



OAS STAFF ASSOCIATION

TREASURE'S REPORT OF THE STAFF COMMITTEE 2017-2018

July 2017 – June 2018

Adam Siegel
Treasurer

I. INTRODUCTION

According to the statutes of the Staff Association of the Organization of the American States in its chapter VII, article 26, clause D. the treasurer of the Staff Association for the period 2017-2018 presented this report in the Ordinary Assembly to all members of the OAS Staff Association with details of the activities carried out to strengthen the Staff Association and benefit all staff.

Likewise, under these statutes, regarding to the role of the treasurer, it describes that he/she will be the person in charge of: Collect contributions from the Staff and all other monies payable to the Staff Association Fund, Make disbursements only in accordance with rules established by the staff Committee, keep accounts showing the status of the fund, which may be examined by any member of the staff upon request.

II. DETAILED DESCRIPTION OF INCOME AND EXPENSES

The general fund of the Association is principally composed by the voluntary contributions of the staff members, the annual contribution of the General Secretary and the net income result from the Christmas Bazaar which take place every year.

Other income with which the Association counts on are: the dividends obtained by the long term certificates and the OASFCU accounts, the contribution of the personal of the OAS or the staff from the missions which acquire a health insurance for their own staff under a G-5 visa through the Association; and lastly an input from the gift shop. These incomes are dedicated to fulfill the administrative expenses and strengthen of the loyalty and Legal Funds.

III. INCOMES

1. VOLUNTARY CONTRIBUTIONS MADE BY OAS STAFF

The OAS General Secretariat has 493 staff members at headquarters and in OAS member States, all of whom are automatically members of the Staff Association, and 276 of these are contributing members.

During the Committee's 2017-2018 term, the voluntary contributions reached a total amount of \$77,916.43. The Staff Association invites all contributing members to update their contributions, since many of them haven't been adjusted to their actual corresponding level. Likewise, we invite those staff who haven't registered as contributing members yet to consider being one. As of June 2018, there were 493 staff members meaning that only 55.9% of the members pay for the activities and other benefits of the Staff Association.

2. GENERAL SECRETARIAT CONTRIBUTION

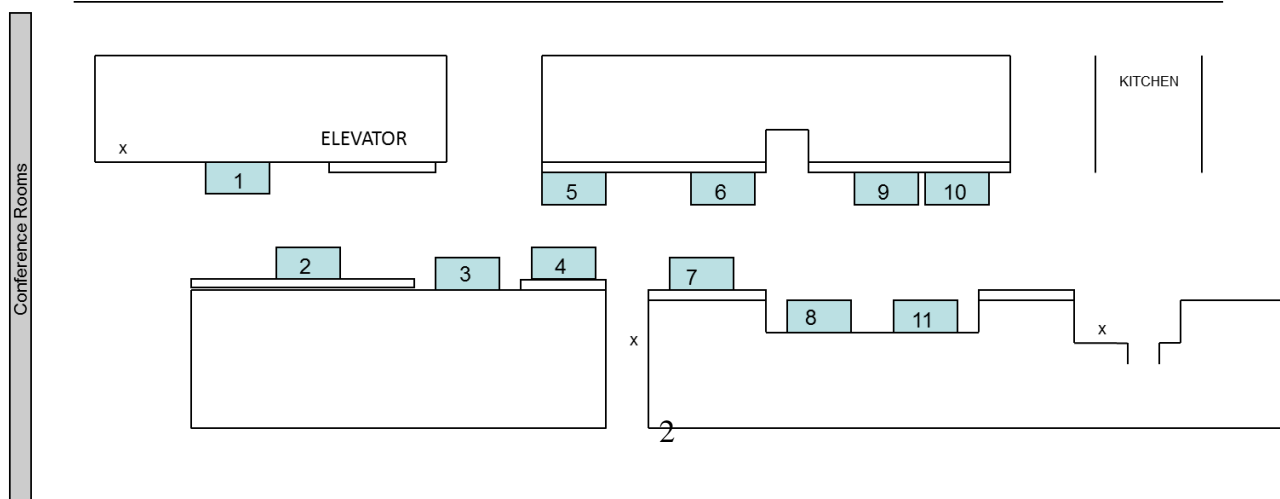
Each year the General Secretariat makes a contribution to the Staff Association of \$ 4,900.

3. OAS GIFT SHOP

During the period of 2017-2018, the incomes received from the sales of the OAS Gift Shops are 14,851.30. Compared to the period 2016-2017, which received \$12,230.02 from the sales of the OAS Gift Shops, we had an increase on sales of 21%

4. CHRISTMAS BAZAR

The OAS Annual Bazaar of the Americas 2017 was held in the hall TL on November 28th and 29th. The event was from 9:30am to 5:30 pm, in the GSB building.





A total of 11 participants were registered. 6 participated on both days and 5 participated for only one day. In addition, the Staff Association placed a stand of the Gift Shop. The registration fee for two days was \$150 and \$75 for one day. This included a table and two chairs. The participants are mentioned below:

Tuesday, 28 th	Wednesday, 29 th
1. Corina Quintairos/Tamara Barnabei	1. Alana Marsili
2. Mariama Onitiri	2. Mariama Onitiri
3. Audrey Sosa	3. Audrey Sosa
4. Nancy Palma	4. Nancy Jacobo
5. Marta Vergara/Pedro Aponte	5. Marta Vergara/Pedro Aponte
6. Karla Walter	6. Karla Walter
7. Carmen Segales	7. Carmen Segales
8. Patricia Leiva/Andrea/Claudia	8. Patricia Leiva/Andrea/Claudia
9. OAS Staff Association	9. Edward Heller
	11. OAS Staff Association

Total income for the Staff Association was **\$1275.00**

Total expenses of the Association were: **\$175.00**

- Servicios Generales **\$175.00**

This year the OAS Staff Association had the support of the Department of General Services: there were 2 assistants at the arrival of the vendors and 2 assistants at the end of the event. The total cost was \$ 175.50.

Income **\$1275.00**
 Expenses **\$175.00**
 Net income **\$1100.00**



5. DIVIDEND

The Staff Association obtained an income from their largest account which is the certificates account a total dividend of: \$418.25

Additional, in all certificates accounts we own a total amount of \$202,570.35

IV. EXPENSES

1. PERSONAL

The principal expense for the Staff Association is the payment of the staff working on the Association, which is a fulltime administrative assistant. This person initially was a CPR.

2. OPERATIVE COSTS AND OFFICE MATERIALS

During this period the Staff Association had an expenditure of \$1321.57 because of e-mail accounts of the Association, purchase of office materials like tonners for printer, paper, pens, blocks, folders, payments to the General Secretary for photocopies, expenses of phone, and payments for the metro stipend of the intern.

OPERATIVE COSTS AND OFFICE MATERIALS	
SUPPLIER	TOTAL
Suply Line	\$ 377.00
Intern Metro Stipend	\$ 344.50
Telephone	\$ 14.34
Security and Print	\$ 175.00
Terry Woods Plaque	\$ 215.00
Michaels	\$ 146.28
Staples	\$ 49.45
TOTAL	\$ 1,321.57



3. FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS

This Association promotes an agreement to the principles of the United Nations Letter, the development of international organizations of civil service, ensuring equitable work conditions. The annual tariff is \$679.76.

4. SOCIAL ACTIVITIES

The Staff Committee organized, promoted and/or supported social activities, including the following:

- **Children's Christmas Party**

The Children's Christmas Party was held in the Hall of the Americas on December 10, 2018 and 80 children registered to attend and receive a special gift from Santa Claus and to jump in the moon bounce and slide down its slide. The costs for the kids party was of 2,602.86 and like in previous years the Staff Association counted with the financial aid of Credit Union of \$1,000. Also, this year we invite all CPR and no contributing members for a \$25 fee per family. In total we obtained \$400. Please see the detail:

CHILDREN'S CHRITSMAS PARTY	
SUPPLIER	TOTAL
Astro Jump	\$1,345.00
Costco	\$ 214.16
Giant	\$ 21.57
Walmart	\$ 230.15
Domino's Pizza	\$ 566.10
CVS	\$25.16
Target	\$ 40.76
Five Below	\$140.80
Uber	\$ 19.16
TOTAL	\$2,602.86

- **Toast**

The Holiday Toast was held in the Cafeteria at the Terrace Level of the OAS GSB on December 6, 2017 with good wishes for the coming year. OAS Staff, consultants, interns and members of the Permanent Missions were in attendance. The total cost we spend on this event was \$798.14 detailed below.

TOAST DECEMBER 2017	
SUPPLIER	TOTAL
Flavors of the World	\$400.00
Party City	\$25.00
Costco	\$373.14
TOTAL	\$798.14

- **90th anniversary of the OAS Staff Association and the Spring Barbecue**

The Staff Committee commemorated the 90th anniversary of the Association at the annual Spring Barbecue held on May 11, 2018. Staff members, consultants and interns were invited to take a staff portrait with the Secretary General and the Assistant Secretary General in front of the OAS Main Building. The Staff Committee also invited members of the Association of Retirees of the Organization of American States (AROAS) to attend and many did.

In anticipation of the Spring Barbecue, the Staff Committee held a design contest for a logo to commemorate this important milestone. The winner, Laureano Menendez, who is the son of Roberto Menéndez, Chief of the MAPP OEA in Colombia, was given a \$50 credit at the OAS Gift Shop and his logo was used on a coffee mug, which was given as a gift to all contributing members of the Association.

In addition, the Staff Association offered to give each of our contributing members, a coffee mug with the winning design that commemorates our 90 years. The total cost for this purchase was \$1236.97

Please see below the detail of what we spend organizing this event:



BARBECUE	
SUPPLIER	TOTAL
Costco	\$ 474.75
El Patio	\$ 2,845.00
Giant	\$ 12.69
TOTAL	\$ 3,332.44

• **Contributions**

Health Unit: This year the Staff Association contributed \$150.00 for the Health Fair.

Support for the OAS Soccer Tournament. The OAS Soccer tournament games were played in August to November for the Fall 2017 and April to July in the Spring 2018. In the Fall, 10 teams participated and in the Spring, there were 8 teams. The OAS Staff Committee provided a financial contribution of \$300 for the organization of the tournament and also publicized the registration through its Staff News, Facebook and Twitter.

V. BENEFITS FOR THE STAFF

a. Loyalty Benefits: There was not disbursement.

b. Legal Fund: There was not disbursement.

c. Health insurance for service of Staff – visa G-5

During 2017-2018 there were 8 insured. The OAS Staff Association works with The International Medical Group (IMG), considering that the persons that have a G-5 visa are not obligated to register on the “Patient Protection and Affordable Care Act (PPACA) the association will still offering them this service.

d. Leo Rowe Fund Loans

This year marks the 70th anniversary of the Leo S. Rowe Pan American Fund, which provides low-interest educational loans for OAS staff members and their dependents to pursue studies, including professional courses, training and research. The Rowe Fund also helps citizens

from Latin America and the Caribbean (F-1 or J-1 visa holders) finance a portion of their studies or research at U.S. universities through interest-free loans.

A former Director General of the Pan American Union, Dr. Rowe devoted the greater part of his life to fostering understanding and integration among the nations of the Americas, demonstrating special interest in the education of Latin American and Caribbean youth, whom he assisted during his lifetime and to whom he bequeathed most of his assets in his will. He was also known for recognizing the achievements of his colleagues, inspiring them, and improving their performance on behalf of the Organization, and ultimately, the Americas.

During the 2017-2018 term, the Staff Association guaranteed 27 education loans through the Leo S. Rowe Fund to contributing members of the Staff Association. These loans for \$184,291.6 contributed to the human development of OAS staff members and their families. The Staff Association acts as guarantor for loans to contributing members of the Association.

c. Gym

The Association continues to administrate the subscriptions of the staff to the gyms IDRA and WSC, under a corporative tax with no added value for the Association.

f. Language classes:

Coordination of Portuguese language classes. The Staff Committee coordinated with the *Instituto de Língua e Cultura Brasileira* (ILC Brasil), a Brazilian Portuguese language institute to offer online Portuguese courses to OAS staff, consultants, interns, and members of the Permanent Missions. For those who already speak Portuguese, ILC Brazil offered a six-week prep course to improve skills and prepare for the official Celpe-Bras proficiency exam (the Brazilian Portuguese equivalent of the Toefl or Dele).

g. Leadership Training for Women in International Development

In conjunction with the Inter-American Commission of Women (CIM), the Staff Committee covered the registration fees for two women to attend the “Forum to Advance Women’s Leadership in the International Development Sector,” held on June 6, 2018 in Washington, D.C. This one-day forum was for both experienced and emerging leaders in

international development who want to deepen their leadership skills and build a culture of inclusivity in their organizations. After receiving ten applications, the Committee members selected Melanie Blackwell of the Inter-American Commission on Human Rights and Mariana Herrera from the Department of Planning and Evaluation to attend this event. The cost of this two registration covered was \$590.00

VI. CAMPAIGNS TO RAISE FUNDS FOR VICTIMS OF NATURAL DISASTERS AND HUMANITARIAN CRISIS

In response to natural disasters and a humanitarian crisis in OAS member countries, the OAS Staff Committee organized five separate campaigns to raise money and essential goods for the victims. The outpouring of assistance provided by OAS staff, consultants, and interns was overwhelming and demonstrated the generosity of the people who work at the OAS and their commitment to alleviating human suffering. The Staff Committee would like to extend its gratitude to the OAS Federal Credit Union for its contributions totaling \$4,000 and to the Federal Credit Union of the Inter-American Development Bank for its matching funds of \$1535.61 for the campaign for #FuerzaMexico. The total contribution for all campaigns reached an amount of \$13,156.50.

Antigua and Barbuda: The first campaign was organized on September 14th in response to Hurricane Irma that destroyed much of the country's infrastructure and displaced hundreds of residents, particularly in the island of Barbuda. The OAS Federal Credit Union contributed to the fund and on October 18, 2017, the President of the Staff Committee presented the Permanent Representative of Antigua and Barbuda, Ambassador Ronald Sanders a check for \$ 2,135.37. Contributions continued to be deposited in the account and on May 17th, the President of the Staff Committee sent to the Permanent Mission another check for \$380.21.

Mexico: Earthquakes shook Oaxaca and Chiapas on September 7 and twelve days later another earthquake caused hundreds of deaths and property damage in the states of Mexico, Morales, Guerrero, Puebla and Mexico City. The campaign launched by the OAS Staff Committee to support the fund #FuerzaMexico was supported by a generous contribution of the OAS Federal Credit Union and were channeled to the Credit Union of the Inter-American Development Bank, which provided matching funds. The total contributions for this campaign came to 1535.61.

Dominica: On September 18, the people of the Commonwealth of Dominica suffered tremendous losses as a result of Hurricane Maria and the Staff Committee opened an account to receive financial contributions, and again the OAS Federal Credit Union contributed, and also organized a donation drive of essential items, including baby and adult diapers. The Staff Committee used the funds collected (\$1,772.33) to purchase additional items, all of which were forwarded through the Embassy and Permanent Mission of Dominica for their delivery to the



island. After sending the goods, additional contributions of 1,004.94 were deposited in the account and the Staff Committee is waiting instructions on how these funds can be best put to use.

Venezuela: In response to the growing humanitarian crisis in Venezuela, on February 15, 2018, the OAS Staff Committee organized a donation drive, including both financial contributions and essential items. The goods collected were delivered to Venezuela through the nongovernmental organization Vision Democrática. On June 16, the Staff Committee President received an email confirming the delivery to nongovernmental organizations in various parts of Venezuela. The cash contributions of this drive came to \$2466.37, which were used to purchase additional items and cover the shipping of the goods collected.

Guatemala: On June 12, the Staff Committee opened an account for disaster relief for the victims of the eruption of the Volcano Fuego and contributions to this fund are still being made as of the writing of this report. Also, this campaign was supported by a generous contribution of the OAS Federal Credit Union with \$1,000. Till now the OAS staff has contributed an amount of \$550, but the account will still be open for further contributions till the 6th of July.

Belize: The OAS Staff Committee is also pleased to report that contributions collected for Hurricane Earl in Belize (\$776.06) by the 2016-2017 were channeled through the Permanent Mission of Belize and subsequently to the Belizean Red Cross. Part of these funds were used to conduct a first-responders course in Belize. The Staff Committee would like to thank the OAS Representative in Belize, Starrett Greene for helping coordinate the transfer of these funds and their use in this very important activity.