



**Communiqué #3  
June 18, 2008**

**Staff Association Elections –Eligibility**

It has been brought to the Staff Committee's attention that there is concern among some Staff Members regarding eligibility to run for a position on the Staff Committee.

This matter is covered by Article 31(a) of the Statutes of the Staff Association, which states

“The right to be a candidate for election to the Staff Committee shall be limited to members of the Staff Association who have served over one year on the Staff and are participants on the Retirement and Pension Fund ...”

While this provision is clear, the point has been raised that the second condition of being a participant in the Retirement and Pension Fund excludes those Staff members who participate in the 401(m) retirement plan. The Staff Committee understands and shares this concern. Indeed, at the June 3, 2008 meeting for all the Staff, convened by the Nominating Committee, the President of the Staff Association stated that the Statutes should be reviewed to address this issue.

Since then, the Nominating Committee was asked to rule on the eligibility of Staff members who participate in the 401(m) pension plan and has determined that under the current Statutes those Staff Members are not eligible to run for the Staff Committee. The Staff Committee considers this to be the correct interpretation of Article 31(a) of the Statutes.

The Staff Committee regrets that as a result of this statutory provision some Staff members have been excluded from running for office in 2008, as in years prior since the introduction of the 401(m) retirement plan in 2000. The Staff Committee supports a review of the Statutes, including Article 31 (a), to bring them into line with the current realities, interests, and needs of the Staff of the General Secretariat of the Organization of American States