
| Curtin, Eileen B. | 08.02.2015 | | |
| Daw Ni Ni Soe | 18.01.2015 | WMO | |
| De Vera Ocampo, José | 10.12.2014 | Jovicic, Slavka | 26.12.2014 |
| Dissanaïke, Anselm S. | 27.01.2015 | Marsh, John | 02.12.2014 |
| Ghosh, Shanti | 16.08.2014 | Rogers, Barbara Kathleen | 04.12.2014 |
| Glasman De Szyfres, Berta | 08.02.2015 | | |
| Head, Margery Osborne | 05.01.2015 | ICITO/GATT | |
| Herink, I.J. | 01.12.2014 | Huguene, Jacques Marie Marcel | 13.02.2015 |
| Jensen, Ruth Inge | 07.12.2014 | | |
| Karamustakis, Elfriede | 27.07.2014 | IAEA | |
| Katoanga, Salesi Finau | 19.12.2014 | Correa Da Silva, Mercedes | 10.12.2014 |
| Knudsen, A. Bruce | 30.10.2014 | Dunne, Thomas B. | 01.11.2014 |
| Knudsen, Aase Balsen | 19.12.2014 | Eisenwagner, Hugo | 18.11.2014 |
| *Kuthy, Martha | 16.12.2014 | Farkas, Jozsef Bela | 12.11.2014 |
| Malik, Shahzadi | 03.12.2014 | Strnadl, Gertraud | Unknown |
| Mandel, Stephen P.H. | 12.09.2014 | Vetter, Eleonora | 21.11.2014 |
| Martikainen, A.H. | 16.01.2015 | | |
| Miazoloh, Athanase | 23.01.2015 | IMO | |
| Naval, Carolina S. | 21.01.2015 | Fernandes, Degracia Fatima | 05.11.2014 |
| Oliveira, Oziel De | 21.10.2014 | Michael, Christine Frances | 13.01.2015 |
| Pappas, Galata | 24.12.2014 | Strutt, Janet Mary | 24.12.2014 |
| Parvez, Mohammad Akram | 30.12.2014 | | |
| Pierre, Gabrielle Hélène | 13.11.2014 | ITU | |
| Piotrowicz, Mary Josephine | 11.13.2014 | Bellchambers, William Hen | 20.01.2015 |
| Quenum, Angele | 27.12.2014 | El Sabbagh, Ahmed Mohamed | 07.11.2014 |
| Rahman, Rahela | 19.12.2014 | Estrabaut, Jacqueline Lina | 20.12.2014 |
| Reinhards, Gaida | 24.12.2014 | L'Eplattenier, Germaine | 02.01.2015 |
| Rustom, Ahmad Rafik | 08.02.2015 | Mao, Chen-Mei | 05.02.2015 |
| Ryon, Robert A. | 24.01.2015 | Sant, Moreshwar | 05.01.2015 |
| Saleh, Abdel Aziz M. | 10.01.2015 | Wyss (Diamante), Georgette | 11.01.2015 |
| Salomon, Liselotte Julie | 18.01.2015 | | |
| Soko, Philippe | 18.12.2014 | WIPO | |
| | | Rossi, Santoni Pietro | 26.12.2014 |

WFP/HQ & INT

| | |
|----------------------|------------|
| Bagirishya, Justin | 24.11.2014 |
| Binasoy, Mario | 10.11.2014 |
| Cina, Gilbert Albert | 18.12.2014 |

UNIDO

| | |
|--------------------------|------------|
| Basu, Uma | 28.10.2014 |
| Carr, Patricia Jean | 06.01.2015 |
| Faniel-Wasson, Josephine | 25.02.2015 |
| Husny, Mohamed F. | 19.02.2015 |
| Ibanez, Maria M. | 03.11.2014 |
| Isles, John L. | 08.01.2015 |
| Krishnaswami, Kaveri | 29.12.2014 |

| | |
|---------------------------|------------|
| Nanjundan, Subrahmanyam | 11.02.2015 |
| Perera, Aelian Hewlet Hil | 21.11.2014 |
| Quan, Howard | 01.01.2015 |
| Rahim, Hussein Kamil | 30.12.2014 |
| Russon, Paulette | 18.01.2015 |
| Schuster, Alioisia | 22.01.2015 |
| Svabensky, Antonie | 26.11.2014 |
| Swamy, Rao Ajjampur Anant | 15.12.2014 |
| Venkataraman, Krishnaswam | 16.01.2015 |
| Viegas Assumpcao, Rosely | 21.11.2014 |
| Zambo, Janos | 23.02.2015 |

* **Member of AFICS (NY)**

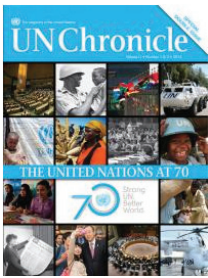
Upcoming Activities In Celebration of the UN 70th Anniversary

“The 70th anniversary of the United Nations is an opportunity to reflect—to look back on the UN history and take stock of its enduring achievements. It is also an opportunity to spotlight where the UN—and the international community as a whole—needs to redouble its efforts to meet current and future challenges across the three pillars of its work: peace and security, development, and human rights.”

Secretary-General Ban Ki-moon’s message for UN70

A range of activities and events are being organized throughout 2015 to mark this special year under the theme of “Strong UN. Better World.” Here are some key events taking place at UN Headquarters. You can find more information about these and recently celebrated activities and events on line at www.un.org/un70/en

September 2015: Publication of Special Anniversary Double-issue of *UN Chronicle* Magazine



The quarterly journal *UN Chronicle* is a must-read for every concerned world citizen, connecting readers to the major political and social issues happening around the world. In this special double anniversary issue, leading world figures examine the Organization’s landmark achievements during the past 70 years and identify future challenges. You can find articles by current UN Secretary-General Ban Ki-moon, the three living former Secretaries-General, and the current President of the UN General Assembly, among many others. The *UN Chronicle* is digitally available on Kindle Fire and on iOS devices via Apple Newsstand and as a branded stand-alone app.

September 2015: Publication of the coffee table book “The United Nations at 70: Restoration and Renewal”



“The United Nations at 70: Restoration and Renewal” combines a richly illustrated tribute to the restoration under the Capital Master Plan of the United Nations’ New York headquarters, designed by modernist architects Le Corbusier and Oscar Niemeyer, with reflections on the Organization in its 70th year. Published by Rizzoli New York, the book features 200 photographs, a preface by Secretary-General Ban Ki-moon, and essays by former President of the Republic of Finland, Martti Ahtisaari, and architecture critic Carter Wiseman.

October 2015: The UN at 70: Moments and Milestones Photo Exhibition



A selection of iconic photos covering key moments from 70 years of United Nations’ history—from its founding in San Francisco to its work around the world today—will be presented in a rare exhibit at the UN. The exhibit will be on display October–November 2015 in the visitor’s lobby in the General Assembly building at UN Headquarters in New York. Hours: Mon.–Fri., 9 AM–4:30PM; Sat. & Sun., 10 AM–4:30 PM; **Closed to public, 23 Sept. –6 Oct.**

23 October 2015: Celebrating UN Day through music at the UN Day Concert



United Nations Day, celebrated annually on 24 October, is dedicated to the global efforts and achievements of the UN. The traditional UN Day Concert is performed in the iconic UN General Assembly Hall and serves as an occasion to highlight, celebrate and reflect on the work of the United Nations and its family of agencies through the universal language of music. This year’s observance will take place on Friday, 23 October with a special concert featuring a Korean Traditional Music Orchestra and other renowned international artists.

USEFUL INFORMATION

AFICS/NY E-mail: afics@un.org

AFICS/NY telephone: 1-212-963-2943

AFICS/NY website: www.un.org/other/afics

Send us your up-to-date contact information if you move or change your telephone number or E-mail address.

Contact the AFICS/NY Office for advice/information on legal, tax, and medical matters, or assisted living facilities.

Participate more fully in our vibrant and energetic Association by joining one of the **Standing Committees of AFICS/NY: Ageing, Communications/IT, Insurance, Legal, Membership, NGO Relations and Information, Outreach, Pension, Social**. E-mail or call the AFICS/NY Office and your interest will be passed on to the relevant Committee Chair.

GO TO THE AFICS/NY WEBSITE FOR

Governing Board By-Laws; information on Standing Committees

Information on the Charities Foundation

Membership; membership application form

AFICS/NY Quarterly *Bulletin* (back issues)

Contacts for websites for seniors (e.g. NYC Department for the Ageing; American Association of Retired Persons (AARP); American Cancer Society; Alzheimer's Association; American Association of Homes and Services for the Ageing) and a whole lot more.

U.S. Tax Booklet; US Social Security; Death issues

Contacts for key UN offices

UN News

Latest news from AFICS/NY

PENSION website: www.unjspf.org

PENSION e-mail: unjspf@un.org

PENSION Fund Secretariat telephone: 1-212-963-6931

INSURANCE (After-Service Health Insurance (ASHI)) E-mail: ashi@un.org

INSURANCE telephone: 1-212-963-5811

CAPITAL MASTER PLAN (renovations of UN buildings): the latest information may be found in document (A/66/527) at: www.un.org/cmp/imcmpdocs/Ninth.pdf

UN CLUBS/LANGUAGE COURSES WELCOME AFICS MEMBERS

Interested in Art? Ballroom Dancing? Chess? Or perhaps Yoga? Travel? The UN Symphony Orchestra? The UN has 57 active clubs in which retirees are welcome to participate. For further information, visit the AFICS website, or contact Taina Glaude: Tel: 212 963-0331; E-mail: glaude@un.org.

For information on UN language courses (Arabic, Chinese, English, French, Russian, Spanish), Tel: 212 963-7056 or www.un.org/depts/OHRM/sds/lcp/