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UNITED NATIONS MISSION IN LIBERIA
NATIONAL STAFF ASSOCIATION (NASA)



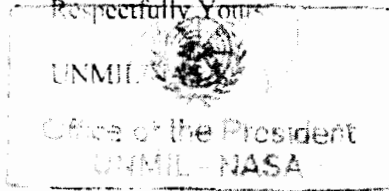
21 January 2008

Dear Mr. Secretary General.

Kindly find attached a position statement from the Council of Officers on behalf of the National Staff Association of Liberia (UNMIL/NASA).

Thanks for your usual support in maintaining peace and stability in all trouble regions around the world.

Respectfully Yours



21 January 2008

Dear Mr. Secretary General:

We, the Council of Officers (COO) of the National Staff Association (NASA) of the United Nations Mission in Liberia (UNMIL) extends warm and sincere greetings to you on behalf of our entire membership and hails the United Nations for the heroic deeds it continues to undertake through UNMIL in ensuring that Liberia becomes a secured, stable, peaceful and economically vibrant member of the comity of nations. As citizens of Liberia and local staff members of the United Nations, we are cognizant of and do appreciate the enormous human, material and financial sacrifice the UN continues to make in our country. The work of the UN in Liberia has opened a window of opportunity for long lasting peace and renewed political, social and economic stability and progress to our country. For this we join Liberians from all walks of life in saying in our Liberian way, "Thank You Yah!"

Sir, while the Council of Officers of NASA is forever grateful to the UN for helping Liberia, we are constrained to bring certain issues of unfavorable and unprofessional developments ongoing in the UN Mission in Liberia (UNMIL), to your attention for timely consideration and action.

The National Staff Association (NASA) of UNMIL was formed several years ago to seek the general welfare of local staff and to assist UNMIL in ensuring the full implementation of the United Nations Mandate for Liberia. Over the years, NASA has been proactive in promoting all the programs of UNMIL. The Council of Officers of NASA would like to extend heartfelt gratitude to the following UNMIL Chiefs who gave relentless support to NASA and ensured the survival of the Association during their tenure.

- Savitri Butchey – First UNMIL Director of Administration: She was very instrumental in advancing ideas for the formation and independence of the National Staff Association – NASA. Her managerial competence coupled with the guidance and support she gave us at the time set the pace and ensured the birth of a very strong local staff union today known as UNMIL/NASA.
- Mr. Louis Carlos da Costa – Immediate past D/SRSG RoL: He is one person whom the staff would have loved having in UNMIL forever. His office was open to NASA leadership anytime; he collaborated with the leadership, and called upon them to calm the growing dissent and riot of the ICs at the time, all this to the benefit of the United Nations Mission in Liberia-UNMIL. He stood up for staff regardless of their race, nationality, religion or status.
- Mr. Ronnie Stokes – Immediate past Director of Administration/UNMIL: He worked along with Mr. da Costa, and together they worked collaboratively with the national staff leadership, exchanging ideas, formulating strategies in reaching out to all national staff. They ensured that local staff members were adequately informed of UN policies, instructions, and decisions through memoranda and circulars.

- Mr. Henry Thompson – Former Chief, Integrated Support Services: He ensured, among other issues and concerns, moral and logistical support that helped advance NASA.

We are doubly indebted to Ms. Savitri Butchey, Mr. Louis Carlos da Costa, Mr. Ronnie Stokes and Mr. Henry Thompson for the good leadership examples they exhibited at UNMIL and for their indefatigable efforts to further peace and tranquility amongst National and International staff members in the conduct of the mission's mandate.

Certainly, their selfless leadership styles coupled with their sound and prudent managerial skills and competence, ensured a smooth working relationship amongst staff on the one hand, and between management and staff on the other hand. They gave relevance to the enhancement of UNMIL's mission and the mandate of the UN in Liberia.

However, since the departure of Ms. Butchey, Mr. da Costa, Mr. Stokes and Mr. Thompson from UNMIL local staff people continue to suffer abuse and to witness, with outmost surprise and shame, a deliberate show of incompetence by the current Director of Administration (DOA) and the Chief of Administrative Services (CAS) to handle issues that could be sorted out easily for the continuance of a smooth working atmosphere here in UNMIL. The wicked actions of the DOA and the CAS have left us wondering as to whether the United Nations is closely following the activities of these high-level staff members they sent out to UNMIL. Did Headquarters knowingly send the two wicked individuals with their sole intent and purpose being to persecute workers (both nationals and internationals) in UNMIL?

Sir, if this is not the case, which we hope is not, then we ask that headquarters kindly look into the following acts of unprofessional conduct, managerial incompetence, lack of leadership ability, and a glaring show of dislike for nationals and internationals the Administration, under the authority of the DOA and CAS, has continued to exhibit since the two senior officials assumed their various responsibilities at UNMIL:

- The DOA recently granted an interview in which he told the City Press in New York (there is documentary evidence) that there are no qualified people in Liberia. The frequent statement of the DOA, which is also being voiced by the CAS about lack of educated and professional people in Liberia, is worrisome. As far as NASA is concerned, the statement is untrue and is a blatant attempt by the administration to withhold opportunities for nationalization of posts for national staff, eliminate jobs rightfully set aside for national staff, and to prematurely draw down on the posts occupied by local staff. The question is, "Who are performing the duties in UNMIL, national or international? Additionally, since the DOA took office at UNMIL he has utterly refused to hold any direct meetings with the leadership of the National Staff Association as stipulated in the Staff Rules and Regulations of the United Nations. Instead he has directed that NASA leadership meet with his surrogate who does not have the authority to conclude, agree,

and/or make definitive decisions on issues pertaining to the general welfare of local staff;

- The National Staff Association (NASA), is a grouping of UNMIL Liberian staff and not an international staff Association. However, since CAS successfully killed the FSU for confronting her office with issues that have to do with their welfare, no international staff dares to speak of leadership in the FSU because she will target such staff for termination of contract. In-order to maintain their jobs, internationals remain QUIET and don't speak about FSU any more in UNMIL. Instead, those internationals look up to the National Staff Association to press their buttons and fight their battles with Administration, which is unfortunate and bizarre. Now since NASA is pursuing the rights of local staff and others, we have also become a target; something we see as intimidating and unprofessional.
- The persistent interference of the Chief of Administrative Services (CAS) into the internal affairs of NASA without due respect to the Association's statue and membership, is another sign of unprofessional conduct and lack of managerial competence. The constitution of NASA provides that for the resolution of problems in the association, said issue(s) when they arise, should be taken to a forum (general meeting of the association) where they (problems) shall be decided by a majority vote. Notwithstanding this, the CAS with sinister motive, did deliberately, unlawfully, with evil aforethought and without any remorse of conscience, and/or due regard to Staff Rules and Regulations, interfere in and infringed upon the rights of local staff with the sole intent and purpose being to kill NASA.
- In pursuit of such diabolical and illogical personal interest, the Chief of Administrative Services (CAS) criminally formed rebels in the association, fed them with misleading information, gave them group Internet access on Lotus to broadcast to all national staff and encouraged dissent in the Association.
- Accordingly, upon her instructions, the office of the President of NASA located at Star Base, Bushrod Island was illegally broken into, documents seized and an interim leadership consisting of her stooges placed in power by UNMIL Administration, until said illegal interim leadership was disgracefully removed from office in the full view of the national staff members in a town hall meeting and power restored to the legitimate leadership by the United Nations Staff Union from UN headquarters. We see this as a total disrespect to national staff and statue and a total lack of sound professional conduct and managerial incompetence.
- The Chief of Administrative Service (CAS), Ms. Stephani Scheer, did, without any provocation whatsoever, premeditatedly physically attack the President of the National Staff Association, Ms. Cyta Urey during the farewell party tendered in honor of the former Chief Civilian Personnel Officer of UNMIL, Mr. Jerome Seaforth on 16 June 2007.

NASA considers this shameful unprovoked attack by Ms. Stephani Scheer as a direct attack on and a threat to NASA and national staff people. A formal complaint was launched to the former SRSG, Mr. Alan Doss but to date, no action has been taken. Whereas the CAS, Ms. Stepahnai Scheer, should have been immediately fired from UNMIL for breaching one of the core values of the United Nations, the UN is keeping her in UNMIL where she has erected her own little kingdom and is now unilaterally influencing decisions and using OIOS report to defame the character of and end the UN career of reputable and educated people (noticeable is Dr. Alfred Fofie, DI, former Director for Legal and Judiciary/LJSSD who was sent out of the mission headquarters like a dog by instruction of the very CAS because he is a black man) while nothing is being done about the physical and verbal assaults meted upon the President of NASA, Ms. Cyta Urey, by the CAS, Ms. Stephani Scheer. We believe that no local staff would have carried out such dastardly act upon the person of a white in UNMIL with impunity. The culture of silence over this matter is, to us, an unforgivable and unacceptable racist behavior, which we condemn in the strongest terms and vehemently reject. We have begun to believe that Ms. Scheer's attack on the NASA President, Cyta Urey, was calculated and we believe Ms. Scheer was purposefully planted in UNMIL to perpetrate inhumane treatment against local staff members and all those who sympathise with them.

- The CAS is involved in exploitation of labor of ICs. She continues to hire ICs, and pay them less (\$8.00/per day) in total disregard to UN decision of September 2007 that ICs be paid national staff salaries whilst performing the same job functions. For more than two years the CAS has been firing ICs, cheating them because she feared that they would request back pay after the facts were gathered. There is a plan by the administration to outsource certain engineering services performed by ICs to a Lebanese company that will pay them \$160.00 a month (something far less than the illegal \$8.00 the administration continues to pay ICs) and this is wrong. We are diametrically opposed to this and will reject any attempt by the UNMIL Administration to award a service that can be equally performed by a certified Liberian Company to a Lebanese Company. If the administration must outsource jobs that are manual and/or menial labor, not requiring any technological know-how, preference must be given certified Liberian companies, not Lebanese. The action of the administration to award jobs that can be adequately and efficiently performed by Liberian Companies is demeaning and is, in its simplest form, a new form of slavery and/or neo-colonialism under the aegis of the United Nations. The fact is that when such jobs are outsourced to Lebanese Companies, it is Liberians who do the job. A classic case is that of the janitorial services being performed at UNMIL by a Lebanese company called WRC. Liberians do the job and are being shamefully underpaid and abused by the company with the acquiescence of the administration. Furthermore, it is

wrong to have ICs work continuously for more than two years and you cannot ask for posts for them. The services of the ICs have to be regularized in all fairness. Instead the administration is now involved in labor exploitation and this is unacceptable. UNMIL cannot build the capacities of Liberian this way.

- The usurpation of the job and responsibilities of the staff welfare activities in the mission, especially here in Monrovia is inconceivable. The Staff Welfare functioned before as an independent elected body, though under the office of CAS. During that time, staff welfare was done in collaboration with the National Staff Association – NASA, and activities were planned where all staff felt a part of the SW. It is sad to mention that because these activities were being handled by blacks and lots of appreciation was shown by the general staff members, the CAS again stepped in, harassed the SW leadership and caused the staff members (both nationals and internationals) to abandon the Staff Welfare; there is absolutely no motivation for staff in this mission because of CAS wanting to get all the glory for something she knows nothing about and can't handle.

THIS UN UNION complaint
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- Another noticeable disturbing and unprofessional character in this mission that has proven himself to be a Real Racist and thrives on petty things and is still being kept and condoned by Administration in this mission to savor their plot of wickedness, is the Deputy Chief Engineer, Mr. Carsten Mumberg. He has instituted a policy of constantly harassing mainly blacks (nationals & internationals) in UNMIL Engineering Section endlessly. In light of his constant intimidation and targeting of black supervisors and national staff, some of them have complained him to Conduct and Discipline Unit (CDU), but because of his link with the CAS whose aim is to foster the policy of racial discrimination and suppress blacks, and owing to the fact that staff members in the CDU and OIOS are cowered into doing everything to save their jobs, they in turn do absolutely nothing to cite or even reprimand this planted agent of evil. It is disturbing that the United Nations will continue to have racist and unprofessional people in its rank and file thus painting a bad image of the Organization. Mr. Carsten Mumberg has made the statement that "when he sees blacks, he gets sick", but he's working in a black mission and making money to feed his family back home; imagine such an insult to the black human race. Also he has and continues to say time and again that Engineering Section has too many black supervisors therefore he has now begun a campaign to remove black supervisors for whites he favors. He is targeting every potentially qualified black supervisor with nothing being done to put a check to his attitude and action. We assure you that black staff members including supervisors are ready and willing to testify to Mr. Mumberg's racist and unprofessional behavior in this mission.
- Also, the Deputy Chief Engineer/UNMIL is in the constant habit of gathering information from a UN Medical staff working on Star Base at the Medical Clinic, that he has an affair with. We have confirmed


information that upon his request, this lady calls Mr. Carsten Mumberg every time an Engineering staff goes to the Clinic on Star Base for medical care or treatment, giving him the medical history and condition of Engineering staff members in breach of medical confidentiality and ethics. We find this strange, disturbing and highly unprofessional.

- The fourth character that is equally creating racially motivated problems in UNMIL is the Chief of Fuel Cell, Mr. Alexey Khoroshenin. He is abusive, racist and unintelligent. He is in the constant habit of raining insults on his staff members and harassing them. His attitude is totally unprofessional and unbecoming as a supervisor. He has no respect for diversity, lacks good interpersonal relationship and he is vulgar in his approach, to say the least.

Leadership should be about reciprocity - give and take, void of being pompous and dictatorial. The UN Must Not Have people that are RACIST like the self acclaimed goddess Stephani Scheer, the Director of Administration, Mr. Stephen Lieberman, Mr. Carsten Mumberg, and Mr. Alexey Khoroshenin whose intention in this mission is not to get the best from staff by motivation, but to create the worst situation for staff members by racism, greed and selfishness. We believe supervisors should be staff members that should be frantic in their engagements with staff and should adopt a collective bargaining approach. Those charged with leadership/managerial roles, should emulate the good examples set by their predecessors and improve on what those predecessors did or started instead of destroying everything and establishing renegades and indulging in attitudes incompatible with their status only because they want to break down an established system. It's ironic at times that the United Nations preaches good governance to governments and expects the best from staff members but has some of the worst individuals like these four people. Once again, it's an irony; it's so sad and regrettable.

In light of the unfortunate actions of these people, we are calling on you, Mr. Secretary General, to bring an immediate halt to their actions and to recall them from UNMIL as they don't represent the UN in any form, fashion and style.

We are afraid that if the appropriate action of recalling these staff members is not taken timely, we will result to strike action. We expect that all will be done to deal with these professional racists in UNMIL for once so that peace and tranquility can exist amongst staff members (both nationals and internationals) and between the administration and staff members.

Respectfully yours

The Council of Officers/NASA
Office of the President
UNMIL - NASA