



# AFICS BULLETIN

NEW YORK

ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS

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**Governing Board Elects**

**JOHN DIETZ**

**as the New President of AFICS/NY**

"The mission of AFICS/NY is to support and promote the purposes, principles and programmes of the UN System; to advise and assist former international civil servants and those about to separate from service; to represent the interests of its members within the System; to foster social and personal relationships among members, to promote their well-being and to encourage mutual support of individual members."

# CONTENTS

- 4 NOTES FROM THE NEW PRESIDENT**
- 5 NOTES FROM THE FORMER PRESIDENT**
- 6 AFICS/NY IN ACTION**  
46th Annual Assembly and Reception
- 19 COMMITTEE REPORTS**
  - 19 Social Committee**
  - 19 Committee on Ageing—Estate Planning Presentation**
- 21 WORLDWIDE REUNIONS**
  - 21 Meetings of Florida Chapter of AFICS/NY**
- 22 BOOK REVIEWS**
  - 22 AFICS/NY Member Wins Award**
  - 23 AFICS/NY Library adds books by UN authors**
- 25 UN IN ACTION**
  - 25 Refreshments Return to DC-1 & UN Buildings**
  - 25 North Lawn off Limits until April 2017**
- 26 FAFICS IN ACTION**
- 26 NEWS YOU CAN USE**  
Appealing a Medicare Hospital Discharge
- 28 OBITUARIES**
- 36 USEFUL INFORMATION**

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# NOTES FROM THE NEW PRESIDENT



Greetings! It is my honour and privilege to introduce myself to you as the new President of AFICS/NY, elected by the Governing Board on 9 August 2016.

My name is John Dietz and I had worked in the UN system for over 32 years, first in the UN Office of Legal Affairs and then for almost 22 years in the Pension Fund Secretariat, the last 13 as the Deputy CEO. I will be working very closely, as a team, with the two Vice-Presidents who were also elected in August: Deborah Landey (past Assistant Secretary-General of UNAIDS who retired in 2013 as Director of the UN's Development Operations Coordination Office) and Jay Karia (for many years Director of the Accounts Division who retired as Deputy Controller in 2011).

My team and I will focus our efforts on the subjects and areas that are of the greatest concern to UN retirees and beneficiaries:

1. Efficient and effective service by the Pension Fund Secretariat to all Fund participants, but particularly the accurate and timely payment of all pension benefits.
2. Operation and management of the Fund's Investment Management Division under the leadership of the Secretary-General's Representative for Investments, to ensure that the Fund's financial health is maintained and the actuarial assumptions for investment returns are fully met.
3. Management by the UN of ASHI (After-Service-Health Insurance) in a cost-effective manner while providing quality client servicing.
4. Assistance to members (and prospective members) with special individual problems or concerns, particularly with regard to their pensions and ASHI coverage.
5. Scheduling substantive programmes of special interest to retirees; and
6. Scheduling social programmes where members can meet and interact with old and new friends, such as luncheons, boat rides, etc.

The main goal and purpose during my term will be to serve and protect to the maximum extent the interests of UN retirees, both with the Pension Fund and with the UN. I strongly believe that the best way to achieve that is by influencing and working with the senior management of the UNJSPF and the UN in a constructive way, making certain that they take full account of the interests and concerns of UN retirees before any actions are taken.

Looking forward to a very productive and successful term,

**John Dietz**  
**President**

# NOTES FROM THE FORMER PRESIDENT

Dear Members,

By the time you receive this note, AFICS/NY will already have in place a new President, John Dietz, elected unanimously by the Governing Board at its meeting on 9 August. John is a lawyer who prior to his retirement served as Deputy CEO of the Pension Fund. The names of other elected Board members were posted on the AFICS/NY website as per usual practice before the office closed for the summer break.

As I leave my function, I would like to remind members that the Bureau and members of the Governing Board serve on a voluntary basis with a single overarching objective: to ensure that our members maintain the two major after service entitlements, pensions and health insurance, earned during their years of active service. AFICS/NY has always worked closely with those responsible to safeguard these entitlements and ensure that retirees continue to receive them.

In this last note, I will concentrate on updating you on major developments related to pensions. In August of last year, the Pension Fund implemented a major initiative, the Integrated Pension Adjustment System, or IPAS. IPAS was first conceived in 2007 by the former Deputy CEO, now CEO of the Pension Fund. Over the past seven years he and his staff worked tirelessly on the redesign and integration of a series of outdated, piecemeal IT systems that were no longer capable of serving clients effectively. When IPAS was finally launched in August 2015 it was a resounding success for existing beneficiaries; it went off without a hitch and there were no reports of missed or late payments. The CEO informed the Pension Board in July that uninterrupted payments to existing retirees had indeed been the Fund's top priority.

When we learned, however, that the results were somewhat mixed for some new pensioners and widows/widowers who were experiencing delays in receipt of their pensions, the Vice-Chair of the Pension Standing Committee, Warren Sach, and I met repeatedly with the CEO and his colleagues to find out what was causing the delays and to offer our assistance. We also invited them, along with those responsible for after-service health insurance, to a Governing Board meeting to express our concern over the state of client services in both areas and hear what was being done to correct the situation.

At this juncture, we know that the Pension Fund is working hard to eliminate delays which, however, are not always caused solely by the Fund. Responsibility is a tri-partite one, and until the staff member and then the organization provide all separation documents to the Fund in a timely manner, the benefit cannot be calculated and paid. By now

you should have received a nine-digit ID number from the Pension Fund which will enable you to access Member Self-Service (MSS). MSS is a further stage of the IPAS implementation which will allow you to view your personal pension data directly, such as, for example, when the Fund received your 2016 Certificate of Entitlement. In the coming months the Fund will continue to implement those stages of IPAS still in the pipeline and AFICS/NY will keep you informed.

A critical aspect of the Pension Fund is the investment side. Through its participation in FAFICS, AFICS/NY has continued to play a vital role in the Fund's Assets and Liabilities Monitoring (ALM) Committee, which monitors the Fund's investment performance. Lately, the Committee became so concerned by recent investment performance that on 30 August 2016, it wrote to the Secretary-General inviting him to examine both the performance of the Fund's investments and its investment managers. The letter noted that despite a positive actuarial surplus of 0.16 per cent of pensionable remuneration as at end December 2015 compared to a previous deficit of 0.72 per cent, the ALM Committee remained concerned about the extent and impact of current underperformance of the investments of the Fund's assets against the Fund's own benchmarks. The Committee noted that underperformance vis-à-vis the Fund's own investment policy benchmark widened from 11 basis points in January 2016 to 190 basis points in July 2016, meaning that the Fund's investments lagged behind the market, as measured by the Fund's own market benchmark, by more than US \$900 million. The ALM Committee will continue to follow this critical issue as well as what steps are being taken to fill the position of Deputy Director for Risk Management and Compliance, a key post that has been vacant for almost a year.

As some of you already know, over the last year some members experienced delays with respect to ASHI payments. We understand that this was related to the introduction of the new central administrative software system, UMOJA. AFICS/NY has worked closely with those responsible in the Insurance Service to ensure that these delays do not recur.

In closing, let me say that I have found the experience of serving AFICS/NY and working with its members rewarding and enriching. While I say farewell as President, I look forward to seeing you at our social events in the future. In the meantime, I am pleased to report that in July the FAFICS Council reelected me as President of FAFICS and Warren Sach as a Vice-President.

**Sincerely,  
Linda Saputelli**

## 46TH ANNUAL ASSEMBLY OF THE ASSOCIATION OF FORMER INTERNATIONAL CIVIL SERVANTS IN NEW YORK

The 46th Annual Assembly of AFICS/NY was held on Thursday, 19 May, 2016 from 3:00–6:00 PM in the Ecosoc Chamber of the UN Secretariat, followed by a Reception from 6:00–8:00 PM at Piccolo Fiore Restaurant.

For the first time in many years, we were honoured with the attendance of the UN Secretary-General himself, H.E. Mr. Ban Ki-moon, who was introduced by President Linda Saputelli, and shook a number of hands among front-row attendees on his way up to the podium.

### Remarks of Secretary-General Ban Ki-moon

Your Excellency Mr. Michel Tommo Monthe, Permanent Representative of Cameroon and Acting President of the General Assembly,  
Ms. Linda Saputelli, President of AFICS/NY,  
Members of the AFICS/NY Governing Board,  
Honourable former staff members of the United Nations System,  
Ladies and Gentlemen,

It is a pleasure to join you. Let me start by thanking all of you for your service. You held diverse positions, covering many issues and duty stations. But you were all part of our single mission of advancing peace, development and human rights and you upheld the values of our beloved and indispensable Organization.

Thank you for the long hours, the sacrifices, and the commitment. All current staff members recognize that we stand on your shoulders and build on your contributions. Thank you as well for staying engaged even in your retirement. I guess one can say that you can take the civil servant out of the United Nations, but you cannot take the United Nations out of the civil servant!

This is an important year for our United Nations. In 2016, we are determined to get off to a strong start in implementing the landmark agreements of 2015. The 2030 Agenda for Sustainable Development is an inspiring new blueprint for peace and prosperity for all. The Paris Agreement on climate change is our peace pact with the planet. The Sendai Framework on Disaster Risk Reduction offers solid recommendations for building

resilience and improving global response. And the Addis Ababa Action Agenda points the way toward mobilizing the necessary financing. I was very encouraged by the way in which world leaders came together to forge these agreements despite global divisions over Syria and other issues. Now we need to sustain momentum and move from aspiration to action.

As you know, 2016 also marks the final year of my tenure as Secretary-General. I have served at a time of multiple crises – from conflicts and violent extremism to the spread of Ebola and global financial troubles. But what stands out most of all is the dedication of our staff and the formidable power of partnership and international cooperation. There were remarkable gains towards the Millennium Development Goals. We have strengthened our focus on conflict prevention, and sought to intensify the spotlight on violations of human rights and other root causes of instability. We have made good progress in women’s empowerment, including at the United Nations. We have also tried to modernize and reform the United Nations, building on the reforms of

my predecessors. We are strengthening peace operations and peacebuilding, based on recommendations put forward by high-level panels and reviews. That includes strong steps against sexual exploitation and abuse.

The World Humanitarian Summit, which I proposed at the outset of my second term, will take place this coming Monday and Tuesday in Istanbul, and can point the way toward improving global efforts to help people caught up in conflict and disaster. Among various reform initiatives, I am especially pleased that after many years of discussion, my plan for staff mobility was finally accepted by the General Assembly. This will help in building a truly global United Nations.

I would like to thank AFICS/NY for helping retirees in so many ways over so many decades. The fact that you give up your time, on a volunteer basis, to give back to the Organization you served, is to your great credit. You have provided sound advice and helped draw the attention of senior managers to the concerns of retirees.

I know that today, one of those concerns is the Pension Fund. As someone with fiduciary responsibility for the Fund, I would like to take this opportunity to reassure you on several counts. First, the Fund remains strong, with solid performance based on a conservative investment strategy. Second, the governance of the Fund, including the Pension Board – which has representatives of Member States, member Organizations, participants and retirees – continues to have the checks and balances it needs. I remain confident that this structure will continue to serve us well in the future.

At the same time, I am very concerned about the problems we have recently experienced with the initiation of pension payments to new retirees. Such delays put people through needless hardship, especially those who may not have ample savings or other means of support. This is not a way to treat staff after their service. The delays have several sources. The necessary paperwork can take time to be submitted to the Pension Fund by member organizations. Delays also followed the introduction of a new payments system in the Fund. Whatever the reasons, every effort must be made to eliminate the backlog and ensure timely payments to retirees. The Pension Fund has been working with the Department of Management, and has provided assurances that the current backlog will be eliminated by the end of this month.

Going forward, we are also exploring ways to streamline all related processes to reduce the time needed to initiate payments. I have sent a strong message to those charged with managing these issues. It is simply this: People who gave their all to the United Nations every day during their career, deserve to be given their hard-earned pension as quickly as possible after they retire. We who take care of so many people across the world have a basic duty to also take care of our staff.

I, too, will soon be a retiree. I am told that Korea does not yet have an AFICS association. Perhaps my first order of business should be to ensure that one is established!

Thank you again to AFICS/NY and to all of you and your outstanding contributions and your ongoing support.

**(Editor's note: remarks acknowledging the importance of AFICS by H.E. Mr. Tommo Monthe, Acting President of the 70th General Assembly followed. Though text is unavailable, his speech may be found on line.)**

After the departure of the S-G and Acting president of the 70th GA, President Saputelli announced that this year the Assembly would be conducted according to a procedure followed by many other organizations, including FAFICS, with a Presiding Officer as moderator. Mr. John Dietz, chosen by his fellow AFICS/NY Board Members, would serve in this capacity. She also mentioned that all but the first 20 minutes of the meeting (during which technical difficulties were encountered) would be simultaneously webcast for the benefit of those unable to attend in person.

As proceedings began, AFICS/NY member, Lowell Flanders requested that the Assembly be presented with an “agenda,” to include such issues as an expanded Treasurer’s report, AFICS/NY members’ access to Pension Fund Documents, and revision of AFICS/NY Bylaws. Mr. Dietz explained that instead of an agenda, a “Programme” for the meeting had been established and circulated, and that practical matters and official guidelines precluded discussion of the issues raised by Mr. Flanders at this meeting. He also noted that scheduling of another meeting to discuss revision of the Bylaw could be addressed under Item 8, “Other Business.”

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# ANNUAL REPORT OF AFICS/NY

## Report of President of AFICS/NY

LINDA SAPUTELLI

Dear Members of AFICS/NY,

**I**t is a pleasure to welcome you to this 46th Annual Assembly. We regret the last minute change of venue and any inconvenience it may have caused. As soon as Conference Services told us of the change in meeting room, we posted it on our website and informed as many of you as we could reach.

This year my report will be brief as I am leaving the more detailed accounts of the work carried out with respect to pensions and health insurance to the Governing Board members directly responsible for following and dealing with those matters. At the outset, let me stress that I and the entire AFICS/NY Governing Board know, because we too are retirees, that the two most important pillars of our post-UN lives are pensions and their safety, and health insurance and its continuing quality and cost. That is why the major effort of the Governing Board is aimed at maintaining and protecting these two indispensable earned entitlements. Although a vocal minority would have you believe otherwise, there is no credibility whatsoever to assertions that your elected representatives are not doing their utmost on behalf of retirees.

With regard to pensions, the Governing Board of AFICS/NY has continued to strongly advocate for a conservative investment strategy for the Pension Fund, the separation of the investment and operational sides of the Fund, the clearance of the backlog of pension payments, the filling of vacancies in the Investment Management Division, as well as for senior managers accountable for these responsibilities to communicate with us regularly on the state of play on these issues. You will hear more from Board member and Pension Committee Chair Warren Sach shortly, as well as from senior officials of the Fund. With regard to health insurance, the Board has continued to urge modest increases in premiums and deductions and Board member and representative on the Health and Life Insurance Committee Jay Karia will tell you more about this, as will those responsible for ASHI matters.

Let me assure you that all of us on the Governing Board of AFICS/NY are and will continue to be passionate advocates for your concerns.

### THE YEAR IN REVIEW

Since last year at this time, the Governing Board has met at least once a month. To our January meeting, we invited the CEO of the Pension Fund and his colleagues and the Chief of the Health and Life Insurance Section and his colleagues to address and reply to the Governing Board's queries and concerns about delays in payment of these two entitlements. In addition to Board meetings, numerous others were held by individual Board members and committee heads on particular subjects.

The Association has held two especially important events in recent months. The first one took place on 29 March to commemorate the 70th anniversary of the United Nations and was sponsored by our Membership Committee, chaired by Gail Bindley-Taylor, who was instrumental in its success. Former Under-Secretary-General, past President of Finland and Noble prize winner Martti Ahtisaari accepted our invitation to speak on the UN at 70, its past success and future challenges. He did so in an interview conducted by James Bays, diplomatic correspondent for Al-Jazeera. We were fortunate not only in our invited speaker, Martti Ahtisaari, who had such a wealth of history and experience to recount, but also in our interviewer, James Bays, who was so adept in drawing him out by asking the right questions. The event was well-attended, not only by retirees, but also by serving staff and senior UN officials, including the Secretary-General's Chef de Cabinet. Because Mr. Ahtisaari had another engagement he was unable to join us for a toast, but he stayed on for a while afterwards to greet old friends and colleagues. For those who wished to say more AFICS/NY provided a guest book for written messages, which was then presented to him. If someday that guest book finds itself in a library in Finland or elsewhere, more than a few of our members' names and messages will be recorded there for posterity. The Association

hopes to make such events part of an ongoing series and is already working on another one.

On 12 April, more than 100 members turned up for a talk on Estate Planning organized by the Committee on Ageing as part of its series on “Ageing Smart.” The speaker was prominent attorney Ronald Fatoullah, elder law specialist and AARP Executive Council member. Essential estate planning tools such as wills, trusts, powers of attorney, health care proxies and living wills were covered. In the extensive Q&A that followed, it was clear that there was great interest in tax and inheritance issues involving non-U.S. citizens. A summary entitled “Plan your Estate, Plan your Future” has been posted on the AFICS/NY website. Future presentations are planned by able Committee Chairs, Barbara Burns and Christine Smith-Lemarchand.

Thanks to ongoing efforts on the part of the Association over these several past years, OHRM finally reinstated the pre-retirement seminars that had been abandoned about five years ago in favour of on-line modules. AFICS/NY has played a key role in their reestablishment. Vice-President Debbie Landey, Governing Board member Warren Sach and I met several times with the ASG for OHRM and the Chef de Cabinet to stress how important it was for staff about to retire to have the face-to-face interaction with those responsible for their most important retirement benefits, pensions and ASHI. On 3 May, more than 100 staff members and a number of AFICS/NY Board members participated in a standing room only, one-day workshop that included presentations from members of the Pension Fund, staff from the health insurance section, AFICS/NY and others on U.S. taxation, G-4 visas, etc. By all accounts the seminar was a resounding success and filled an important void. It was webcast so that staff away from New York could also benefit. More such programs are planned for the future.

As some of you may know, last year a Working Group on ASHI was established composed of representatives of the Chief Executives Board (CEB). In addition to three members from other AFICS associations, a member of AFICS/NY was a member of the Working Group’s Steering Committee. In March, retirees, through FAFICS, were for the first time granted access to the General Assembly’s Fifth Committee to deliver views on the report to that Committee. The Working Group on ASHI will continue its deliberations during the coming year and intend to continue to participate in the process through FAFICS representation, including an AFICS/NY representative.

Last year it was reported that retirees were experiencing difficulties in accessing the DC buildings. It seemed that if they had not been visiting those buildings regularly, their passes were deactivated. I, together with several other Governing Board members, met with the Acting Chief of the Security and Safety Service, Michael Browne, and his

colleagues to ensure that retirees would continue to be treated no differently from serving staff and have unfettered access to UN buildings. We were very pleased to receive the assurances and cooperation of the Safety and Security Department in this matter and trust that no one is experiencing difficulty.

AFICS/NY representatives also attended a number of meetings on behalf of FAFICS, namely the Sixth Session of the Open-ended Working Group (OEWG) on Ageing from 14-16 July 2015 and the International Day of Older Persons on 15 October 2015. Comprehensive reports on these meetings were prepared by Governing Board members Deborah Landey, Joan McDonald and Gordon Tapper and Dimitri Argyriades, respectively, and were published in the most recent AFICS/NY *Bulletin* (Fall/Winter, Vol. 47). The Seventh Session of the OEWG will meet from 12-15 December 2016. Association members also participated as part of the FAFICS delegation in Pension Board committee meetings, namely the Budget Committee, the Audit Committee, the Assets and Liabilities Monitoring Committee, the Contact Group dealing with the guidelines on spousal benefits under Articles 43 and 35 of the UNSPF regulations, and with reference to health insurance, the Working Group on ASHI, all of which you will hear about shortly in more detail.

Because of the events scheduled in March and April, the Social Committee headed by Barbara Linardo postponed its spring luncheon to June this year. On 8 June, AFICS/NY members will be able to cruise around Manhattan while lunching on a beautiful glass-walled boat, Bateau, an experience that members have enjoyed in the past and asked us to repeat. Don’t forget to sign up as soon as possible. We know that many of our members look forward to our luncheons and we look forward to providing you with some new venues next year.

I would also like to call attention to the financial statements of both the Association and its Charities Foundation, which we have made available to you.

## CLOSING REMARKS

We have left maximum time in the program for our colleagues from the Pension Fund and the Insurance Section. We asked them to make their reports very brief this year so there is ample time for you to ask questions.

This is the time when we are pleased to have an opportunity to thank those who enable the Association to function, our capable office staff Jamna Israni and Veronique Whalen, the dedicated volunteers who are available, often at a moment’s notice, to help us with our mailings, in particular Barbara Boyton, Irma Cerne, Mary Hussein, Monica Chambers and Minnie Boland, our Treasurer Angel Silva, librarian Dawne

Gautier and *Bulletin* editor Mary Lynn Hanley and her capable assistants Laura Frischeisen and Herminia Roque. Once again, we thank the CEO of the United Nations Credit Union, William Predmore, for his generous financial backing. Last, but certainly not least, I am most grateful to my fellow Governing Board colleagues whose help and support facilitates my work. They are a remarkable group of dedicated

volunteers who bring a wealth of substantive expertise, managerial, administrative and financial experience and their time to ensuring that AFICS/NY members continue to be well-served by the Association.

The Assembly will be followed by a reception at the Piccolo Fiore restaurant beginning at 6:00 PM. Thank you for your attention.

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## Report of Chair, Pension Committee

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### MR. WARREN SACH

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Good afternoon to all members present.

**P**ension matters have continued to loom large for AFICS/NY since our annual Assembly on 4 June last year. While the major concern last year was the state of a draft MoU regarding the delegation on administrative authority to the CEO and the RSG, this year the emphasis of concern has switched to a combination of investment matters and the implementation of IPAS with its related early teething problems. Indeed, a great deal of anxiety and concern has been experienced by some with regard to the timeliness of payments. Some delays have been totally unacceptable. Consequently, pension items have been addressed and prioritized at 12 of the 14 meetings of the AFICS/NY Governing Board held over the last 12 months.

To keep current information flowing to membership we have intensified e-mails and postings to the AFICS/NY website so that 16 separate pension related items were posted for members' information over the last 12 months. AFICS/NY representatives have also been designated to represent retirees system-wide in the Pension Board, its Budget Working Group, the Audit Committee, the Contact Group and its Asset Liability Management Committee. We have consistently used these platforms to pursue the best interests of retirees and are on record to strengthen client services, revise investment and risk management policies and drastically improve the management of key vacancies in both the IMD and the UNJSPF Secretariat.

The President, one Vice-President and individual members of the AFICS/NY Governing Board have met on multiple occasions with the CEO, the RSG, the USG/DM and the ASG/OHRM to voice members' concerns as regards the timeliness of new pension payments, the availability of

statements required for tax purposes and risk management issues under investment policies. Correspondence on these matters has also been addressed to the Secretary-General and these senior officials. Our small staff has continued, day by day, to answer individual AFICS/NY members' pension queries and to put them in contact with the appropriate UNJSPF staff for problem resolution. While the quality and quantity of UNJSPF client services still leaves much to be desired we believe our efforts are paying off. The General Assembly, acting on UNJSPB recommendations formulated by the Budget Working Group, approved additional client service posts. The initial backlog at March 2016 of new pensions for processing has been very substantially reduced as a result of agreements reached between the CEO of the Pension Fund and the USG/DN. The main investment classified as a hedge fund has been largely liquidated in line with members' expressed concerns. Further work has been done on recruitments although the vacancy issue for senior posts in IMD remains a very serious concern. We have been assured it is receiving high-level attention.

Let me take this opportunity to thank all senior officials, from the Secretary-General through the CDC and his Deputy, the USG/DM, the CEO of the Fund, the RSG for Investments of the Fund, the ASG/OHRM and UNJSPB members who have facilitated AFICS/NY in fulfilling its mandate to represent the interests of all retirees on pension matters. Their cooperation in dialoguing and cooperating in Working Groups and Board meetings has been key in moving constructively and conscientiously towards positive solutions to the challenge in successfully launching IPAS. We look forward in the coming year to intensified cooperation to solve fully the remaining organizational challenges including, in particular, client service weaknesses and slow recruitment.

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# Report of Member, AFICS/NY Committee on After Service Health Insurance (ASHI) and Observer, Health and Life Insurance Committee

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JAYANTILAL M. KARIA

Dear Members of AFICS/NY,

**I**t is a pleasure to be here at the 46th Annual Assembly. I recall last year around this time, I was present for the first time at the AFICS Assembly, having been away for a few years after my retirement in 2011, and I take this opportunity to thank you for your electing me, amongst other fellow members, as your representative on the AFICS/NY Governing Board.

## AFICS/NY INVOLVEMENT IN ASHI AND HEALTH/LIFE INSURANCE PROGRAMS

First of all I would like to assure you that AFICS/NY is very much involved with the Administration to ensure that ASHI and any other issues related to Health and Life Insurance programs are addressed expeditiously without negative impact on the retirees. I would like to take this opportunity to thank Insurance and Disbursement Service representatives, Christophe Monier, Mario Tuason and Elma Whetherspoon who continue to provide excellent service to all participants and address the concerns raised by us in a pro-active manner.

AFICSNY has historically had two observer positions in the Health and Life Insurance Committee (HLIC), where Frank Eppert and I are the current representatives. The Committee has representatives of the Administration, Staff Union, UNDP and UNICEF. While the AFICS/NY secretariat provides continuous assistance to retirees on an individual basis, some of the main issues addressed by AFICS and HLIC during 2015/2016 are as follows:

- ❖ Medicare part B reimbursements with the introduction of the new ERP system, UMOJA. As many of you will recall, with the changes introduced by the Administration, a number of difficulties were faced by many retirees in getting their reimbursements. The Governing Board has played an active and constructive role with the Administration in resolving this issue most urgently. At this time, we understand some individual cases remain outstanding, especially affecting those retirees who have rejoined the organization. Anyone still having problems on Medicare Part B premium reimbursement should inform AFICS/NY and the Insurance Service. The Administration

representatives will provide the current status of cases in question.

- ❖ Review of proposed changes to ASHI contribution rates with the introduction of UMOJA. With the intervention of AFICS/NY, the proposal to change contribution rates, which was considered to be highly discriminatory, has been placed on hold pending further review. The proposed changes could have had significant impact on premiums of some ASHI members whose premiums would have more than doubled. We will continue to work with the Administration to ensure that any changes in ASHI contribution rates are thoroughly reviewed to have minimal impact, if any, on the retirees and observing the principle that no intermediate changes are made between the annual renewals of medical plans.
- ❖ In the HLIC, as per its on-going mandate, a number of cases for exceptional reimbursement were reviewed where medical costs for some participants were higher than established thresholds of various insurance plans. As AFICS/NY representatives, we ensured that all cases were treated in a fair manner.
- ❖ HLIC also reviewed overall experience in the use of various medical plans by the participants in preparation for the 2016 renewals for the period July 2016 to June 2017. The representatives of various Medical plans such as Aetna, Blue Cross and Cigna provided detailed statistical information on the overall usage, trends of medical costs including financial results of the plans, and future projections. Some of the main issues reported were:
  - Escalating cost of medical treatments, especially for pharmaceuticals, which continues to increase significantly in double digits.
  - Use of Emergency rooms in hospitals also shows an increasing trend.
  - Use of out-of-network physicians—while use has not changed significantly compared to previous years, it is higher than what is considered as benchmark in the outside market.

- ❖ In order to ensure that the current benefits are not changed in any significant manner, HLIC reviewed various options presented by the Administration. After a number of discussions, the HLIC agreed to some changes in the premiums, ensuring that these are kept to a minimum with use of available reserves. The Administration will be announcing these changes very shortly.
- ❖ In order to ensure that future premium increases are kept at a minimum we all have a collective responsibility to ensure that we use the plans most effectively and efficiently. UN medical plans are self-insured by the Organization so the premiums are established based on forecasted usage of the plan. If medical costs go up, obviously the premiums increase. So the question is, what can we individually do to minimize overall costs? Recommendations are as follows:
  - As pharmaceutical costs are increasing rapidly, it is important to ensure that participants discuss with their physicians use of generic medicines, which are significantly less expensive. E.g., some commonly used medications for high cholesterol will be available as generics in 2016.
  - Emergency Room visits. ER visits show an increasing trend. Each one costs \$875 on average and participants also pay \$40 - \$75 as a co-pay. It is better to use Urgent Care Facilities, which are now available everywhere, provide basic services, and usually involve much less time than waiting for hours in an ER. In addition to being much less expensive, co-pay for an Urgent Care Facilities participant is \$20 - \$35.
  - Use of Active Health Program, which allows management of chronic conditions such as diabetes, hypertension, etc.

## ASHI WORKING GROUP

During 2015 a representative of AFICS/NY was invited to join an inter-agency working group convened by the Finance and Budget Network of the Central Executives Board (CEB) to study ASHI arrangements in the UN common system.

The study was to review the possibilities for the use of UNJSPB machinery for coordinating health insurance plans across organizations as well as to examine opportunities for improving health insurance arrangements.

The Working group held two workshops and a number of VTCs before reporting back at the end of 2015. Subsequently, the S-G submitted a report on behalf of the CEB to the Fifth Committee for consideration at its first resumed session in March 2016. The report recommended a number of improvements but indicated that UNJSPB machinery could not be used. In addition, the report recommended further study of the possibility of using national health insurance schemes in conjunction with ASHI. The Fifth Committee accepted a number of the recommendations and agreed to extension of the mandate of the working group for a further year.

AFICS/NY will continue to address issues related to Health and Life Insurance programs, working closely with the Insurance Service in the Secretariat, which will continue to send you details of various changes and services available. Please ensure that both your e-mail and physical mailing addresses, as well as your current banking information are on file with the Insurance Service.

AFICS/NY will also continue to participate in the working group to ensure that ASHI issues are properly addressed without any negative impact on the health insurance plans made available to retirees.



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# UN After Service Health Insurance Programme (ASHI)

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<http://www.un.org/insurance>

Representing the Insurance and Disbursement Service of the UN Health Insurance Programme were: Mr. Christophe Monier, Chief of Service Health and Life Insurance Section; and Mr. Mario Tuason, Chief of Section.

They addressed the following topics:

## MEDICARE B REIMBURSEMENTS

### Change in reimbursement process

Reimbursement for Medicare premiums are now paid directly to retiree's bank account instead of being applied against ASHI contributions and deducted from the monthly pension. So pension payments now reflect the true cost of your ASHI contributions. Changes in pension amounts will be seen only in July or if there are changes to coverage level or plan (e.g., from "Family" to "Retiree and one family member.") The result is timely reimbursement of correct premiums instead of offsetting, which can take months if retroactive amounts are involved. **Please note, however, that updated banking information is required.**

### Delays and difficulties experienced by retirees

Reimbursements for Nov. and Dec. were experienced even for retirees whose bank accounts were entered in Umoja, which the new system requires. Also required is an update of 2016 premiums if not at the standard amount.

ASHI endeavors to responses to phone and email inquiries though heavy traffic may result in delays. Also, delayed/erratic reimbursements may be experienced for retirees who are re-employed.

ASHI assumes that your banking information has been supplied to the UN Joint Staff pension Fund and is already available. Receipt of bank account information is essential.

### Important reminders for current Medicare retirees

- Submit your banking information to the UN if you have not yet done so
- Ensure correct bank account numbers
- Ensure correct routing information of your bank
- Provide voided cheque if possible
- Provide updated banking information if there are changes
- Provide updated mailing address to UN

(Banking information or addresses provided to UNJSPF are not shared with the UN so you must inform both offices.)

### Medicare

US-based retirees and their spouses must enroll in Medicare Part B at age 65. If enrolled in Aetna, Empire Blue Cross or HIP, enroll in Medicare B only.

**DO NOT enroll in Medicare D for prescription drugs.** The UN's plans provide just as good or better coverage. **Ignore advertisements and media hype about Medicare D as well as offers for Medicare Advantage plans.**

## MEDICARE B

### Existing Participants

Submit cost information from Medicare during the fourth quarter of the current year for the following year, **only** if your premium is not the standard amount. Submit once a year thereafter, unless there are adjustments midyear.

### New Medicare Enrollees

Enroll if you have legally resided in the U.S. for the past 5 years. U.S. citizenship and Social Security (SS) benefits are not required to enroll. Enroll at any SS office before you turn 65. Claims adjudication will assume you have Medicare B even if you do not enroll.

## 2016-2017 PLAN YEAR

### Overview of the past plan year

Plans' experience has been generally favorable. Expenses increased, but at a lower rate than in prior years.

### Positive impact to projected requirements for the new plan year beginning 1 July 2016

Aetna was the exception, with a 4% increase in medical expenses and a 16% increase in pharmacy expenses. Projected increases in requirements for the new plan year have been

about 12.62% following relative stability over the past two years.

### Premiums for 1 July 2016 – 30 June 2017

- Empire Blue Cross 1.50 % increase
- HIP 1.80 % increase
- Cigna dental no change
- UN Worldwide 0.60% increase (*formerly known as Vanbreda*)

### Insurance Renewal 2015

- Aetna premiums will increase by only 4.65%
- No premium holiday declared for 2016-2017
- Benefit changes effective 1 July 2016
- Branded prescription drugs co-insurance will increase to 25% with a maximum of \$30 per 30-day prescription
- Generics remain at 20% up to a maximum of \$20
- Emergency room co-pay will increase from \$50 to \$75 but will be waived if it results in an admission (Aligns with co-pay/co-insurance under the Empire Blue Cross plan)
- Annual out-of-pocket maximum will increase from \$1,250 to \$1,500 per person or from \$3,750 to \$4,500 per family when using out-of-network providers in the U.S.
- Out-of-pocket maximum must be met before the plan will reimburse at a higher percentage
- Deductible remains \$250 per person/\$750 per family

### How to minimize the impact of the benefit changes

- Use of generic drugs whenever possible
- Greater use of urgent care facilities for non-serious medical issues (MedRite Urgent Care; City MD)
- Use of in-network providers

### Insurance benefits

- **Telemedicine** under the Aetna and Empire Blue Cross plans
- **Teladoc** (Aetna) effective 1 July 2016
- **LiveHealth Online** (Empire) currently available
- Live video consultations with a US-based certified doctor 24/7 using smartphone, tablet or computer to discuss non-emergency health issues from home, work or wherever one may be with internet access
- Pay same \$15 co-pay for primary care provider

- Sign up for these services by going to Aetna or Empire's websites

### Insurance benefits

**ActiveHealth** benefits included in the Aetna and Empire Blue Cross Plans:

- **Nurse Care Programme** for management of chronic conditions (Access to U.S. registered nurses)
- Personal health coach (Access to U.S. registered nurses)
- One-on-one education and support (Regular calls arranged at your convenience and/or information by mail for 40 chronic conditions including hypertension, diabetes, asthma, COPD, osteoporosis, chronic hepatitis B or C, Crohn's disease, migraines, and cancer.)
- **24 hour informed health line** (800-556-1555)

### UN ASHI programme

ASHI plans are the same ones you had as an active staff member. Plan changes for ASHI participants are allowed once every two years in the U.S.

Enroll in one of the U.S. plans if you seek care in the U.S.

ASHI is a self-insured programme. Member behaviour/choices influence premiums; insurance companies have no incentive to deny coverage; Carriers are paid fees of 3% to 4% of plan cost to cover administrative services, provider networks and expert services.

### Cost Containment

All plan participants are responsible for using benefits wisely through such means as: use of in-network providers; researching and understanding costs prior to treatments; considering alternative treatment facilities (stand-alone facilities vs hospitals; and urgent care centers vs emergency rooms); securing prior approval when required; use of generic drugs whenever possible; and comparing cost of mail order drugs to retail drugs.

### REMINDER

#### Re-employment at the UN

Eligibility to ASHI ceases when a former staff member re-enters UNJSPF as a participant following re-employment. You must re-enroll and contribute as an active staff member. Upon separation, you must re-enroll to activate an ASHI plan. There is no automatic reinstatement.

**UN Health and Life Insurance website: [WWW.UN.ORG/INSURANCE](http://WWW.UN.ORG/INSURANCE)**

Visit our website on a regular basis for information

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# United Nations Joint Staff Pension Fund

ADDRESS BY **SERGIO B. ARVIZU, CEO**

Good afternoon.

First I would like to thank Ms. Linda Saputelli, President of AFICS/NY, as well as the other officers of the Association, for their kind invitation to participate in this year's AFICS/NY General Assembly. As is customary, I will provide an overview of the Fund's key statistics and initiatives. However, this time I will make it very short to allow time for questions and answers.

The Fund continues to grow. The number of beneficiaries receiving a periodic benefit is close to 72,000. This represents an increase of 50% since 2000. The number of participants is close to 122,000 representing an increase of 65% since 2000. It is atypical for a maturing pension fund to continue to grow at this significant rate, especially considering that the Fund is already 67 years old.

The Fund has also seen growth in documents received, reviewed, scanned and indexed. It is now scanning 1.3 million pages annually. This represents an increase of more than 100% since 2000. Operational complexity has also steadily increased. The Fund now has 302 separation provisions, compared to only 65 in 1971. This is a five-fold increase. There has also been a six-fold increase in the number of provisions in the pension adjustment system (which regulates the two-track system and the cost of living adjustment.)

In terms of our beneficiaries, the number of beneficiaries who are 90 years old or older has grown six times since 2000. We also observe increasing geographical dispersion of where beneficiaries reside. Naturally, all of these increases translate into more transactional volume and more operational complexity.

In terms of the Fund's finances, I am happy to report that the Fund continues to be in a great situation. The amount required to make the Fund's benefit payments is large, in the order of 2.4 billion dollars. The Fund's contributions are 2.3 billion dollars. The relatively small gap is covered by investment income. Even though the gap is small it is important to note that the Fund is maturing and that it began utilizing investment income to cover this gap in 1994.

The Fund's assets are over 52 billion dollars and, according to the last actuarial results, the principal of the Fund will not be required, in the next 50 years, to fund the gap of

contributions and payments, assuming that the investment return objective (3.5% real) is achieved.

The last ALM study also confirms the financial strength of the Fund since it concludes that the funding ratio is likely to improve. Again, this will be achieved considering that a set of assumptions is met. The most important assumption is achieving the 3.5% real investment return objective.

Regarding the Fund's budget, I am happy to report that the Pension Board and General Assembly approved 14 new posts for the Fund secretariat. However, it is important to note that the Fund had requested 24 posts, and that in the last three biennia the Fund had requested 46 new posts and received only eight from the GA. Therefore, understaffing is a concern.

Regarding main initiatives, as you know, the Fund implemented last year in the month of August its new Integrated Pension Administration System (IPAS). This represents the culmination of a long effort that started in 2008 with an assessment of the Fund's operational and IT environment. That assessment pointed out that the Fund's processes were fragmented. There were hundreds of separate tasks. Naturally, this operational environment represented a high degree of risk. The systems were not fully documented and were based on an old technology. Also, the system designers and programmers of the legacy system were already retiring and key institutional knowledge was lost. Additionally, there were numerous systems connecting with each other in a web of more than 40 internal interfaces. All of this translated into key vulnerabilities and risks.

Finally, the infrastructure was expensive to maintain and becoming obsolete. Again, this added to the inflexibility, cost and risk of the overall IT and operational environment.

A detailed plan was developed by the Fund to eliminate the risks and vulnerabilities. This plan was presented to and approved by the Pension Board. The implementation of the new target operating model and new system faced considerable challenges as the Fund's plan design is arguably one of the most, if not the most, complex plan in the world with 665 embedded calculations.

During the implementation of the new operational and IT environment, the number one priority was, of course, the

pension benefit payroll. The Pension Board, in 2014, reiterated that all necessary measures be taken to ensure a smooth implementation of the pension payroll.

After very hard work and thorough testing, including a few months of parallel testing, the system went live in August 2015. The pension payroll was implemented with 100% efficacy. **Since the implementation of the new system 657,000 payroll payments (in 15 currencies) have been paid accurately and on time to 73,000 retirees and beneficiaries residing in 190 countries.**

Regarding new benefits, as expected in a new system implementation of this scale and complexity, the process started slowly. The objective was to reach stability at the same processing rate as under the legacy system in around 12 months (normally it takes 18-24 months.) However, due to hard work and dedication of the Fund's staff, the system quickly achieved and surpassed the processing rates observed in 2014 under the legacy system.

The system is currently operating at significantly higher operating rates than longer term averages under the legacy system. There has been some concern for the delays in the payment of new benefits. The Fund deeply regrets the inconvenience and hardship that the delays have caused to the beneficiaries of the Fund. For this reason, the Fund has been devoting all of its resources to speeding up the processing of new pensions and addressing the so called "backlog."

The Fund met with its member organizations to look at the number of cases that had all separation documents and were ready for review and processing. As you might have read, we met with the UN Department of Management and agreed to process in the next three months, the Fund's *entire caseload*, consisting of **all** actionable cases received by the Fund as of 1 March, while at the same time continuing to address incoming new cases. At the end of April two thirds of this caseload had been processed. It is estimated that the remaining third will be completed by the end of this month.

Similar excellent progress is also being observed in the processing of the cases from the specialized agencies. However, it is important to recognize that there is now a "surge" of new cases due to the downsizing of peace-keeping missions and also due to the member organizations' efforts to clear their own pending cases residing in HR and payroll areas. They are sending separation documentation to the Fund faster since there had been concern that in some cases it took three to six months to send the documentation to the Fund.

This effort and the added number of separations represent an extraordinary high volume of Separations. The system is working well, at higher processing rates than before.

However, additional actions are required to adequately deal with this surge in volume (60% higher from UN entities.) Therefore, the Fund is coordinating with UN and member organizations' additional actions. These include the creation of a Task Force, which assigns UNJSPF staff from back office functions to core case management activities. This will be reinforced with additional temporary resources.

Additionally, the Fund has introduced a case tracking database that serves as a communication, monitoring and tracking tool (used by the Fund and participating organizations.)

The Fund met with the representatives of the HR Network in March. At the meeting, the organizations agreed to take the following actions:

- Each participating organization will nominate a pension focal point.
- Re-introduction of pre-retirement briefings.
- Better training for HR officers, allowing a significant share of basic questions to be answered by HR functions rather than by the Fund itself. HR offices are also to ensure that the documentation and information sent to the Fund is complete and accurate (to avoid delays when the Fund has to stop processing a case to ask for clarifications or corrections.)
- Monthly (virtual and in situ) meetings will be held between the UNJSPF (both New York and Geneva offices) and nominated focal points.

More importantly, the Fund, together with the member organizations, will review jointly, the end-to-end process (from separation to payment) to understand bottlenecks and/or inefficiencies and introduce harmonized measures to sustainably accelerate and better coordinate the shared end-to-end process.

In summary, the new system has repaired key vulnerabilities of the old operational environment, and has eliminated or minimized the risks posed by the old system. It was seamlessly introduced to the 73,000 beneficiaries receiving a periodic benefit. It has achieved additional efficiencies in processing new benefits (clearing by end of May the entire actionable caseload as of 1 March) and is flexible enough to allow for fast capacity increases (by redeploying resources) to cope with unexpected surges in volume. However, additional staff resources are required to reinforce operations, finance and client services.

The Fund is also in a very good financial situation, since its long term projections show considerable strength.

# Presentation of the Status of the UNJSPF's Investments

by Carol Boyken  
 Representative of the S-G, Investment Management Division

Ms. Boykin began with a Summary of the UNJSPF's Investments, making the following points:

- The 2015–early 2016 period has been a period of higher than normal market volatility. We expect this to continue on a near-term basis.
- Broad diversification across markets and asset classes has dampened the overall impact of this volatility on the Fund.
- The Investment Management Division is focused on the long-term and believes that the Fund is well positioned relative to its objectives.
- The approach is relatively conservative and traditional.

The Strategic Asset Allocation (SAA) Policy prior to 31 July 2015 is as follows:

Asset Class	Minimum	SAA target	Maximum
Global Equities	50%	60%	70%
Real Assets	3%	6%	9%
Alternative Investments	n.a.	n.a.	n.a.
Global Fixed Income	24%	31%	38%
Cash & Short-term	0%	3%	6%
Total		100%	

SSA Target Changes are as follows:

Asset Class	Old SAA Target	New SAA target
Global Equities	60%	58%
Real Assets	6%	9%
Alternative Investments	n.a.	5%
Global Fixed Income	31%	26.5%
Cash & Short-term	3%	1.5%
Total	100%	100%

The result is capital preservation in a challenging period:

- \$52,114,474,151 as of 31 December 2016
- \$52,519,785,795 as of 18 May 2016
- +0.75% year-to-date

This conservative approach, emphasizing capital preservation has led to a strong funded status of 91%. The benefit is secure.

*Editor's note: For graphic presentations of UNJSPF Market Value of Assets (31 December 1990–30 December 2015), UNJSPF returns through 31 March 2016, Market Value of UNJSPF Asset Allocation Policy as of 31 March 2016, as well as latest developments, visit the UNJSPF website: <http://unjspf.org>*

## UPDATE, FOLLOWING 2016 MEETING OF THE UNJSPB

# United Nations Joint Staff Pension Board Communiqué from the United Nations Joint Staff Pension Board\*

*At the conclusion of the 63rd UN Joint Staff Pension Board meeting that took place at IAEA Headquarters in Vienna, Austria from 14 – 22 July, following seven days of presentations, considerations and debates, the Board drafted the following statement for immediate release:*

Vienna, Austria, 22 July 2016—The United Nations Joint Staff Pension Fund is in a sound financial position and has a positive actuarial status as confirmed by the Consulting Actuary and Committee of Actuaries. As at 21 July 2016 the assets of the Fund were valued at US\$54.2 billion. The members of the Board want to reassure the participants, the retirees and the beneficiaries that the Fund is able to meet its pension and benefit payment obligations over the long term.

The Fund's investments adhere to the criteria of Safety, Liquidity, Convertibility, and Profitability as established by the UN General Assembly, and the long-term rate of return investment objective of the Fund is 3.5%. This criteria and rate ensure that the Fund is invested conservatively.

The Board recognized the adverse impact that the delayed payment of pension benefits is having on some new retirees. Aware of the multiple causes for these delays, the Board addressed the responsibility of the Fund, and supported measures introduced by the Fund to improve caseload processing and welcomed initiatives to strengthen client services and communications. The Board also took extraordinary

measures, approving additional temporary resources and accepting that the Fund look into making provisional payments. The Board will continue to provide support to the management of the Fund and will inform stakeholders of developments as these delays are resolved.

The Board welcomed the establishment of the Fund's own financial rules along with the updated investment policy (which includes strategic asset allocation). In addition, the Board considered a range of matters related to the Fund's administration, investments, and oversight.

The Board recognizes and supports the efforts and dedication of the Fund's management and staff who fulfil, on a daily basis, a complex mandate, serving over 126,000 participants and some 71,000 retirees and beneficiaries.

The Board is confident that the Fund is safe and that the Fund's future is secure. The Board will meet again in July 2017.

*\* The United Nations Joint Staff Pension Board administers the Fund and is composed of three constituent groups representing Participants, Governing Bodies and the Executive Heads with participation of representatives of the Federation of Associations of Former International Civil Servants and observers. There are numerous checks and balances built into the governance of the Fund, including audits by internal and external auditors and the Board's Audit Committee.*

<b>MEMBERS OF THE AFICS/NY GOVERNING BOARD</b> Results of 2016 Election Announced at Annual Assembly	<b>ELECTIONS OF GOVERNING BOARD BUREAU</b>
<p>Governing Board and Nominating Committee member, Dr. Sudershan Narula, announced the results of the annual election of members. Based on the 775 valid ballots received, the following were elected (listed alphabetically) for a period of three years:</p> <p>Mary Ann (Mac) Chiulli *Frank Eppert *Anthony J. Fouracre Dr. Agnes Pasquier *Warren Sach *Christine Smith-Lemarchand</p> <p>*Denotes re-election or previous service on the Governing Board</p>	<p>At its meeting on 9 August, members of the AFICS/NY Governing Board unanimously elected the following officers as its Bureau.</p> <p><b>President:</b> John Dietz <b>Vice Presidents:</b> Deborah Landey and Jayantilal Karia <b>Secretary:</b> Marianne Brzak-Metzler <b>Deputy Secretary:</b> Demetrios Argyriades <b>Treasurer:</b> Angel Silva</p> <p>The Board then thanked Linda Saputelli for her extended service as President of AFICS/NY and agreed that she would now become an Honorary Member of its Governing Board. At the same time, Ms. Saputelli remains President of FAFICS, having been re-elected at its July 2016 meeting.</p>

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# COMMITTEE REPORTS

## SOCIAL COMMITTEE

Following the AFICS/NY Annual Assembly a reception was held on the evening of 19 May 2016 at Piccolo Fiore restaurant. Wonderful appetizers were served and wine was flowing, enjoyed by all.

On 8 June 2016 many AFICS members and their guests boarded the Bateaux, once again anticipating a cruise similar to the one we enjoyed in October 2013. Despite the last minute time change calling for departure an hour earlier than originally announced, everyone made it on board in time. Although we did have some rain drops falling we made the best of it and managed to have a good time.

**Barbara Linardo, Chairperson**

## COMMITTEE ON AGEING

### ESTATE PLANNING PRESENTATION

Estate Planning is something a great many members of AFICS/NY and their guests care about, as shown by the large crowd that filled Conference Room 11 for the presentation on the subject organized by the Committee on Ageing Co-Chairs, Barbara Burns and Christine Smith Lemarchand, on 11 April 2016 as part of the Committee's "Aging Smart" series. All listened attentively as Attorney Ronald Fatoullah clearly explained why it was indeed smart for everyone to have a long-term Elder Plan in place to preserve their assets for the benefit of others, reduce estate taxes, protect personal autonomy, and maintain financial independence.

The presenter, founder and managing director of Ronald Fatoullah and Associates and a leading practitioner in the field of elder law, has devoted his career to helping others to understand the legal and financial challenges of aging, contributing articles to the *New York Times* and the *Wall Street Journal* and serving on the Executive Council of AARP. He has been named one of New York's "Best Lawyers" for 2015 in the fields of elder law and trusts & estates and his presentation was enlivened with true-life examples of situations encountered during his some 30 years of experience.

Mr. Fatoullah began by outlining the importance of having five essential documents in place:

#### 1. LAST WILL AND TESTAMENT

This enables you to set down your wishes with regard to your estate, giving to (or bypassing) whomever you choose, with **assurance that your designations will be honoured**. No Federal tax is due on estates of \$5,450,000 or less. In New York State (NYS), as of 1 April 2016, no inheritance tax has to be paid on estates valued at \$4,187,500 or less, though that number is likely to change. If there is no Will, NYS law mandates that \$50,000 or one third of your estate will go to your surviving spouse and the balance divided, with ½ going to your spouse and ½ shared equally among your surviving children. Should your spouse pre-decease you, resources will be equally distributed among surviving children. When neither a spouse nor children survive you but your parents do, they will be the beneficiaries. (Common law marriages are not recognized by NYS.) As circumstances often change, a Will should be reviewed every five years.

Preparing a Will allows you to plan for any number of situations. For example, you would probably not want to leave a lot of money to an elderly parent on Medicaid, rendering him/her no longer eligible for those benefits. Financial situations of your beneficiaries may vary to such an extent that you would want them to inherit different amounts. Any spendthrifts among them? If so, you might choose to have that person receive inherited amounts periodically instead of all at once, which could be accomplished by setting up a trust within the Will. All this is under your control.

#### 2. LIVING WILL

This document makes it possible for you to clearly state your health care wishes, typically, at what point you would no longer wish your life sustained through artificial means. The choice of when to "pull the plug" is up to you, as long as your choice is legal. You could even choose to have your body cryogenically frozen! But in NYS choosing to have someone help you die or enabling you to put yourself to death is not an option as there is no aid in dying bill.

#### 3. HEALTH CARE PROXY

This names the person you designate to make **decisions about your health care** when you are no longer able to do so. These decisions may include issues relating to medications,

therapy or change of treating physicians. But under NYS law, unless your agent knows your wishes about artificial nutrition and hydration, he/she will not have the authority to make decisions about these measures. The Health Care Proxy form you need to fill out may be found online at the NYS Department of Health Website. One person is appointed and the form needs to be signed in the presence of two witnesses. The person you designate should not be anyone in a position to benefit from your death. You do not need a lawyer to prepare a Health Care Proxy.

#### 4. POWER OF ATTORNEY

A lawyer should draft this form, which gives the person or persons you name, (the agent) the power to act with regard to **financial and personal matters** when you (the principal) cannot manage them yourself. Those you choose must be persons you trust as they will have the power to spend or invest your money. For all powers of attorney executed on or after 1 September 2009, the power of attorney must be signed, dated and duly acknowledged, not only by the principal but by the agent. It is essential that an elder law attorney draft the power of attorney for a senior to ensure that all estate and Medicaid planning provisions are added to the document.

#### 5. LIVING TRUST

To protect your assets while you are alive, you may need a Revocable or Irrevocable Trust. A Revocable Living Trust, the most common, is an agreement between an individual (settlor—you) and a trustee whereby the trustee holds assets for the benefit of the settlor. The trust is funded by the settlor. Hence, title of some or all of the settlor's assets must be transferred into the trust. The settlor may maintain control of the trust assets by naming him/herself as trustee during his/her lifetime and maintenance of capacity to make decisions and act. Thereafter, a successor trustee (usually one of the settlor's children) may be appointed to assume these responsibilities in relation to the trust. A Medicaid Assets trust, protecting those benefits, is one of the trusts most often established. Setting one up will require a professional elder attorney familiar with the ever-changing rule and regulations.

In the ensuing Q & A session, Mr. Fatoullah spoke about NYS laws pertaining to how

much U.S. citizens and those who are citizens of other countries are permitted to inherit, noting that amounts vary widely not only by other countries but by U.S. States. (See chart below.)

Also worth serious consideration is whether or not to buy long-term care insurance, given its high cost and the increased premiums and reduced pay-outs that may occur during a policy's lifetime.

Finally, as noted above, you may wish to make arrangements that will protect your assets to the maximum extent possible while enabling family members relying on Medicaid to continue to receive its benefits – a very complex endeavour as Medicaid eligibility rules and regulations as well as elder law planning concepts in general are constantly changing.

Those wishing further details, including on estate planning and NYS Medicaid Law are invited to contact Ronald Fatoullah & Associates at any of the following offices:

*Manhattan:* 7 Penn Plaza, New York, NY 10001, Suite 1602  
(Tel.: 212-751-7600)

*Brooklyn:* 1861 86<sup>th</sup> Street, Brooklyn, NY 11214  
(Tel.: 718-621-5300)

*Queens:* 100-15 Queens Blvd., Suite 1, Forest Hills, NY 11375 (Tel.: 718-261-1700)

*Great Neck:* 60 Cutter Mill Road, Suite 507, Great Neck, NY (Tel.: 515-466-4422)

*Cedarhurst:* Central Avenue, Cedarhurst, NY 11516 (Tel.: 516-466-3300)

ESTATE AND GIFT TAX IMPLICATIONS FOR NON-U.S. CITIZENS		
ESTATE TAX IMPLICATIONS	To US Citizen	To Resident or Non-Resident Alien
<b>From Citizen or Resident Alien</b>	<u>Spouse:</u> Unlimited marital deduction <u>Non-Spouse:</u> Applicable exclusion - \$5,450,000	<u>Spouse:</u> Applicable exclusion – \$5,450,000* <u>Non-Spouse:</u> Applicable exclusion - \$5,450,000
<b>From Non-Resident Alien (U.S. property)</b>	<u>Spouse:</u> Unlimited marital deduction <u>Non-Spouse:</u> Applicable exclusion - \$60,000	<u>Spouse:</u> Applicable exclusion - \$60,000* <u>Non-Spouse:</u> Applicable exclusion - \$60,000
GIFT TAX IMPLICATIONS	To US Citizen	To Resident or Non-Resident Alien
<b>From Citizen or Resident Alien</b>	<u>Spouse:</u> Unlimited marital deduction <u>Non-Spouse:</u> Annual exclusion - \$14,000 Lifetime exclusion - \$5,450,000	<u>Spouse:</u> Annual exclusion - \$148,000 Lifetime exclusion - \$5,450,000 <u>Non-Spouse:</u> Annual exclusion - \$14,000 Lifetime exclusion - \$5,450,000
<b>From Non-Resident Alien (U.S. property)</b>	<u>Spouse:</u> Unlimited marital deduction <u>Non-Spouse:</u> Annual exclusion - \$14,000 Lifetime exclusion – N/A	<u>Spouse:</u> Annual exclusion - \$148,000 Lifetime exclusion – N/A <u>Non-Spouse:</u> Annual exclusion - \$14,000 Lifetime exclusion – N/A

\*Consider a Qualified Domestic Trust in order to be eligible for the unlimited marital deduction.

# WORLDWIDE REUNIONS



## Florida Chapter of AFICS/NY

### REPORT OF 23 APRIL 2016 MEETING

The Florida Chapter of AFICS/NY held its first meeting of 2016 on 23 April, 2016. Twenty-one members attended this reunion at the THAI THANI restaurant, where we hold at least one meeting per year as this venue has been acclaimed as one of their favourites by all members.

Madan was there to welcome everyone and opened the meeting by congratulating everyone on the 70th Anniversary of the UN, celebrated in 2015. The main agenda was "Socializing and exchange of experience re. Pensions and Health Care."

All appeared satisfied with the services of both the UN Joint Staff Pension Fund (UNJSPF) and our After Service Health Insurance (ASHI). Everyone was reminded to read the respective reports of UNJSPF and ASHI that periodically appear on their respective websites

We received reports of the travels undertaken by some members:

Brian Mullady, having travelled to Viet Nam and Cambodia last year, completed his tour of South East Asia in February and March 2016, with a 45-day trip through Malaysia, Thailand, Laos and Myanmar. Additionally, he and his wife, Ursula, travelled the Danube from Budapest to Nuremberg, Ursula's hometown, last September.

Joan and Omawale advised that in early April they took a one-week cruise around Cuba. The ship left from Montego Bay, Jamaica and docked at Santiago, Havana, Maria La Gorda and Cienfuegos before returning to its point of departure. The visit was enriched by lectures on the history, culture and politics of Cuba. They also enjoyed many dazzling cultural displays and visits to museums and famous sites on the island.

Joan still works for a New York-based not-for-profit, so Walé, who is retired, does most of the family's charity work. In Solivita he volunteers as a lighting crew member of the Solivita Performing Arts Council and also volunteers to provide audio visual support for the community's Lifestyles Department and many of its clubs. Outside of

the community he is a Board member of the Rotary Club of Poinciana, through which he is involved in several area projects, including support for the Boys' and Girls' Clubs and various anti-hunger interventions. As Vice-President of the Queen's College (Guyana) Alumni Association of Central Florida, he spearheads an annual golf tournament in Solivita to raise funds in support of his former high school.

Venessa, the daughter of Bert and Elaine Goddard, told us about The Central Florida Speech and Hearing Center (CFSHC), which provides services ensuring that every patient receives the highest of quality care. Her report was as follows:

*Speech, language and hearing are at the heart of our ability to learn, succeed and interact with others, and communication skills are the building blocks of achievement in life. This year, with the help of the people in our community, the Center raised \$60,000 in charitable donations. This will strengthen their efforts to help others with speech and hearing disabilities. The Fashion Show is one of the main charity events that the Center holds annually. Participants include some women and children who dedicate themselves to the Center every year. My mom and I felt honoured to participate in such a humanitarian event.*

Venessa was collecting donations for this worthy cause and members were generous enough to open their purses. The Florida Chapter of AFICS/NY extends love and gratitude for their support. (For more information about CFSHC, visit [www.cfshc.org](http://www.cfshc.org)).

Everyone present at the meeting loudly applauded Venessa, who spoke very well and has been doing a lot for the community, even at her young age.

### MEMBERSHIP

Word of the existence of the Florida Chapter of AFICS/NY is gradually spreading and we are receiving more new members; they are subscribing to AFICS/NY, which qualifies them to attend Florida Chapter meetings without having to pay for any additional membership.

Everyone enjoyed the usual THAI delicacies and said goodbye until 23 July, 2016, when we will have our next meeting, at an Indian restaurant.

## REPORT OF 23 JULY 2016 MEETING



The second 2016 meeting of the Florida Chapter of AFICS/NY was held on 23 July at the famous Indian CHUTNEY'S restaurant, with 18 members attending. This was our first meeting at this venue, which turned out to be

a WOW experience with regard to the variety and quality of the food.

The highlight of the program was the attendance of Dr. Mukunda Rao and his wife, Dr. Vijaya Roa, both over 80 years of age, who had driven all the way from Tampa. This was their maiden visit to a meeting of the Florida Chapter of AFICS/NY and we were all overjoyed to have them in the family; we all took a chance to introduce ourselves and learn about their varied experiences within and outside the UN.

Since Dr. Vijaya Rao is an expert in conducting Yoga and Meditation seminars/workshops, we have requested her to enlighten us at our next meeting on 22 October, 2016 at 12.00pm.

The main agenda of the 23 July meeting was "Socializing and experience exchange re Pension and Health Care." It appears that everyone is satisfied with the services of the Pension Fund, as well as with ASHI. Everyone was reminded to read the reports at their respective websites periodically.

## BOOK REVIEWS

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### AFICS/NY MEMBER WINS AWARD: BEST BOOK IN HUMAN RIGHTS SCHOLARSHIP

*Fulfilling Social and Economic Rights*, published by Oxford University Press, New York in 2015, has been chosen to receive the American Political Science Association (APSA) Section's Award for Best Book in Human Rights Scholarship. The book was written by AFICS/NY member Sakiko Fukuda-Parr, Professor, Graduate Program in International Affairs, The New School, New York, in collaboration with fellow economists and professors T. Lawson-Remer of the New School and Susan Randolph of the University of Connecticut.

In congratulating Ms. Fukuda-Parr and her colleagues for their outstanding work, Richard P. Hiskes, President of APSA Section 36, Human Rights. Professor Emeritus, University of Connecticut, and Associate Editor, Journal of



Human Rights wrote as follows, "This award considers all books written in English in the field of human rights, and the selection committee chooses the awardee from a large and international pool of books, usually numbering up to 50 titles. The competition for the award is therefore very stiff, and you should be duly proud to have your book selected from a very impressive list."

Before retiring from the UN system, Ms. Fukuda-Parr was with UNDP, for several years as head of the office responsible for issuing the yearly *Human Development Report*, recognized as a major development tool worldwide.

**MLH**

## AFICS/NY LIBRARY ADDS NEW WORKS BY UN AUTHORS

### *FROM SHANGHAI TO THE UNITED NATIONS* An International Civil Servant's Eventful Journey

By Jack Chieh-Sheng Ling

Published by I Plus Books, ([www.1plusbooks.com](http://www.1plusbooks.com)), San Francisco, California. 2016

ISBN: 978-0-9972770-5

Also available from Kindle Direct Publishing <[kdp-no-reply@amazon.com](mailto:kdp-no-reply@amazon.com)> for \$2.99; and in Chinese, published by Commercial Press, the oldest publisher of educational material in China, where it is sold at CP's Beijing store.

Born in a bourgeois family in Shanghai in 1930, Jack Chieh-Sheng Ling grew up in the city's French concession. In 1949, with the raging civil war interrupting his studies, he moved to Hong Kong where he met his future wife and secured the opportunity to join the United Nations. He then embarked upon a 30+ year UN career that included organizing various public information activities to promote UNICEF and as a highly-ranked member of the WHO directorate. After retiring from the UN, Jack Ling became a Professor at Tulane University, where, with other international organizations, he played a leading role in efforts to overcome iodine deficiency. He also remained active as a UN consultant for many years.



Founded right after WWII, in 1946, UNICEF contributed substantially to the humanitarian needs of the post-WWII international community, which led to its becoming one of the first UN organizations to with the Nobel Prize, in 1965.

Through intensive field work, Mr. Ling recounts how he won donations from Japanese enterprises that had recovered from the war but still lacked self-confidence. Readers will also enjoy Mr. Ling's lively recollections of working with several UNICEF Administrators over his years of advocacy for UNICEF's programs, including collaborating with UNICEF Celebrity Ambassadors Danny Kaye, Marlon Brando and Liv Ullmann, as well as sports stars U.S. boxing great, Mohamed Ali and soccer icon Pele of Brazil.

*Mr. Ling has kindly donated a copy of his memoirs to the AFICS/NY Library.*

**MLH**

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### *FROM THE GARDEN TO THE GLASS HOUSE;* An Undiplomatic Look at the United Nations

By Dr. Abdel-kader Abbadi

Review by Trish Anderston

*Overseas Press Club (OPC) of America Bulletin*  
February 2016

ISBN: 978-0-9972770-5

A member of the Overseas Press Club of America and of AFICS/NY, Abdel-kader Abbadi was born in a small village in Morocco in the 1930s, in a house without running water or electricity. By the time he retired in 1997, he held the office of Director of the African Division in the Department of Political and Security Council Affairs at the United Nations.

In *From the Garden to the Glass House: An Undiplomatic Look at the United Nations*, published in January 2016, Abbadi shares his remarkable journey from the village to the United States on a Fulbright Fellowship, through his many years at the UN.

Abbadi offers insights into the world organization and its leaders: Boutros Boutros-Ghali, for example, was a man “of

great intellectual ability and enormous diplomatic experience,” but he offended the UN bureaucracy and faced a distrustful staff. Kofi Annan, while charming and well-liked, was hampered by his lack of political and diplomatic experience and “did not show leadership” during his decade at the helm.

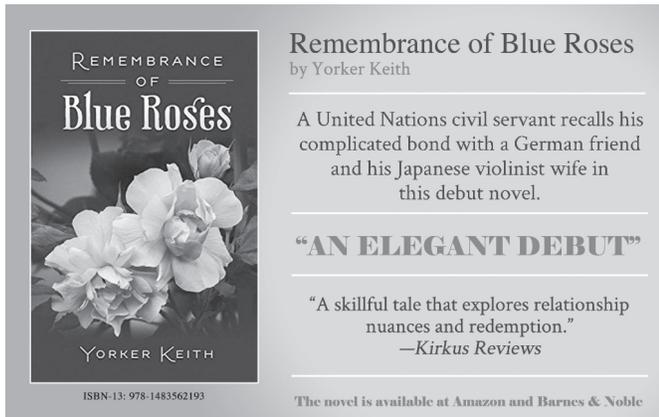
Ban Ki-moon, Abbadi writes, has “demonstrated that he could face the vast problems of the United Nations while remaining a calm, respectful and dignified diplomat.” Still, he has “tackled many issues without, so far, being able to resolve them completely.”

Abbadi also offers his thoughts on reforms to make the UN more effective, from reorganizing the Security Council to making internal hiring and promotion more democratic. He recommends the organization shift resources from peacekeeping – “the expensive correction of problems that have grown out of control” – to preventing conflicts through diplomacy. He also advocates for a stronger role for the UN Secretary-General, a position he says is currently “a mere figurehead, with no real power.”

While he is critical of the institution, Abbadi notes that in the “relatively short period of its history, it has achieved much.” With changes, he argues, it could achieve more.

## REMEMBRANCE OF BLUE ROSES

By Yorker Keith



The primary motif of this novel, written by Yorker Keith, a life member of AFICS/NY, is friendship/love among three friends. Its secondary motif is the idealism of the international civil servants at the United Nations that keeps them at the UN in spite of their disappointment with its reality.

The novel has been praised in the 1 June 2016 issue of Kirkus Reviews Magazine. (For the full review, visit: <http://www.kirkusreviews.com/book-reviews/yorker-keith/remembrance-of-blue-roses/> )

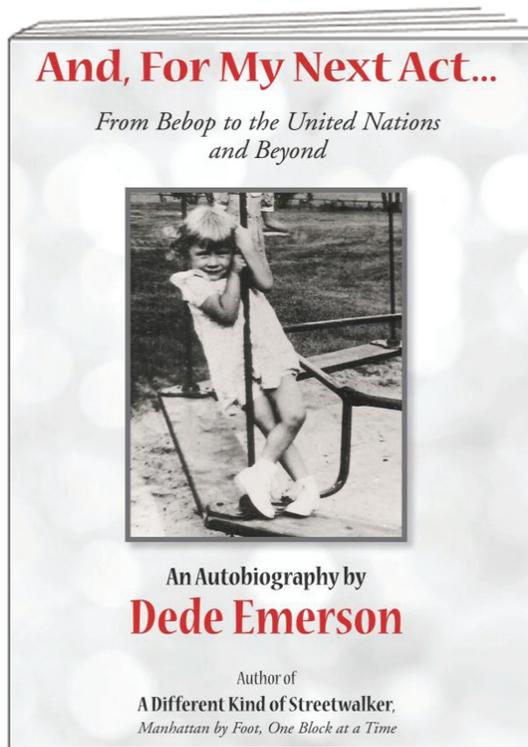
It is available in both softcover and eBook editions from major online retailers such as Amazon and Barnes & Noble. Clicking on the following links will enable you to read some sample chapters:

[http://www.amazon.com/Remembrance-Blue-Roses-Yorker-Keith/dp/1483562190/ref=sr\\_1\\_1?ie=UTF8&qid=1463877563&sr=8-1&keywords=yorker+keith](http://www.amazon.com/Remembrance-Blue-Roses-Yorker-Keith/dp/1483562190/ref=sr_1_1?ie=UTF8&qid=1463877563&sr=8-1&keywords=yorker+keith)

<http://www.barnesandnoble.com/w/remembrance-of-blue-roses-yorker-keith/1123044793?ean=9781483562193>

Mr. Keith has kindly donated two copies of the softcover edition to AFICS/NY, which we are adding to our library.

*I am Pleased to Announce the Publication of*



\*available at Amazon.com

Writing this book over the past 3 ½ years was a very gratifying experience. Through my research using the many diaries, letter, photographs and scrapbooks I kept, I was able to reconnect with the most important events and people in my life. All became the inspiration for this book.

### **About the Author**

**Dede Emerson** retired from a 30-year career with the United Nations in 1993. She was an Economic Development Officer who went on over 60 missions for the UN, as well as serving in their offices overseas. Prior to her UN career, she performed professionally as a modern jazz pianist in the New York City area. In retirement, Dede walked all the streets of Manhattan resulting in the publication of her first book “*A Different Kind of Streetwalker.*” Besides being a published author, she enjoyed being a tax consultant. She lives in Ossining, New York.



*Editor’s note: Ms. Emerson has donated a copy of her autobiography to the AFICS/NY library.*

## REFRESHMENTS RETURN TO DC-1 AND UN BUILDINGS

**A new coffee bar on the 3rd floor of the DC-1 Building** was opened by the UN Office of Central Support Services (OCSS) in May 2016. It is in service Monday–Friday, from 8:30 am to 3:30 pm, and provides a variety of beverages, from espresso and drip coffee to hot tea, hot chocolate and iced drinks. Prices range from \$1.65 to \$3.70, depending on the content and size of your beverage. In addition to drinks, an assortment of pastries and snacks is available.

This provides a place to obtain refreshments in DC-1 while the building’s main cafeteria continues to undergo major renovation. A further announcement, heralding the re-opening of DC-1’s main cafeteria, will follow in due course. Meanwhile, OCSS apologizes for the continued inconvenience caused by the unavailability of refreshments in DC-1 and thanks us for our understanding and patience.

**The Delegates Dining Room (DDR) lunch service restarted on 13 September 2016 for staff, retirees and delegates, and 3 October 2016 for visitors.** The lunch service is located at the West Terrace (on the same 4th floor as the previous DDR location, but on the city side of the building) and is a pre-fix lunch option. The previous DDR location will be refurbished and used as an events-only space.

The prix-fixe lunch price of \$29.99 will be maintained for UN staff, including UN retirees with a valid UN badge,

and delegates. It will be increased to \$39.99 for external visitors. Guests eating with UN staff, UN retirees and delegates will be charged the same rate as their hosts and this should be reflected on the check. The person paying the bill must hold a valid UN ID. Reservations will now be required to facilitate better service to customers, and can be made online at [www.ddr-reservations.com](http://www.ddr-reservations.com) or via phone (917) 367-3314 Monday through Friday from 9 a.m. to 5 p.m.

**In order to cope with the rising cost of operations, cafeteria prices will increase by 5% starting 1 September 2016.** This will represent the first price increase in UN cafeterias for more than three years.

Through a new “Bring Your Own Mug” programme customers will be rewarded with a 5% discount on their coffee purchase when they bring their own coffee mug. This is aimed to pass on savings as well as promote eco-friendly awareness and reduce waste.

Finally, there is now a new Smoothie program with either yogurt or almond milk at the Lobby Café for those looking for healthy breakfast or snack options.

If you have any questions on the Catering Services, please email Marlina Gotama at [Catering-Services@un.org](mailto:Catering-Services@un.org).

## NORTH LAWN OFF LIMITS UNTIL APRIL 2017

The landscaping of the North Lawn will be completed by the beginning of the 71st Session of the General Assembly, with some minor ground work to be completed by December 2016.

To allow the trees and grass to take root and adjust to the new environment **all delegates, staff and visitors are asked not to enter the North Lawn until April 2017.**

All inquiries should be referred to Mr. Kathy Farbod, Project Architect at 7-8394 of the DM/OCSS. Thank you for your cooperation and we regret any inconvenience this may cause.

**Office of Central Support Services**

### FAFICS COUNCIL MEETS IN VIENNA

The 45<sup>th</sup> Session of the Council of the Federation of Associations of Former International Civil Servants (FAFICS) was held in Vienna in July, 2016. A full report is available on the FAFICS Website. (*Go to FAFICS on the Internet. On left side go to “member services (login required)”*. If you are asked for a user ID and password, type in “fafic-members” and “fafics4m”. On the left side, under FAFICS Council, click on 45<sup>th</sup> (20 – 16 Vienna). President Linda Saputelli was elected for a second term as President of FAFICS, which now has 59 member Associations.



# NEWS

## YOU CAN USE

## Appealing a Medicare Hospital Discharge: The Importance of Knowing Your Rights

By Joanna Leefer, Senior Care Advisor/Advocate

*Appealing a hospital discharge allows the patient more time to be treated in a hospital and offers the family more time to prepare for home care or to find the right rehab facility.*

Monica was admitted to the hospital with pneumonia. After five days, she was considered out of danger and her friends and family drew a sigh of relief. That is until the hospital's social worker informed them that Monica was to be discharged within the next 24 hours. She could either return to her apartment with home health assistance or be admitted to a nursing home rehabilitation facility. If she decides on rehab, her friends and family could suggest up to five rehab facilities where the hospital could apply. This information must be supplied in the next few hours.

This policy might sound shockingly fast for a discharge but it is not unusual. In fact this is the standard protocol for

hospitals. Hospitals are under intense pressure to discharge patients as quickly as possible after they are out of immediate danger. This is due to Medicare's payment policy. Medicare pays hospitals a predetermined fixed amount that is tied to each patient's diagnosis. This practice is called "the prospective payment system." The hospital is paid the same amount no matter how long the patient stays in the hospital, which encourages the facility to discharge patients as quickly as possible.

### WHY TO APPEAL A HOSPITAL DISCHARGE

Too often friends and families are thrown into a quandary on how to proceed. Is the patient really well enough to leave the hospital? Can an apartment be made safe fast enough to accommodate and treat him/her? How can a family

determine the best rehab facility in only a few hours? These are formidable decisions to make in a very short period of time. Fortunately, Medicare offers a safe recourse—any hospitalized patient covered by Medicare can appeal a hospital discharge. An even greater benefit is that the patient can stay in the hospital during the appeal process and continue to be treated at no extra cost.

## WHO REVIEWS A HOSPITAL DISCHARGE

Every state has at least one Medicare Quality Improvement Organization (QIO) that will intervene when a person appeals a hospital discharge. A QIO is a private, usually not-for-profit organization that is staffed by health care professionals who are trained to review medical care and determine if a case has merit. The QIO is paid by the federal government and not affiliated with a hospital or HMO. While the QIO is reviewing the appeal, the patient can remain in the hospital – at no cost – until a decision is made. The good news is, even if the QIO decides that the patient can be discharged safely, the patient will not be responsible for paying the hospital charges (except for applicable coinsurance or deductibles.)

When a patient is first admitted to the hospital he/she is given a written notice titled “An Important Message from Medicare about Your Rights.” The document explains the steps to take to appeal a discharge decision and lists the QIO’s contact information. But be aware that a person must work quickly to get the appeal started. The family must contact the QIO by noon on the first business day after receiving the discharge notice. So be ready.

## HOW TO APPEAL A HOSPITAL DISCHARGE

To implement the appeals process, the family must first inform the discharge planner that they feel the patient is being discharged prematurely and ask to file an appeal. The discharge planner cannot legally release the patient from the hospital until the process is reviewed and a decision handed down.

The family must work quickly; appeals are handled promptly. An appeal can be reviewed within a one-to-two-day time period. So use the time wisely. If you need to research nursing home rehab centers, start making calls and touring facilities. If the patient will be returning home, use this time to prepare the space to be occupied properly. This can mean

hiring home health assistance, rearranging the furniture for any necessary medical equipment, and shopping for enough food and medical supplies for at least a week.

Many families are not aware of this important appeal process. Even though every patient is provided with this information in the hospital, few families are aware of its power. By knowing your rights, you can take charge of these emergency situations. You can make sure all of a patient’s needs are in place for a really safe hospital discharge. And it is on your own terms.

Know someone who can use this information? Pass it on!

**4 July 2016**

### NY SENATE VOTES TO RAISE PENSION TAX EXEMPTION

In Albany, New York’s Senate has passed legislation to increase the exemption of private pensions from state income taxes.

Seniors have been able to claim tax exemptions for the first \$20,000 of pension or retirement income for 35 years. The bill would raise that to \$25,000 for the 2017 tax year, rising in increments to \$40,000 in 2020.

Sen. Hugh Farley, a Schenectady County Republican, says the exemption hasn’t kept up with the cost of living.

Senate Republicans say the adjustments will help more than 377,000 seniors save hundreds of dollars and address the inequity of private pensions compared to government pensions that are tax-exempt under the state constitution.

A companion bill with 17 sponsors is pending in the Assembly, where the legislation died last year after the Senate passed it.

Reprinted from *The Journal News*, 5 June, 2016  
With thanks to Dede Emerson for sending it for the Bulletin

# OBITUARIES

## WASHINGTON CHAPTER OF AFICS/NY

We are sad to report the passing of two long-time members:

**Salahuddin Ahmed**

*5 April 2016*



**Donald Carver Kimmel**

*1920 - 2016*

Donald Carver Kimmel, an agricultural economist who devoted his life to solving the problem of hunger in developing countries, died on 29 March, 2016 in Bethesda, MD, at the age of 96.

Born on 22 January 1920 in Berlin, PA, he received a B.S. in Agricultural Education from Penn State in 1941. He served in the U.S. Navy during WWII, resuming his studies in 1946 and earning an M.S. in Agricultural Economy (1948) and a Ph.D. in Agricultural Economy in 1950, both from Penn State. In 1949 he spent the year at the Harvard University Graduate School of Public Administration.

After completing his studies, Dr. Kimmel worked at the University of Florida's Agricultural Extension service before taking his first overseas assignment in Liberia in 1952 for the Food and Agriculture Organization (FAO) of the UN. After being transferred to FAO headquarters in Rome, he met his future wife, Brenda, who also worked at FAO. He worked in Rome until 1974, when he was appointed director of FAO's North American liaison office.

During his 33 years with FAO, he spent extended periods in the developing world, helping farmers to boost crop yields and adopt sustainable farming methods. While serving in Washington, he worked tirelessly to promote greater investment in the fight against hunger in the world.

Dr. Kimmel is survived by his wife of 58 years, Brenda H. Kimmel; four sons – William, Mark, Stephen, and Donald – and one daughter, Linda K. Johnson; 5 grandchildren and 4 great grandchildren.

**Mark R. Kimmel**

President, Library Works, Inc.

Going back at least 20 years, both of these gentlemen were very active in the affairs of the Washington Chapter of AFICS/NY, including serving on our Executive Board for more than 10 years. Their passing, combined with that of Abbas Ordoobadi, (*see obituary below*) leaves a substantial hole in the core membership of the Chapter.

**Paul Belanga, VP and Officer in Charge**

Washington Chapter, AFICS/NY

**Josephine Al-Khoury**

*2016*



Friends and colleagues of Josephine Al-Khoury were saddened to learn of her passing in New York on 7 July 2016.

Born in Iraq and raised in Lebanon, Josephine joined the United Nations in 1961 and retired from the Organization in 1994. She worked in the Department For General Assembly Affairs and Conference Management, first in the Arabic Translation Service, and later in the Translation and Reference Section.

Josephine will be remembered with much affection by all of her friends and colleagues, and most particularly by the staff of the Translation and Reference Section, where she was a key pillar and was much admired for her quick wit, helpfulness, dauntless work ethic and ability, in the face of all obstacles, to make light of life and to lighten its burden on others.

Although she faced a number of health challenges in recent years, Josephine always maintained a cheerful disposition in public, with an inimitable chuckle, a musical laugh and an unforgettable brightness of character that will be cherished in memory by those who knew her. She was a Life Member of AFICS/NY.

Condolences may be sent to Josephine's nephews and nieces c/o Henry Esber and Family, 38 Angell Brook Drive, West Boylston, MA 01583.

ABS,RB

**Dame Margaret Anstee**

**1926 – 2016**



### **UNA-UK MOURNS THE PASSING OF DAME MARGARET ANSTEE**

It is with a deep sense of loss that UNA-UK mourns the passing of Dame Margaret Anstee DCMG, passionate internationalist, pioneer for women and leading light of the United Nations. Dame Margaret passed away in the early hours of 25 August 2016.

Through hard work and determination, she rose from a quiet childhood in rural England to the upper ranks of the United Nations. Educated at Newnham College, Cambridge, she graduated with first class honours in 1944, three years before the University began admitting women to full degree status. Margaret was undeterred by barriers to women in higher education and went on to study at the University of London and work as a lecturer at Queen Mary University before joining the United Nations in 1952.

Dame Margaret served the United Nations for more than four decades. She spent the early years of her career working on development projects in field missions across the globe. Passionate about assisting developing states, she was appointed the first female Resident Representative for the UN Development Programme and held the role in eight different countries in Africa, Asia and Latin America. Told that appointing a woman was a test, a “pilot project,” when she found herself the only woman in post seven years after her initial appointment, she asked headquarters whether she was “the light that failed.”

However, the pilot project was a success, and in 1987, she became the first woman to be appointed Under-Secretary-General. She served concurrently as the Director-General of the UN in Vienna and Head of the Centre for Social Development and Humanitarian Affairs, coordinating all UN drug-control programmes. She was also the first woman chosen to lead a UN peacekeeping mission, running peace operations for UNAVEM II in Angola while serving as the Secretary-General’s Special Representative.

Through poverty, war and natural disasters, she maintained a firm and reassuring leadership, taking responsibility for disaster relief in Bangladesh during the famine of 1973, for the earthquake in Mexico in 1985, for Chernobyl in 1991 and for the burning of Kuwaiti oil wells in 1992.

Following her retirement from the United Nations in 1993, she remained actively involved in international affairs, including through her support for UNA-UK. In 1994, Dame Margaret wrote a report for the UN Conference on Trade and Development and served as an advisor to the Government of Bolivia. From 1996 onwards, she was an advisor to the UN Departments of Political Affairs and Peacekeeping Operations and actively participated in practical training for troops.

She was made a Dame Commander of the Most Distinguished Order of St. Michael and St. George in 1994 and received Honorary Degrees from the Universities of Essex, Westminster, London and Cambridge.

In her autobiography, *Never Learn to Type*, Margaret described her career and adventures with passion, telling stories of driving across the Andes in her VW Beetle, negotiating with rebel fighters in Nigeria, making a ball-gown out of a parachute and battling drug cartels in Colombia.

Dame Margaret was a pioneer for her gender, breaking boundaries and inspiring generations of women to take on the challenge of international careers. She described the difficulties of forging new paths for women in an article for UNA-UK’s *New World magazine* in 2011, sending a powerful message to those who seek to follow in her footsteps:

“My message to the new generation of women is: never forget that you are still pioneers! Keep up the good work and, above all, work together to strengthen the role of future women. This troubled world, and the UN, need now, more than ever, to capture the energy, ideas and insights of our half of humanity, too long ignored.”

In June 2016, Dame Margaret spoke with UN Radio about the challenges facing the United Nations. The recording, which was her last interview, is available to download at <http://www.unmultimedia.org/radio/English/2016/06/>.

Dame Margaret was the first recipient of UNA-UK’s Sir Brian Urquhart Award for Distinguished Service to the United Nations, given to those who have made an extraordinary contribution to the organization. She worked closely with UNA-UK, attending events, speaking at UN Forums and contributing to publications. She was treasured by staff and members alike and will be deeply missed.

Margaret was a powerful advocate for peace who pushed for the UK and its citizens to be actively involved in global affairs. At this time of political turmoil, her legacy of courage,

integrity, passion and compassion on the international stage serves as an inspiration for us all. For UNA-UK and for the generations she inspired, Dame Margaret Anstee was never “the light that failed”, but the light that led the way.



**Leila Doss**

**1921 – 2016**

*Adapted from tribute by  
The International Association of Women in Radio  
and Television (IART)*

The IAWRT is saddened by the death of Leila Doss, a ground-breaking media woman credited with being the first female broadcaster in Egypt, and the first female United Nations Assistant Secretary-General. It is a measure of Leila Doss’s principles that she walked out on both positions. “The day I can’t do an honest job,” she told the 2005 IAWRT Biennial, “I resign.”

Leila was one of IAWRT’s longest serving members, a board member of the U.S. chapter, and still an active participant in UN projects and in the IAWRT at the age of 95. Despite her frailty, she attended the IAWRT event, *Exploring strategies to eliminate gender inequality in the media*, held in parallel with the 60th Commission on the Status of Women in New York, March 2016. Two months later she was hospitalised by a long-term illness and died in July.

Leila Doss was born in Egypt in 1921. She was educated at the American University in Cairo, worked for Egyptian State Broadcasting and was a Professor of English Literature and Creative Writing at the university before she began her long UN career.

Leila became the first woman radio broadcaster in Egypt by chance. Her media career began as a radio producer and, in June 1944, she made a spectacular debut announcing the invasion that ended World War Two. “It was the landing in Normandy, and they [Egyptian State Radio] were stuck, because there was nobody there at that hour of the day ... to announce it,” she recalled. “So they shoved me into a studio, put the microphone in front of me and said ‘start talking’ and I never stopped talking after that.”

Leila started managing the English programming for Egyptian State Radio, which was then run by the British Marconi company. However, the second time Leila was asked

to train an inexperienced Englishwoman to be her boss, she had had enough. She recalled that she was told she could continue in the job but not have the title or the salary “because we cannot give such a responsible job to an Egyptian.”

“I turned tail and walked out of the building,” she said.

On her world travels, Leila visited the United Nations in New York and it became her home. After watching a debate on the Suez crisis, she asked for a job and joined the newly formed Radio Division of the UN in 1947. She loved the call sign. “Saying ‘This is the United Nations calling the peoples of the world’ was one of the most wonderful feelings you can have,” she remembered

However, broadcasting UN news was not easy; pressures were exerted by member countries that transmitted broadcasts and the rules were stultifying. “We were not allowed to use adjectives or adverbs ... it was like walking a tightrope with your hands tied behind your back,” Leila said.

Later Leila worked in UN Information Centres in New York, Geneva, Bangkok, Cairo, and Rangoon as a media officer, radio officer, director of the UN Division of Economic and Social Information, and head of the information campaign for the International Year of the Child. She weathered controversies and the pressures of member countries and UN officials, as well as the threat of sacking until her appointment as Assistant Secretary-General for personnel services brought it all to a head. “It was the most frustrating and horrible job in the 37 years of my UN career,” she remembered. She finally felt it was no longer possible to do “an honest job” and retired in 1982. Her assessment two decades later was, “The UN is still a work in progress.”

Leila remained in New York, active as a lecturer in media and international affairs, writing poetry and heading “The World at the UN,” a field study program at Fordham University. She also participated in IAWRT and was a very active life member of AFICS/NY.

In 2013, Leila was presented with an IAWRT lifetime achievement award for 50 years of service. Her career and commitment to women and humanitarianism are only a partial tribute to Leila Doss. She made a particularly great impression on those who met her when the 2005 IAWRT Biennial was held in the U.S. and lives on in the hearts and memories of IAWRT members who knew her.

### **Selected excerpts from many colleagues’ tributes**

Leila Doss was a champion of women and children’s rights and a philanthropist whose generosity knew no boundary. IAWRT-USA and internationally, will miss her. May her soul rest in everlasting peace.

**IAWRT U.S. chapter head, Sheila Dallas-Katzman**

Despite her serious health problems she assisted actively in the preparations of the IAWRT CSW activities in March this year. She was on the front seat during our panel session and took an active part in the rather lively gathering of the IAWRT International Board and U.S. Chapter that followed. IAWRT has many mature and very experienced members still active, but personally I feel that we have now lost one of the eldest and most important links into the UN. Now we must fly on our own wings – but thanks to Leila and others, we are prepared.

**Gunilla Ivarsson, IAWRT President**

Leila was the model of our generation, an example of woman power. She never stopped building bridges, advising, helping, and giving. She remained deeply Egyptian and at the same time International, American and European. And Genovese, she spent summers in Geneva. New York was her home, but Geneva was her other home, and Cairo, and Assiut. She had a large space in her heart to take it all in. My condolences to her family.

**Egyptian born Geneva-based novelist, researcher, and PEN representative to UNHCR, Fawzia Assad**

Towards the end of her long career with the UN, Leila Doss was named Head of the Centre for Economic and Social Information in DPI, New York. I had crossed paths with her many times before, and then came to work closely with her as Administrative Officer of the Development Forum project located in Geneva, until my retirement in 1982. A very few years later, Leila retired after one year as Assistant Secretary-General for Personnel, and it is then that our friendship developed to reach a communion of thoughts about the state of the world, the state of the UN, and the events mostly sad or tragic marking the advance of time. We telephoned often, and when my wife and I came to New York we were hosted by Leila whose hospitality was legendary.

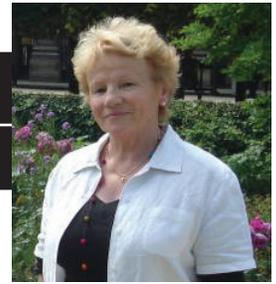
Her family and the UN were her life. She lectured on the UN for years at Fordham U. and Long Island U., and had to stop after 9/11 because of her nationality. But she continued to help many students interested in the UN on a private basis. Her TV was always tuned to the UN Channel, except at the end of the day when she would listen to the news on other channels. And she was an avid reader of everything that had to do with the state of the world.

For the last ten or twelve years of her life she was ill but fought valiantly against the disease and survived many of her friends and former associates. It is with great sadness that my wife and I join all those who are mourning a very sincere, honest, and devoted UN civil servant whose open friendship will long be remembered and honoured.

**Robert Kaminker, Périgueux, France**

**Andree Gaultier**

**2016**



It is with sorrow that I write to report that a cherished former colleague and dear friend, Andree Gaultier, passed into eternity on April 23, 2016 at the age of 77. She took ill in the summer of 2015 with a lung sarcoma, and despite intensive treatment, was unable to overcome her insidious disease. She lived in La Rochelle, France having taken up residence there after leaving the UN in the late 1980s. I had last spoken to her at Christmastime as 2015 was drawing to a close and her breathless conversation made me fearful for her health.

Andree began her UN career in the French Typing Pool, but after several years, secured a post in the Department of Political and Security Council Affairs (PSCA) within the secretariat of the Security Council Sanctions Committee against Southern Rhodesia (now Zimbabwe). When I joined the secretariat of the Sanctions Committee in 1974, she became my immediate and devoted friend, and we worked side by side there for about six years.

In 1980, when Zimbabwe became independent, the Sanctions Committee basically went out of business. Meanwhile the issue of Disarmament had been garnering greater importance within and outside the UN and PSCA's small Centre for Disarmament Affairs became a full-fledged Department of its own. Andree moved to the new Department, and encouraged me to follow, which I was able to do to be reunited with my colleague and friend there. The years in Disarmament were fulfilling, surrounded by wonderful colleagues, most of whom have remained friends to this day.

Andree's personal life also had taken an interesting turn. She'd met a French perfumer working in New York named Roget Broudoux. He was somewhat older than she and bore a marked resemblance to U.S. President Abraham Lincoln. When the time for his retirement came and he planned a return to France, Andree decided to go with him, though she herself was not of retirement age. She left the UN in the late 1980s and she and Roget remained life companions and lived a comfortable country life in La Rochelle until his death two years ago. Though Andree had no biological children, Roget's children were her loving family, and through him she achieved motherhood and grand-motherhood. She is survived by them all: Evelyne Broudoux, Christiane Beck, Marie Leroux, grandchildren Helene and Milena, god-daughter Roseline, and other

cousins and family friends. Also surviving is her devoted caretaker, Corinne Jodet.

Andree was a cultured, warm and insightful person, a joy to be around. I will miss her sorely. Rest in peace, my sweet friend.

Joyce Sulahian  
New York City

## Ruben P. Mendez

1934 – 2016

Ruben P. Mendez, a development economist and former senior United Nations officer, died at his home in Riverside, NY on 29 March 2016. He was 82 years old.

At the UN, Mr. Mendez designed and arranged financing of broad-based programs and specific projects of assistance to the world's poorest countries. He also administered their implementation and evaluation.

Mr. Mendez contributed to theoretical work in economics, introducing a new discipline of international public finance. He proposed novel ideas about the global commons, and how to finance internationally, its responsible development and conservation. His seminal book, *International Public Finance, A New Perspective on Global Relations*, was published by Oxford University Press in 1994. The first comprehensive treatment of a much debated topic, it set forth new concepts of global public good, positive and negative externalities, and the international public sector.

Mr Mendez taught for many years as a visiting lecturer at Yale College and adjunct professor at New York University.

At the time of his death, he was working on a methodology for applying cost-benefit analysis to foreign policy decision making. He sought to define benefits and costs in a more rigorous, objective way than current practices, to enable foreign policy determinations less influenced by ideology and alliances, giving greater weight to projected outcomes.

Ruben Mendez grew up in Manila, Philippines, and New York City. He graduated from Harvard College, received an MA from Columbia University and a Ph.D. from NYU. He was predeceased by his wife of 54 years, Matilda McEwen Mendez, and is survived by a daughter, Katherine, son, Thomas, and three grandsons, all of New York.

Adapted from *The New York Times*, 31 March 2016

## Mariette Bernadette (Metta) Nottidge

1940 – 2016

Mariette B. (Metta) Nottidge of 176 East 71st Street, New York, NY passed away on 25 May, 2016 at Lennox Hill Hospital, New York, at age 76. She was the beloved wife of O. Richard Nottidge for 46 years and mother of the late Simon F. R. Nottidge; sister of Anne Marie Dwyer, of the late Joseph R. Dwyer and of Jim Dwyer and his wife Anne; sister-in-law to Faith Miller and H. Andrew Nottidge and his wife Pamela; and aunt to many nephews and nieces.

Metta was born on 1 Feb. 1940 in Sydney, NSW, Australia to Frank A. Dwyer, barrister and later Justice of the Supreme Court of New South Wales, and the former Anne J. Glennon, of Dublin. After working for barristers for years in Sydney, Metta joined the UN Secretariat in New York where she worked in the office of the Legal Counsel and met Richard, working two floors up in the Office of Personnel. They married in her Parish Church in Mosman, NSW, on 11 February, 1969. Their son, Simon, born on 24 November 1969, died on 22 November, 1989 after a boating accident in Maine.

After retiring as Secretary, TDCD, Metta became an active life member of AFICS/NY, frequently attending and assisting with preparations for receptions.

Viewing took place on Thursday, 2 June from 7-9 pm at John Krtil Funeral Home, 1297 First Avenue. A Mass of the Resurrection was held on Friday, 3 June at 11 am, St. Vincent Ferrer, Lexington Avenue, New York (at 66th Street). It was attended by a large group of Metta's relatives, former colleagues and friends, several of whom paid tribute to her unfailing good humour, kindness and generosity, and considerable baking and sewing skills. Burial was at Nassau Knolls Memorial Park, Port Washington Blvd., Port Washington, NY.

## Abbas Ordoobadi

(1923 – 2016)

Abbas Ordoobadi was born into a merchant family in Shiraz, Iran. His grandfather, after whom he was named, had migrated from the city of Ordoobad in Azerbaijan. In his youth, Abbas attended Alborz College, an American missionary school in Tehran, and Tehran University where, with a cousin, he founded the first student journal.

In the United States, after obtaining a Master's Degree in Economics from the University of Maryland, he did further graduate study at Columbia University and received a Ph.D. in Economics from the New School for Social Research.

His early interest in international affairs led him to obtain a summer internship at the United Nations in Lake Success, N.Y. and to become a Young Professional at the World Bank in Washington, D.C., just a few months after its creation. Later, he became Assistant President of the International Fund for Agricultural Development (IFAD) when it was first established in Rome, Italy. As a retiree, he was for a period the President of the Washington D.C. Chapter of the Association of International Civil Servants (AFICS) and a board member of the International Student House.

For six years (1967 – 1973) he returned to Iran where he established the Export Promotion Center and was Under Secretary in several ministries.

His other activities in a varied career included work for the Voice of America and teaching economics at Adelphi University in Garden City, New York.

He is survived by his wife, Dorothy Patricia Golden Ordoobadi whom he met at Columbia University and married in Saint Patrick's Cathedral in New York City, their son David John Ordoobadi, his wife Lucy Wilson James Ordoobadi and their sons Alexander and Christopher Ordoobadi.

#### **Dorothy Patricia Golden Ordoobadi**

### **Ramakantha Sarma**

**(1923 – 2016)**



Our former DPI colleague Ramakantha Sarma passed away at the Hospital in New Milford, Connecticut, at the age of 93 on 4 August 2016. He is survived by Eleanor, his beloved wife of 57 years, who is also a UN retiree.

Ramakantha Sarma was born in Karnataka State in Southern India in 1923. At 21, he received his Master of Arts at the University of Travancore and became a lecturer. He got practical motion picture training at Information Films of India from 1945 – 1946. He then received a full scholarship for postgraduate training in film production and studied at the University of Southern California in Los Angeles,

where he graduated with a Master of Arts in Cinema in 1948. He returned to India and worked as Director at the Films Division of the Government of India in Bombay from 1949 to 1957. He won many awards for his work, including the President's Gold Medal for the documentary Spirit of the Loom in 1954.

Ramakant started working at the United Nations in 1957 as Officer in Charge of Film and Television Services. Soon afterwards, at a UN function, he met Eleanor von Rauchhaupt, his future wife, who worked in the UN Insurance Section (ASHI). Ramakant's career at the UN included the responsibility for news and human interest reporting, TV interviews, and the production of documentary films. During his 26-year career at the UN, he directed and/or produced some 40 documentary films, as well as TV and film coverage of the General Assembly and Security Council meetings and other important UN gatherings, interviews with the Secretary-General and other world leaders, and TV spot announcements. His favourite feature documentary was Power Among Men (1959) on the use and abuse of power. Ramakant was a true peace advocate and loved working for the United Nations.

Ramakant was also quite a sportsman. He played tennis very well and he and Eleanor regularly vacationed in Europe and skied in Switzerland. And he loved football and always reserved the best seat for the public viewing of the Superbowl.

When I applied for the job of film editor in 1964, Ramakant was the one who hired me, and I had the privilege of working with him on the feature documentary The Count-Down Under, a TV program on the International Indian Ocean Expedition featuring Jacques Cousteau. And when Pope Paul VI came to the UN in October Ramakant allowed me to be in the camera booth for the Pope's address to the GA. We also worked together on films about UNESCO and one on UNICEF, which led me to being hired by the UN Children's Fund.

Ramakant was modest, yet he was a great professional and helpful colleague. Although we worked together for only a little more than a year, we became close friends and stayed in touch through the years. Ramakant retired in July of 1983, just when I was transferred from Geneva back to New York. And when I retired in 1955 and we moved to my wife's birthplace on St. Croix in the US Virgin Islands, Ramakant and Eleanor decided to visit us – and then repeated that visit for 12 consecutive years.

Now we are missing their visits and wished we were closer to help Eleanor during these difficult weeks. Ramakant's smile and friendliness will be with us forever.

Ramakant had saved a quote from Dag Hammarskjöld, who had lost his life in the service of the UN in September 1961:

*The day you were born,  
all smiled and only you were crying.  
Live in such a way  
that in your last hour all will cry for you,  
and only you will have no tears, nor regrets.  
Then you shall meet death serenely,  
with a smile –  
wherever and whenever it may come*

May Ramakant rest in peace.

Horst Max Cerni

## Margaret Rukavina Shoukletovich

(1922 – 2016)



Margaret Rukavina Shoukletovich was born in 1922 in Detroit, Michigan of Yugoslav parents, Miles and Matilda Rukavina, who then moved to Pittsburgh, Pennsylvania where they raised nine children at their new family homestead. She died on 25 April, 2016 in her apartment in Manhattan at the age of 94. She is survived by two sisters, Helen Stofega and Mary Rukavina, and seven nieces and nephews, as well as eight grandnieces/nephews.

Margaret joined the United Nations in its earliest days at Lake Success, NY, beginning in the secretarial pool, and worked in the General Services until she was promoted to the professional ranks and assigned to the Fellowships and Training Program of the Technical Assistance Administration. Her devoted secretary, Aurora Umali, and colleagues Bob Goodman and Jacky Radifera remember Margaret's abilities at organization of the new service and simplification of otherwise cumbersome procedures. Awards to observe successful operations in developed nations were granted to hundreds of government personnel from developing countries. Also under her guidance was a special anti-apartheid program, which trained scores of participants from southern Africa. She rose to a high executive position as Director of Administrative Services, from which she retired in 1985.

At one time Margaret was considering a possible UNDP assignment as Deputy Resident Representative in a developing country. She mentioned it at a dinner one evening to a long-time Yugoslav-American friend. He immediately

responded, "I don't want you to go. I want you to stay here and be my wife." She did. Dr Zivojin Shoukletovich directed a large camp for children with special needs and Margaret, who had no children, loved them all. She managed to work at the United Nations while still assisting her husband until her retirement in 1985 and his death in 1987.

An avid reader, Margaret was a patron of the arts, and a world traveler. She kept up on current events until her final days. She was a life member of AFICS/NY, and a faithful and vibrant attendant at its luncheons until the end. She was also a generous friend and devoted to her family

Thinking of Margaret's life, Jacky Radifera quoted a saying attributed to St. Paul in the New Testament, "Well done good and faithful servant."

Jane Weidlund

## Chengaleth Sivasankar

1923 – 2016

United Nations Official Chengaleth Sivasankar died at his home in New York on 30 March 2016 after a long illness.

He was most proud that his life-long career was in the International Civil Service. He took an oath of loyalty to the UN at the age of 23 and retired 38 years later. He fully believed in the ideals of the UN and his oath was precious.

Mr. Sivasankar is survived by his wife, Dr. Mono Sivasankar. They were married for nearly 60 years.

Adapted from *The New York Times*, 4 April 2016

## Ye Chengba

14 January 1928 – 26 March 2015

News of the demise of Mr. Ye Chengba, a lifetime member of AFICS/NY, became known sometime after his death, which occurred in Beijing on 26 March 2015. Ever since, as a UN official who had the privilege of being part of his staff, I have felt a duty to come up with some words of tribute on his impressive UN career.

A remarkable, courteous and most approachable man, Ye Chengba played a major role in the United Nations Department of Technical Cooperation for Development (DTCD) from its inception in 1980 until his retirement in 1988. Initially he was Chief of USSG Bi Jilong's office and

soon became Director/Chief of Policy Coordination and Country Programming. Jointly with the UNDP Special Unit for TCDC. Ye's contribution was a major one: fostering a new form of technical cooperation for development based on developing countries' capacities to satisfy each other's needs, in contrast to the traditional paternalistic technical cooperation chiefly centered on a recipient-donor relationship.

It was thanks to the joint initiative of Ye and UNDP/TCDC Unit Deputy Director Shahid Husain that Monnie Chadha, the newly appointed Director of the rising TCDC Special Unit agreed to attend the First TCDC International Programming Exercise. Held in Beijing in November 1986, it gathered 24 developing countries along with China, to match and exchange needs with respective capacities.

The Beijing Exercise played a pivotal role in raising awareness of this new form of technical cooperation. Its success provoked a request from Turkey to host a second Programming Exercise several months later, on condition that our Department's team consisting of Interregional Economic Adviser Peter Corwin, Ye Chengba and I conduct it. This was followed by another such exercise in Tunisia, amply consolidating the new modality. As initiators, Ye Chengba, Monnie Chadha, Shahid Husain, and Graciela Vasquez-Diaz, responsible for regional programming exercises (beginning with Mexico a few months before Beijing), along with Jan Van Eindhoven, helped to change the course of routine technical cooperation forever.

I was privileged and honoured to take part. However, to my regret and that of my colleagues, Ye had to retire. No extension was possible and with his departure the Department lost an all-around cordial and most effective diplomat.

While along with other responsibilities, I continued to be the Focal Point for TCDC for the Department with his two successors until my retirement ten years after, I sorely missed Ye's enthusiastic and unmatched approach to the new modality. Ironically, as the Department lost him, his Government made fuller use of his experience and know-how, entrusting him to initially head (jointly with a designated Egyptian official) and later on become the Managing Director of the newly established CENCEP, a Geneva-based



Ye Chengba (left) and his wife with Andrés Castellanos (centre)

China/Egypt joint venture entity to promote and/or to open trade relations between China and the Middle East. This was a most successful undertaking to which Ye Chengba contributed, attracting many major enterprises to his homeland. He retired again in 1995.

As the years went by my wife and I developed a solid friendship with Ye and his charming wife, Fang Ping, maintaining communication through the Internet and getting together whenever they visited New York. May this modest tribute be a deserved memorial to a valuable former UN official who left an institutional contribution to the Organization and to member States, as one of the dynamos that contributed to move TCDC across the regions. Fang Ping, their children Yiping and Ruili and the grandchildren can certainly be proud of Ye Chengba's distinguished life, knowing that his loss is also our own.

**Andrés Castellanos**

#### LATE BREAKING NEWS

Celebration of life of Leila H. Doss: Sunday, 13 November, 11:00 am–1:00 pm at Church Center for the UN, 777 UN Plaza at 44th Street and First Avenue, followed by reception. If you plan to attend contact Karim Davezac at +44 (0)7766 186 946 by phone; E-mail: kdavezac@goursac.com

## IN MEMORIAM

Due to the recent transition of the UNJSPF to the new ERP system, the Fund has not yet been able to provide AFICS/NY with a list of the beneficiaries who have passed away since 28 February 2015. The Bulletin cannot therefore publish a new list at this time. As soon as the new information becomes available we will, of course, convey it to our readers. The Fund thanks you for your patience and understanding.

## USEFUL INFORMATION

**AFICS/NY E-mail:** [afics@un.org](mailto:afics@un.org)

**AFICS/NY telephone:** 1-212-963-2943

**AFICS/NY website:** [www.un.org/other/afics](http://www.un.org/other/afics)

Send us your up-to-date contact information if you move or change your telephone number or E-mail address.

Contact the AFICS/NY Office for advice/information on legal, tax, and medical matters, or assisted living facilities.

Participate more fully in our vibrant and energetic Association by joining one of the **Standing Committees of AFICS/NY: Ageing, Communications/IT, Insurance, Legal, Membership, NGO Relations and Information, Outreach, Pension, Social.** E-mail or call the AFICS/NY Office and your interest will be passed on to the relevant Committee Chair.

### GO TO THE AFICS/NY WEBSITE FOR

Governing Board By-Laws; information on Standing Committees

Information on the Charities Foundation

Membership; membership application form

U.S. Tax Booklet

US Social Security } ("2004 version still valid")

Death issues }

**PENSION website:** [www.unjspf.org](http://www.unjspf.org)

**PENSION e-mail:** [unjspf@un.org](mailto:unjspf@un.org)

**PENSION Fund Secretariat telephone:** 1-212-963-6931

### INSURANCE

ASHI Website: [www.un.org/insurance](http://www.un.org/insurance)

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ASHI telephone: 212 963 5804

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Interested in Art? Ballroom Dancing? Chess? Or perhaps Yoga? Travel? The UN Symphony Orchestra? The UN has 57 active clubs in which retirees are welcome to participate. For further information, visit the AFICS website, or contact Taina Glaude: Tel: 212 963-0331; E-mail: [glaude@un.org](mailto:glaude@un.org).

For information on UN language courses (Arabic, Chinese, English, French, Russian, Spanish), Tel: 212 963-7056 or [www.un.org/depts/OHRM/sds/lcp/](http://www.un.org/depts/OHRM/sds/lcp/)