

Cuadro de Sugerencias/ Suggestion Box						
1	Elevadores/Elevators / Utilities	* Reducir uso de elevador solo para uso de aquellos que lo necesiten mas, sobre todo si es cuestion de 1 o 2 pisos de distancia.	Water: In the restrooms the water comes out of the faucets warm, sometimes definitely almost hot. Is it really necessary? even in spring?? (like right now?) It could come cold in summer, spring and during the fall with a lot of heat savings in our bills.	Talking about the lights: Sometimes we find the conference rooms for example with all the lights on early in the morning. Today I came were on! I turned them off. But why is that? I can see security cameras in many places, why don't put them to work on our advantage and use them to detect where the lights are on and go and turn them off!	Elevators: they could work only in pairs for instance the whole conference rooms for example with all the lights on early in the morning. Today I came have to wait for long. Strategic "off", those selected "agents" could work in shifts 2 days of the week for instance	There could be teams in each floor who could go daily at 6PM verifying that printers and computers are off, those selected "agents" could work in shifts 2 days of the week for instance
2	Oficinas	Cerrar las oficinas de OEA y ofc.Nacionales, sin goze de sueldo por el tiempo que se necesite para compensar los recursos que se pretendan ahorrar por ajuste de salarios con el "COLA"	Mover oficinas tecnicas a otros Estados miembros, trabajar directamente en las zonas en que se desempeñan y tan solo mantener una planta baja en DC	Mover oficinas tecnicas a otros Estados miembros a zonas en que se desempeñan, manteniendo una planta baja en DC solamente	Promover telecommuniting y liberar al menos un piso adicional del ADM para alquilar. El Secretario y su equipo podrían volver a ocupar solamente un espacio físico – en el MNB, y liberar aún más el 8vo piso del ADM.	Se darian a alquiler

		Eliminar el rango D2 (como lo hizo un secretario en el pasado). Los secretarios y jefe de gabinete podrían ser D1, y TODOS los directores - sin excepción deberían mantener el rango P5. Ningún puesto de confianza de asesores debería ser superior al P4.	Recortar el sueldo del Secretario General y del Secretario General Adjunto (como lo hizo otro secretario en el pasado), aunque sea un gesto simbólico de compromiso.	Suspender el aumento STEP superior al inicial - por lo menos durante 2010 y no tengan STEP superior al inicial - por lo menos durante 2011.	Congelar contrataciones de nuevos funcionarios - tanto de planta de personal de confianza - por lo menos durante 2010 y 2011.	I know that some retirees come back to work for the organization for personal reasons under CPR contracts. I have heard that they get pay high salaries because of the time they have work for the OAS. Therefore, I believe that the organization should have some rules for these contracts and realize that with one of those salaries, the organization could pay two or three contracts or simply save some money	Solicitar que se revise la relación del fondo regular que puede ser destinada al pago de salarios. Hoy en día solamente el 69% de fondo regular puede ser destinado a salarios (si no me equivoco) y a veces, a fin de año, todos los departamentos corren a gastar la plata que queda en sus cuentas antes de que se las quiten. Esto se podría ahorrar para el pago de salarios
3	Sueldos/ Contrataciones						
4	Becas/ Otros	Suspender o reducir el número de becas que se otorguen durante 2010 y 2011 en el marco del Programa de Becas de la OEA (si es necesario, someterlo a votación de los Estados miembro)					Personally I think Home leave should be for "G" positions and not for "P"s. However, to lower the budget I suggest taking out the home leaves. I think this is a big expense if we think about all the home leaves in a year for all the P and D staff
5	Estacionamiento	Cobrar Parking a los representantes de países ante la OEA					

6	Omega/ Viajes	Revisar el contrato de proveedores, como la relación de exclusividad con OMEGA, que suele tener pasajes más caros que otras agencias de turismo, cobrar por servicio y adicionar gastos cuando es necesario realizar ajustes o cambios a la reserva (a veces, cobran simplemente por hacer una consulta). Cuando hay un contrato de exclusividad, uno esperaría tener ventajas negociadas de antemano y no mayores penalidades	Si es necesario, considerar prohibir, por un año, la realización de viajes con costo de carga al Fondo Regular. Si es extremo, puede ayudar en el contexto en el que estamos. Promover adicionalmente el uso de herramientas virtuales	One of the biggest areas for savings in report and I have seen tickets up understand, staff is General Secretaria would be through allowing OAS members to book their air tickets through an internet site rather than going through Omega Travel. We have suggested this several times but it has not been allowed. We could have saved the organization considerable money and could still save considerable money in the future through this very simple step.	Travel, I am working on a travel TEC's, from what I understand, staff is Some of them add up more if they expend all travel. People use ticket with they expended more OAS money as they please. or less. Every one cancel their travel how were given an because they have a meeting advance and they move it to the following report. day; these changes are paid MOE's, for the with fees around \$300. Some of current Colombia's these tickets are canceled and MOE 90 people traveled. This involves per Diem, plane tickets and all related. This is an alarming number of people if we think that we are trying to cut expenses. If the elections go for a second round, all 90 people will travel again!

7	COLA	<p>Staff could receive the of Cost of Leaving increase as annual leave for two years. The Organization should still contribute to the Retirement Fund the organization's contribution referent to the COL increase, and the employee would contribute with its own portion referent to the COL increase (this should be an average of \$15 or \$20 dollars / month). This solution would:</p> <p>Reduce the cash outflow, and in a way the cash is transformed in time. The employees retirement fund pension investment would not be affected, The solution has a limited time of so the annual leave generated is manageable;</p> <p>The staff will not give up on the parity – which is the most important point.</p>	<p>With specific reference to cutting the 2011 Budget of the organization, the following should be considered Staff should forego cost of living increases for 2011 Staff should also accept a cut by 50% of matching funds by the OAS into their pension fund for the first 6 months of 2011 Cut funding for travel by 75% from the Regular Budget in 2011 Reduce hiring of new personnel at all levels in 2011 by up to 80% Eliminate the holding of meetings away from Headquarters in 2011</p>			