

Collective Bargaining

AMENDMENT TO THE RECOGNITION AND PROCEDURAL AGREEMENT

Between
the International Labour Office
(hereinafter referred to as "the Office")
and the ILO Staff Union
(hereinafter referred to as "the Union")

WHEREAS the Office and the Union signed on 27 March 2000 a Recognition and Procedural Agreement;

WHEREAS article 8, paragraph 1, of the Agreement provides for the review of its operation after an initial period of two years from its entry into force;

WHEREAS article 3, paragraph 2, provides for the revision of the circular on facilities and time-off release for union representatives;

WHEREAS article 8, paragraph 3, of the Agreement requires that any amendment thereto be effected in writing by the Parties;

The Office and the Union, having reviewed the operation of the Agreement and having revised the circular on facilities and time-off release for union representatives, have agreed to amend the Agreement as follows:

Article 1 **Guiding principles**

1. Article 3, paragraph 2, shall be amended to read as follows:

“The Union is entitled to such facilities and time-off release for its representatives from their official duties, as provided for in ILO Circular, Series 6, No. 448 (Rev. 1), attached to this Agreement as Annex I and forming an integral part thereof.”

2. Article 8, paragraph 4, shall be amended to read as follows:

“Agreements on any of the policies, procedures and practices referred to in article 2, paragraph 1, shall take the form, as appropriate, of formal collective agreements, negotiated amendments to the Staff Regulations, negotiated administrative circulars or joint communications. Implementation of agreements shall be subject, where appropriate, to the authority of the Governing Body concerning approval of amendments to the Staff Regulations or of the resources necessary to enforce the agreements. The Staff Regulations will be amended to meet the terms of this Agreement.”

3. Article 8, paragraph 5, shall be amended to read as follows:

“A copy of this Agreement and of any amendments thereto shall be made available to each staff member.”

Article 2
Definitions

This Amendment to the Agreement shall become effective upon its signature by the Parties.

SIGNED in Geneva, on 6 November 2003, in two copies, in the English language, by the authorized representatives of the Parties:

Patricia O'Donovan
For the Office

Jean-Victor Gruat
For the Union