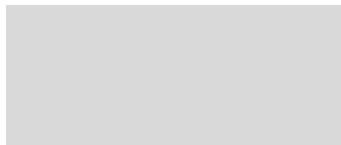




*United Nations
Field Staff Union
Legal Advisors
Compendium
2021*





Stronger
together.

Dr. Nathalie Rossette-Cazel
167 rue des Marterets
01710 Thoiry
France (Geneva area)

Mobile +33 6 17511551
Email: avaiki@mac.com
Web: www.lexact.org

Legal experience

Specialized in UN employment law for over 21 years. Director of LexAct limited. Doctor in International Public Law, Sorbonne University Paris, Aix en Provence III and Exeter (GB) Universities, Specialist Labor Law and United Nations legal system. She has also a diploma in Resolution of conflict and Mediation from Massey University. Served nearly 6 years as a United Nations staff member in Technical areas, Legal and Human Rights departments (UNOG/ UNHCR / WHO , giving her a special and in depth knowledge of to interact with the Administration.

Former member of the WHO Staff Association (Vice-President, Member of the Committee for Legal Fund and Legal Questions) and of the FICSA Standing Committee on Legal Questions. She currently defends UN staff members of WHO, Global Fund, OTIF, WIPO, ITU, ICOI and IOM before the Organizations' Board of Appeal and before the Administrative Tribunal of the ILO (ILOAT) and recently the United Nations Dispute Tribunal (UNDT) with ICAO/UNDP/UNOPS cases. Her inside knowledge of UN Organizations makes her a privileged interlocutor for negotiation and **prevention of cases**. She also advised the WHO, UNAIDS, IOM and African Bank of development's Staff Unions on policy issues (administrative and constitutional). She assists worldwide UN staff, field and HQ.

Ratio of winning cases at the ILOAT of 80%. Over the last four years, 52% of internal cases had been settled to the satisfaction of the UN employees.

Working languages

French and English
Spanish on request

Mr. George G. Irving

224 Essex St. Salem,
01970 USA

Tel: (1-978) 745-3353 ext. 105 MA
Mobile : 1-508-843-2590
Email : girving030@gmail.com

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

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

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

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

Honorarium: generally an hourly rate of US \$300/hr. but will consider flat rates or other arrangements for Tribunal cases.

Working languages: English and French

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

Tel: (917)826.4588
Email: monika.bileris@gmail.com

Honorarium

Normal hourly rate is USD 350/hour. An estimate will be provided upon consultation.

Legal experience

Monika has a doctorate in law from Northeastern University School of Law, Boston (2001). She is licensed to practice law before the United States District Court for the Southern and Eastern Districts of New York, and all courts in New York State (USA). Monika has been practising international civil service law for over twenty years, litigating before boards of appeal and other internal appeals bodies, UNDT, ILOAT, and WBAT. She handles cases dealing with investigations and disciplinary proceedings, terminations, reassignments, pension and disability issues, service-incurred injury/illness, harassment, abolition of post, retaliation, termination indemnity, among other matters. Monika also regularly engages in settlement and mediation with the Organization and other informal methods of conflict management. Areas outside the area of international civil service practice include commercial, employment, whistleblower, criminal defense, and international law.

Working languages

English (mother tongue)
Lithuanian (fluent)

Laurence C. Fauth, Esq.
Sautergasse 53-13
Vienna, Austria 1160

Tel. (+43) (0)664 205 8458
www.unattorney.com

Honorarium

€ 180 per hour (incl. VAT); fixed fee in some cases; free initial consultation.

Legal Experience

Since 2002, I have represented international civil servants at all levels in internal appeals and appeals to the ILO Administrative Tribunal, and since 2009 in appeals to the UNDT and UNAT against adverse administrative decisions, including non-extension, termination, probation, promotion, harassment (including sexual harassment), classification, reassignment, performance appraisals, discipline, compensation for service-incurred injury/illness, and many others. I also conduct workshops relating to the justice and employment dispute resolution systems of international organizations, and publish a newsletter periodically. I also provide advice to the IAEA Staff Council, the Staff Association of the CTBTO and UNIDO. In 2017, I was invited by the ILOAT Registrar to make a presentation at the Tribunal's 70th anniversary.

Notable Cases

Award of 35,000 EUR moral damages for harassment at CTBTO (2006);
Recognition of same sex marriages at the IAEA (2008);
Award of 3.5 years of salary difference for unlawful demotion at UNIDO (2010);
Award of 1.3 million CHF for wrongful dismissal and defamation at Global Fund (2015);
Breach of secondment agreement at UNICEF (2015);
Recognition that benefits for service-incurred injury are payable for life for IAEA GS staff member (2017);
Proving P-5 manager committed sexual harassment against G-4 staff member at the IAEA (2020).

Additional cases can be viewed on my website.

Education and Background

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

Working languages

English (fluent)
German (good)

Mrs. Marine Veissiere

MVAAL Law Firm
Lange Voorhout 12
2514 ED The Hague
The Netherlands

Tel. (NL): +31 (0)6 87 6933 84
Website: www.mvaal.com
Email:
marine.veissiere@mvaal.com

Honorarium

Reduced hourly rate for Voluntary Dues Paying UNFSU members: €185 (excluding 21% VAT, if applicable).

Hourly rate for other UNFSU members: €200 (excluding 21% VAT, if applicable).

Flat rates can be discussed for legal advice and support during internal disciplinary and investigative proceedings.

The fees can be covered by legal insurance.

A free online consultation (30 min) per year by appointment (MS Teams, Skype, WhatsApp and Zoom available).

Legal experience

Marine is a qualified French lawyer (Avocat) and registered as a European lawyer with The Hague Orde Van Advocaten (Netherlands). She specializes in International Administrative Law, advising and representing international civil servants before internal mechanisms and international administrative tribunals. She also advises and represents international consultants and external contractors in alternative proceedings and settlement negotiations.

Marine has particular experience in advising on employment contracts, disciplinary measures, salary adjustments, pension schemes, benefits, fundamental rights of international civil servants including access to justice and right of association. She also regularly advises and represents staff members in matters involving unequal treatment, discrimination (including gender discrimination), unlawful termination and non-renewal, medical confidentiality, harassment, and whistleblower protection. Her cases involve both large international organizations and small entities, e.g., EPO, UNIDO, AfDB, ICJ, UNHCR, IOM, UNESCO and ICAC.

She advises staff members at an early stage of every procedure, including complaints of harassment and misconduct and in disciplinary and investigative proceedings.

She has experience representing before internal mechanisms as well as international administrative tribunals: groups of employees (mass appeals and joint complaints) and (former) employees seeking relief from administrative decisions. She also has extensive experience in advising staff associations and unions.

Marine benefits from her experience as an international civil servant and her work in the diplomatic service.

Working languages

French (mother tongue)
English
Spanish

Mr. Edward Patrick Flaherty

Of counsel, Schwab & Flaherty Associés Fax : (41) 022 840 5055 Tel: (41) 022 840 5000
7, route de Candolle Email : flaherty@sfalegal.com
1205 Geneva
Switzerland

Of counsel, AFPartners, Fax: (41) 789 2830 Tel: (41) 839 8022
36, Blvd des Tranchées Email: flaherty@afpartners.ch
1206 Geneva
Switzerland

Honorarium

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

Legal experience

Doctorate in law from Suffolk University Law School, Boston (1984). Licensed to practice law before the United States Supreme Court, and all courts in the Commonwealth of Massachusetts (USA), as well as United States Federal and Bankruptcy courts. Extensive litigation and practice experience, including the areas of labour law and personal injury, having represented both employees and employers, as well as several international organization staff associations/unions (IOM, WHO, WTO, UNHCR, WIPO, EPO). He has litigated more than 250 cases before the ILOAT and UNAT/UNDT and represented several international civil servants in cases before the European Court of Human Rights and other national courts. He is also the co-founder of IO Watch (www.iowatch.org) and the Centre for Accountability of International Organisation (www.caio-ch.org) and Hear Their Cries, Stop Child Rape in Aid (www.heartheircries.org). Also affiliated with counsel in New York.

Working languages

English (mother tongue)
French (fair)

Ms Ludovica Moro

+43 676 6855658 (Austria)

+39 0376 368561 (Italy)

ludovica@modu.law | contact@ludovicamoro.eu

www.modu.law | www.ludovicamoro.eu

Fees:

- EUR 200 per hour for internal appeal and advisory work
- EUR 225 per hour for Tribunal work
- Fixed fee options can be negotiated
- Tax arrangements depend on client location

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

Working languages: Italian (mother tongue), English and German (professional fluency), French and Spanish (basic knowledge)

Ms Neha Dubey

+61 427 029 202

neha@modu.law |

www.modu.law

Based in Perth, Western Australia

Fees:

- EUR 200 per hour for internal appeal and advisory work
- EUR 225 per hour for Tribunal work
- Fixed fee options can be negotiated
- No additional taxes apply

Neha was admitted as a barrister and solicitor in Australia in 2011 and was called to the Honourable Society of Lincoln's Inn (UK) in 2019. She has worked in commercial litigation in Australia and Asia, civil society in Europe and with the UN in Asia prior to commencing her practice in the law of international organisations. She currently works as a public servant in the Australian federal government as well as providing ad hoc advice and training on all areas of international employment law.

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

Neha has acted for individuals who are current or former employees in a number of organisations, particularly field staff in Latin America, Africa and Asia at IOM, ICC, UNHCR, UNICEF, UN Women, UNRWA, WHO, UNAIDS, The Global Fund and the World Bank Group. She is currently standing counsel to a number of staff associations based in Europe. Depending on the circumstances of the case, Neha advocates for informal dispute resolution as a first step and encourages her clients to achieve the most timely, efficient and practical solution possible.

Working languages: English, French and Hindi