



**Summary of the Minutes of the 447th meeting of the Governing Board
Tuesday, 12 December 2023, at 11:00 am to 1.00 pm**

President's Report [3]

- Deborah Landy reported that on 28 November 2023, the Leadership team met with USG Catherine Pollard and ASG Martha Helena Lopez during which they outlined AFICS/NY's key achievements over this year. The issue of securing full membership for AFICS/NY in the UN's Health and Life Insurance Committee (HLIC) was raised and Jay Karia gave a presentation refuting the arguments that had been used to prevent such full membership. As a result of this presentation, USG Pollard would revisit this issue in an expedited way.
- The Leadership team also made a strong representation on the whole issue of visa retrogression and the apparent situation for those about to retire and who would like to convert their visa status when they retire in the United States.
- The Leadership team also informed Ms. Pollard and Ms. Lopez on the difficulties faced by retirees covered under the Medical Insurance Plan (MIP) and the deficiencies in the MIP which need to be reviewed and updated as appropriate. The governance of the MIP also needs to be addressed with a separate committee similar to the HLIC.
- The Leadership team also actively partnering with the Pension Fund for the Digital Certificate of Entitlement (DCE) and noted how many more retirees were enrolling and thus reducing the burden of follow-up by the Pension Fund thus enabling the Fund to use that freed up time for other kinds of client services.
- The Leadership team also talked about the partnership of AFICS/NY with UNFCU on organizing various seminars for retirees.
- The Leadership team also held three meetings with the Directors/ Deputy Directors of the Office of Human Resources of UNDP, UNICEF and UNFPA with the purpose of briefing them about AFICS/NY; what it does and also the very vital role that AFICS/NY plays within the larger Federation (FAFICS) and to urge them to include AFICS/NY's information material when they are "off-boarding" people. In the case of UNDP, thanks were given to Darshak Shah for his initiative in requesting a financial contribution to which the UNDP Leadership responded that they would look into it. UNICEF informed that they have a Global Shared Services Center in Budapest and that the AFICS/NY information package was already included in their "off-boarding" package, and they will ensure that the information was circulated to all concerned. Deborah Landey also reported that the Leadership team had an excellent meeting with the HR Director and Deputy-Director of UNFPA. They all welcomed the re-introduction of the pre-retirement seminars and would make sure that the staff of the Funds and Programmes would be informed of the seminars and that they might even organize some dedicated seminars just for the Funds and Programmes, which AFICS/NY said they would be glad to attend.
- The President also thanked the Governing board for completing the results columns of the 2023 work plans which showed how much had been achieved over the year.
- She then referred to the Governing Board's holiday lunch planned for January 2024. She thanked in particular Barbara Linardo for having been willing to organize the luncheon.



- A general discussion ensued on both the membership of AFICS/NY in the HLIC and the matter of visa retrogression.
- As for the staffing of the AFICS/NY office, Nancy Hurtz-Soyka reported that after a review process of potential candidates for the position of Office Assistant, Ms. Veronique Whalen, had been chosen for the position and would start work on 15 January 2024.

Review and Decision on revised AFICS/NY By-Laws and Rules of Procedure Committee Chairs to present [4]

- Co-Chair Jay Pozenel recalled that in June 2023, a member of the Governing Board mentioned that AFICS/NY should take a look at the By-Laws and the Rules of Procedure. A Working Group was established consisting of Andrés Castellanos del Corral, John Dietz, Jay Karia, Dr. Narula, Richard Nottidge, Vera Rajic, Michelle Rockcliffe, Linda Saputelli, Darshak Shah and Jay Pozenel.
- Several meetings were held at which the current documents were reviewed. Jay Pozenel thanked Jay Karia and Dr. Narula for their guidance on the main point of this exercise which was to move from an annual to a biannual election cycle, but other issues emerged as a result of the work principally to ensure that the By-Laws which were last reviewed in 2002 were up-to-date and in accordance with the New York Not-for-Profit Corporation Law under which AFICS/NY was formed.
- The main work was revising the By-Laws under Article 5 to move from an annual to a biannual cycle of elections and moving from a three to a four-year term of office. He added that the transition would occur in two cycles, i.e., 2024 elections and the 2026 elections and there were a few current Board members whose terms would have to be extended to get to those two cycles but starting with 2028 there would be a regular election cycle going forward. Certain current Board members would have their terms potentially extended to nine years. Others and those elected in 2023 would only have a maximum term of seven years. But under the new framework, the maximum period of service would be eight years, that was two terms of four years versus three terms of three years as was previously stated under the By-Laws
- Several provisions that were required by law were added including how electronic decision making could be done. Jay Pozenel added a reminder that if AFICS/NY did start soliciting funds from the public, certain things would be required such as registering with the Attorney General's Office and under the not-for-profit law, he noted that the Governing Board should have a conflict-of-interest policy.
- It was decided to review this item again at the next Governing Board meeting in January

Approval of 2024 AFICS/NY Governing Board work plans Committee/ Working Group [5]

- For the next item Deborah Landey requested the Chairs of each Committee to summarize their Committee's work plans for 2024. She requested the Chair of the Pension Committee to begin.



Pension Committee

- Co-Chair of the Pension Committee, Suzanne Bishopric, reported that Co-Chair Jay Pozenel had been convening the Pension Committee and that six meetings had been held in 2023.
- With regard to the objectives for 2024 Co-Chair Jay Pozenel reported that the Pension Committee would continue to monitor pension proposals, Governing Board requests and General Assembly decisions concerning any changes to the pension system and will advise the Governing Board on significant issues arising from these potential changes.
- The Committee will also develop proposals for those who are representing AFICS/NY at FAFICS meetings to help protect the interests of the UNJSPF beneficiaries and will advise the Governing Board on issues regarding the servicing of new and existing beneficiaries and enable the Governing Board to coordinate with members to bring to the attention of the Secretariat of the Pension Fund and also of the Staff Pension Committee of any of these issues.
- The Committee would also provide any technical information, for example on environmental issues or on matters relating to items like the Certificate of Entitlement and where appropriate will refer inquiries to the appropriate staff of the Pension Fund on issues that retirees may be having with their pension benefits, including receipt of payments or the non-receipt of payments, changes to the two-track system, survivors benefits, Emergency Fund payments and other issues relating to their participation as beneficiaries in the Plan.

Health Insurance Committee

- The Co-Chair of the Health Insurance Committee, Jay Karia, informed that in 2023 the Committee held ten meetings and such meetings would continue in 2024.
- The Committee's plan is basically to have similar activities as that of 2023 in 2024. The Committee will continue to hold Health Insurance Committee meetings on a monthly basis. All action items will be reviewed in order to make sure that the Committee remains on target for what is to be accomplished.
- Participation in the UN's Health and Life Insurance Committee (HLIC) will continue as normal and AFICS/NY representatives will continue to advocate for all our benefits but also ensure that the premiums are kept at a reasonable level.
- The Committee will continue to advocate for possible ASHI cost containment measures in order that our insurance costs remain reasonable.
- The Committee will also follow up with HLIC and HLIS, the UN's Insurance Section, on any issues of concern that the members bring to our attention or if we become aware of issues for the Third-Party providers. It will continue, of course, advocacy for full membership in the HLIC.

. Social Committee

- Chair Barbara Linardo informed that for 2024, she was also planning a traditional Spring Luncheon in March/April 2024, a formal tea in April 2024 and the annual Assembly



reception in May/June 2024 as well as a traditional Fall luncheon in November 2024 and possibility of a boat ride in June 2024.

Membership Committee

- Co-Chair of the Membership Committee, Dr, Sudershan Narula, informed that for 2023, through the Membership Committee’s work, there have been fifty new members joining during 2023 and that in 2024 the Committee would continue with many of their same objectives as in 2023 including increasing membership incrementally each year, so as to achieve a 30% increase over a five-year period.
- It was hoped that there would be a twice a year pre-retirement seminar which provided AFICS/NY with a good chance to make a presentation and interact with those who are on the verge of retirement and that was the best way to obtain new members. And also, if there are in-person events like UN Staff Day or health insurance campaigns, the Committee would arrange to have a table and provide information to soon to be retirees.
- The Committee is also hoping to have a mix and mingle twice a year. In addition, the Committee is set to update the Directory which was last done in 2019 and which is a huge task.

Nominating Committee

- Co-Chair of the Nominating Committee, Dr. Sudershan Narula, reported that Deborah Landey had asked her to lead the 2024 Nominating Committee. She added that she had asked Jay Karia to be the Co-Chair and that Gulden Turkoz-Cosslett and Furio DeTomassi had also been designated as members of the 2024 Nominating Committee.
- She noted the deliverables for 2024 as outlined in the AFICS/NY workplan of 2024.

Ad Hoc Communications Strategy Committee

- Chair Gail Bindley Taylor, informed that the deliverables for the Communications Strategy Committee for 2024 would be to produce the Communication Strategy and to revamp the website adding that there would be a need to engage for three positions: (i) A technical resource for social media and website platform work; (ii) An Editor of the Bulletin and content management of AFICS/NY communications; (iii) An intern to assist with social media and other AFICS/NY communications, whether paid or unpaid.
- Among other deliverables she also referred to regular communications with AFICS/NY membership at large through messages and a newsletter.

Working Group on By-Laws and Rules of Procedure

- Co-Chair of the Working Group on By-Laws and Rules of Procedure, Jay Pozenel, reported on the main deliverables for 2024 which entail preparing and providing proposals for the Governing Board to send to members of AFICS/NY revising the Association’s By-Laws and Rules to provide for 2-year election cycles and promoting a smooth transition from the current 1-year to the proposed 2-year election cycle. In addition, the Working Group will review the requirements of the NYS Not-for-Profit Corporation Law and



related Rules and Regulations to ensure that the Association's By-Laws and the Governing Board's Rules of Procedure conform with such requirements and propose to the Governing Board changes in the By-Laws that may be required by applicable NY law, rules, and regulations and propose to the Governing Board changes in the By-Laws and Rules of Procedure that otherwise may be necessary or desirable.

Working Group on Visa Retrogression

- Darshak Shah, Chair of the Working Group, on Visa Retrogression informed that the deliverables for 2024 were to communicate to the AFICS/NY membership of progress on the matter, after discussion with the Governing Board and to initiate a follow-up dialogue with senior management of the UN to ascertain progress.

AFICS/NY Bureau

- Nancy Hurtz-Soyka reported that the main deliverables for 2024 were the overall management and organization of all the meetings starting with the Annual Assembly, the monthly Governing Board and Bureau meetings.
- It also included the continuation of calls with senior officials and support to FAFICS.
- Another important aspect was assistance to members on health and pension issues and continuing the seminars with UNFCU and the help sessions with the Pension Fund regarding the Digital Certificate of Entitlement.
- Finally, there were all the activities involved with financial aspects of the Governing Board including a long list of over eight areas of activity.

Information, and Aging Smart Committees

- Due to the absence of the Chair, there was no oral report on the work plans for these two Committees for 2024.

Approval of the Governing Board's 2024 Work Plan

- The Governing Board approved the 2024 Work Plan.

FAFICS matters [6]

- Deborah Landey confirmed that the FAFICS Bureau would have a hybrid meeting in Geneva from 26-29 February 2024. She added that the FAFICS Council in 2024 meeting would be held in Bangkok, Thailand from 22 to 25 July 2024.

ANY OTHER BUSINESS [7]

- The next meeting of the Governing Board was planned for 25 January 2024 and would be followed by the Holiday Luncheon at 1:15 pm.
- The President closed the meeting at 1:10 pm.