

# Former FAO and Other UN Staff Association

Associazione dei Pensionati della FAO e di altre Organizzazioni delle Nazioni Unite



**Newsbrief 112**  
**December 2020**

## Director-General Addresses the 50th FFOA General Assembly

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Director-General Dr Qu Dongyu congratulated the Association on its 50th Anniversary and assured of FAO's continuing solidarity and support to FFOA's activities. The DG also informed on the steps taken by his administration towards ensuring that FAO becomes a more dynamic organization. *(This extract is taken from Ms Mariam Ahmed's write-up on the GA).*

## A Word from the President on Behalf of Your Executive Committee

This year has been a traumatic one for FFOA and its membership because of the COVID pandemic. 2020 marks the 50th Anniversary of FFOA and the 75th Anniversary of FAO. Celebrations have been muted with only virtual events being undertaken. We managed to hold a successful Annual General Assembly on 28th October utilising Zoom technology which was well attended despite the new technology. Members who were unable to attend



the Assembly were given the opportunity to see the proceedings by webcast made available the day after the meeting. FFOA has had to adjust its working methods and has had to go 'virtual'. We have maintained our monthly Secretariat meetings and have increased our information products to members in the form of Newsflashes and Information Notes so as to keep members informed of latest developments.

Our Annual Christmas gathering will unfortunately not take place this year so the opportunity to meet face to face will have to be in 2021. It is unlikely that all Rome-based Agencies (RBAs) will allow access to their buildings until next year as the pandemic is still very present and the Agencies have adopted a very cautious approach to reopening based on the advice of local health agencies and the need to safeguard the health of all.

FFOA will continue to take up issues of concern to members with the Agencies to alleviate the situation of restricted access to Headquarter services. The RBAs are very understanding and share FFOA concerns and have stated that they will do their best to address issues. FFOA will communicate with members in line with the changing situation to keep all informed in a timely way. FFOA maintains its contacts with Agency Social Security Units with a view to ensuring that medical and pension issues are suitably addressed. FFOA maintains its communication links with members (email and phone) to address individual issues and to renew membership.

This has been a very trying time for all of us, some have unfortunately lost loved ones to COVID-19 and our condolences go out to them. We are hopeful that a new 'normal' will occur in 2021 and we will have the opportunity of meeting members face to face. Your Committee wishes you a healthy, joyful and safe festive season.

**Edward Seidler**  
President, FFOA



## **50th FFOA General Assembly, 28 October 2020**

M. Ahmed

The 50th Session of the FFOA General Assembly was held for the first time in virtual modality via Zoom on Wednesday 28 October 2020.

In opening the session, Mr Ed Seidler, President, FFOA noted that this session of the Assembly coincided with the 50th Anniversary of FFOA. He also stated that the Assembly was privileged by the presence of the Director-General of FAO, Dr Qu Dongyu. Dr Qu congratulated the Association on its 50th Anniversary and assured of FAO's continuing solidarity and support to FFOA activities. Dr Qu also informed on the steps taken by his Administration towards ensuring that FAO become a more dynamic organization.

The President thanked the Director-General of FAO for his inspirational words and the recognition, inclusiveness and support provided by his Administration to FFOA.

In regard to health matters, the Assembly welcomed Mr Pierre Moreau-Peron, Director of Human Resources of IFAD, Mr David Fontana, Chief, Health Insurance, WFP and Ms Shasha You of FAO Social Security Services and invited them to provide a briefing on the first year of experience with CIGNA. The Social Security representatives of the RBAs provided their comments on their respective experiences with CIGNA thus far, noting the excessive

bureaucracy and delays in claims processing but also noted the openness and transparency on the part of CIGNA in receiving feedback from the 3 agencies and demonstrating a willingness to work together as a team on further improvements in the provision of their services. Ms Katja Habets, Principal Client Manager of CIGNA and her team shared a screen presentation on CIGNA, including major areas identified for improvement, followed by a Question and Answer session which was very informative.

The President reassured that FFOA was in regular contact with CIGNA and the RBA Social Security units to raise issues which were communicated to FFOA by its members.

The Assembly was briefed by Georgia Shaver, Vice-President FFOA, on the Association's activities during 2019 and the adjustments made by FFOA in 2020 in the light of restrictions imposed by the 3 RBAs, due to the COVID-19 pandemic in terms of the access to their premises. Also mentioned was that members were kept informed through regular News briefs and Bulletins of the impact on in-house services, including a successful virtual meeting with CIGNA to sensitize on issues experienced by members. Ms Shaver reassured that the FFOA Executive Committee had never stopped working and would continue to do so to support its members.

On Pension matters, the Assembly listened to a video message from Rosemarie McClean, the new CEO of the UNJSPF. At the outset Ms McClean congratulated WFP on the award of the Nobel Peace Prize. She noted that one of her first priorities upon taking office in January 2020 was to define a new strategy for pension administration which had gained wide support, including by the Pension Board at its meeting in July 2020. At the centre of the strategy is a vision of continued modernization of the Fund's operations and a vision of a service-oriented Pension Fund. The new strategy consisted of a 3-year plan with 3 strategic pillars, notably i) to simplify client experience; ii) to modernize pension services, and iii) to develop a strong

global partnership network. Ms McClean noted that COVID-19 had quick started the modernization process. Furthermore, she stated that the Fund remained in very good actuarial health and so the pensions were safe despite the turbulent markets. A video was shown demonstrating the innovative digital certificate of entitlement as part of the Fund's modernization drive.

The President read a message from the IFAD Staff Association on behalf of the 3 RBAs Staff Associations and Unions confirming the intention of the Staff Associations to continually maintain and strengthen relations with FFOA.

The 50th Anniversary presentation was made by Mr Pino Pace from the FFOA Executive Committee. He regretted that the celebrations could not be held in person and had been constrained due to the situation prevailing since March. He referred to one of the initiatives in the production of the Brochure prepared in collaboration with the 3 RBAs which had been distributed electronically and in hard copy by traditional post to all members with no email.

In conclusion, the Assembly observed a moment of silence for the members who had passed away during the course of the year and in particular those who had passed due to COVID-19. A special mention was made of the loss of our friend and colleague Aurelio Marcucci who was well known to many, a stalwart supporter of staff relations and FFOA and who had been instrumental in promoting FFOA interests in bodies such as FICSA and FAFICS.





## Celebration of the FFOA 50th Years' Anniversary

P. Pace

The recent FFOA 50th AGM was closed by a brief speech delivered by Pino Pace to celebrate the 50th anniversary of FFOA.

After having touched on how the idea cropped up and on how the preparatory work was organized under the aegis of a small working group, reference was made to the main output that had been produced to celebrate this important event. The brochure on the FFOA 50 Years of History was illustrated by mentioning the enthusiastic cooperation of the three RBAs, both in terms of contributions to the preparation of the brochure and by the support provided by the respective managements in ensuring availability of different services for the preparation, design, printing and dispatching of the final product.

The various achievements of the Association over its first 50 years were emphasized by making reference to the points reported in the brochure on the resolution of pension and medical issues, the support of special events and the assistance provided to its members through a comprehensive communications programme. The pictures in the brochure of ex-colleagues who played an important role in the management of the Association were mentioned to remember particularly those who are no longer with us but whom we feel still present in spirit, as major players in our past history.

The celebration of the 50th anniversary was also expected to include the distribution of a dedicated pin carrying the special logo which

appears on the last page of the brochure. The pin will be made available to the members who will visit our office in the months to come.

## Final Speech for the FFOA Assembly on Behalf of the RBA Staff Associations and Unions

Dear Colleagues and Members of FFOA, On behalf of the IFAD Staff Association, Union of General Service Staff, the Association of Professionals in FAO, and the WFP Professional Staff Association, it is our pleasure to address this Assembly today.

Allow us to start by congratulating the FFOA Association for its 50th anniversary! It is a key milestone and accomplishment, which symbolizes the determination and lasting success of the Association.

Taking the opportunity, we would also like to send our heartfelt congratulations to WFP staff for their awarding of the 2020 Nobel Peace Prize. The award reflects the excellent work of every member of the WFP team. As colleagues working closely with you in many countries, we have witnessed your determination and passion, which holds the noblest goal: to reach and aid the poor as well as those in great need. We are also pleased to congratulate our FAO colleagues for their 75th anniversary. Since many of you in FFOA contributed to building these organizations into what they are today, their success belongs to you as well, and should be celebrated appropriately.

Maintaining strong relations amongst our organizations is essential, but it is through our staff representation that we remain most united. Representing staff is fundamental, especially during these difficult times. It is through our staff excellence and determination that we are able to overcome these difficulties, which have presented themselves since earlier this year.

FFOA members are a continuing part of the UN family and we certainly share your interests and concerns that have been recently put into the brighter light. First, the impact of COVID-19 has certainly complicated life in general, and particularly illuminated unprecedented areas of



concern for staff and retirees. Thus, the health and safety issues managed to secure the forefront of every agenda, but also the fact that it should be supported by good quality and well-functioning medical insurance, as well as access to medical professionals. The start of the pandemic overlapped with the change of the insurance provider for the three RBAs because of last year's joint tender. The change itself had its own complexities, and both staff and retirees faced plentiful issues adjusting to the new provider, process and requirements. COVID has added to that complexity, and revealed several issues that previously had not been taken into consideration.

Beyond good physical health, we must also recognize that these challenging times have inevitably created an increased need for positive mental health. Changing of routines, isolation and uncertainty have unfortunately become the new norm, particularly among those who are forced to be alone, away from relatives and friends. The only way to combat this reality is by strengthening staff collaboration, mutual support and a great deal of empathy. In this process, we see the role of our associations to be instrumental in providing a helping hand and supporting those in need.

Maintaining the social security aspect has been of particular importance. It may appear that pensions are of sole importance to our retirees, but this is in fact essential to current staff members as well. As the UN Pension Fund continues to experience major reforms, it is necessary for our organizations to learn through the experience of FFOA members and come together on an agreed course of action. We trust that the FFOA will help us advocate for these issues.

Nevertheless, aside from discussing important issues, we would like to touch upon the need to continually strengthen and maintain relations with FFOA. You have the institutional knowledge, expertise and experience that our associations certainly could benefit from. We greatly appreciate the consistent support provided by FFOA members to the IFAD Staff Association and IFAD Credit Union, as well as your collaboration with the FAO and WFP Staff Associations and Unions. Given this, we would

surely appreciate your support and collaboration on a number of topics, particularly in regards to strategic advice, HR and communication expertise that would indeed help us in performing our duties as staff representatives.

One cannot overemphasize the need to stay together and aid one another during this time of never-ending uncertainties, both in our environments and institutions. We look forward to building better-coordinated actions and enhancing our exchange of information.

Allow us to conclude by wishing you all to remain safe while keeping your families and loved ones protected.

IFAD Staff Association

On behalf of RBA Staff Associations and Unions

## Medical Insurance

E. Seidler



Ms Katja Habets, Principal Client Manager

The three Rome-based Agencies (RBAs) have individual health insurance contracts with CIGNA since January 2020 with similar coverage but slightly different monthly premiums. FFOA maintains a watching brief on the performance of CIGNA and highlights failures in services and problems in accepting and processing claims, directly with CIGNA or with the individual medical insurance units in the RBAs. CIGNA gave a very detailed and meaningful presentation to the FFOA Annual Assembly on 28th October and addressed a number of coverage and reimbursement issues and admitted that there were problems still to be resolved, including the need to improve communications with participants.

Issues raised by FFOA have been in relation to: i) the calculation of MMBP deductibles which have seen co-payments under BMIP accepted at 100% and not 80% before MMBP is activated; ii) the need to be more acceptable to the treatments and medications prescribed by participant's doctors and not unduly question these without just cause; iii) the issue of pre-authorization limits (\$400 or \$1000) for tests, treatments, medications, hospitalisations etc. in 'in network' or 'out of network' facilities, respectively. It has been explained that direct payment in in network facilities is limited to \$400 or Euros 400 - this is when the participant shows the medical card and only pays the 20% out of pocket amount as CIGNA guarantees to the facility that it will pay the rest. The Guarantee of payment (GoP) is required for larger amounts and for the issuance of the GoP by CIGNA. It requires the participant to have the expenses pre-authorised by CIGNA to ensure that they are reasonable and justified and therefore prevents the participant from later finding out that certain costs will not be reimbursed. GoPs guarantee that CIGNA will meet the authorised costs with the participant only being billed the 20% BMIP out of pocket amount by the facility. MMBP then kicks in and reimbursement is made by CIGNA to the participant.

FFOA is happy to report the reactivation of the Joint Advisory Committee on Medical Coverage (JAC/MC) in October to review FAO issues and of an RBA JAC/MC in November where common RBA issues were addressed. We await the formation of individual JAC/MCs in WFP and IFAD on which FFOA is to be represented.

We are informed that CIGNA in USA is to issue new pharmacy cards as of January 2021 to US members; their new pharmacy platform will be Express Scripts. If you do not receive a new card by mid-December then please contact CIGNA.

## Pension Matters

A. Prien



Ms Rosemarie McClean,  
Chief Executive of Pension Administration, UNJSPF

As mentioned in the last Newsbrief, the Pension Board (PB) met virtually this year.

Members were introduced to the new Chief Executive of Pension Administration, who also spoke to us during our Annual General Meeting, reported upon elsewhere in this issue.

The key aspect of the PB was the receipt of the actuarial valuation, which is carried out every 2 years. The PB noted with satisfaction that we have a surplus of 0.5%. At present the assets in our Fund total almost \$77 billion so we are securely in good shape.

The other major issues discussed were governance issues related to the numbers of representatives in the PB and the methods of operations, following a report requested by the General Assembly, by a consulting firm named Mosaic. As their report was received at the last minute, the issues involved will be discussed at a subsequent special session of the PB in February.

## Facial Recognition and Blockchain to Gradually Replace Paper: UN Pension Fund Enters Digital Age

UNJSPF



Digital Certificate of Entitlement (CE)

Starting in 2021, with new retirees, the United Nations Joint Staff Pension Fund (UNJSPF) will launch a new app based on facial recognition and blockchain as an alternative to the paper Certificate of Entitlement (CE) that retirees are required to send every year to receive their benefits.

The current paper-based process requires the use of postal mail services, which the COVID-19 situation has severely disrupted. While the Fund is overcoming this challenge in the short run, “it is time for us to move to secure digital solutions across the range of our services to participants, retirees, and beneficiaries,” Ms McClean stated.

“We are aware that not all of our beneficiaries and retirees will be able to take advantage of this new solution,” emphasized Ms McClean, “so the paper certificate will still be available as an option.”

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## News from UN Organizations

### FAO

E. Seidler

FAO, as the other RBAs, has followed UN and Government guidance and has since mid-March restricted entry to Headquarters buildings. This is likely to continue for the next three months. Any enhanced access will be governed by the epidemiological situation in Italy and specifically in Rome. FAO staff are primarily working from home and only some 10 per cent (-300) are allowed into the building and then not every day. Meetings of the Regional Conferences and Governing Bodies e.g. Programme and Finance Committees and Council are all held virtually. The Director-General has re-organized the management structure to make it more accountable and inclusive and has proposed new initiatives and a revised Strategic Framework for the Organization. The DG addressed the FFOA General Assembly and expressed his support and commitment to supporting UN retirees whose past service he is appreciative of.

FFOA maintains its contacts with FAO Social Security on medical and pension issues

and enjoys a good collaborative and supportive relationship with the Unit.

FAO celebrated its 75th Anniversary this year and the 40th Anniversary of World Food Day and a number of virtual events were organised which were announced to members.

### IFAD

A. Prien

At the Annual General Assembly on 28th October, Pierre Moreau-Peron, the Director of Human Resources of IFAD, gave an update on their experiences to date with health insurance matters and the performance of CIGNA. After many teething problems, he felt the situation had stabilized. In effect because of the pandemic, the claims experience has not been as high as expected as people put off non-essential interventions, or are not being able to gain access to non-urgent facilities.

As a result, if the present trends hold up, there would be no need for premium increases at the beginning of 2021.

NOTE: as an addendum to this, Shasha You, the Head of Social Security of FAO, confirmed later in the meeting that the situation was the same for her Organization, and David Fontana from WFP stated that their contract with CIGNA was for 2 years, so there was no medical premium increase foreseen for next year.

### WFP

G. Shaver

WFP is proud and deeply humbled to receive the Nobel Peace Prize for 2020. The announcement, made from Oslo (Norway) on 9 October, resulted in many congratulatory messages to and from colleagues and partners alike. This award acknowledges the hard work carried out each and every day to combat hunger, to better conditions for peace in conflict affected areas, and to prevent the use of hunger as a weapon of war and conflict. Furthermore, the prize shines a needed light on WFP's role to make food security an “instrument of peace” and in “advancing the fraternity of nations referred to in

Alfred Nobel's will" to combat the use of hunger as a weapon of war and conflict. "The work of the World Food Programme to the benefit of humankind is an endeavor that all the nations of the world should be able to endorse and support". The Executive Director should have received the award at the December ceremony in Oslo, accompanied by 10 WFP employees selected against criteria, but due to COVID-19 the Nobel Committee took the difficult decision to postpone the in person ceremony until 2021. Those chosen to accompany the ED include a Driver from Goma (DRC), a Security Guard from Hargeisa (Somalia), an Executive Assistant to the Country Director (CD) in Colombia, a Logistics Assistant from Sittwe (Myanmar), a Platform Support Coordinator from HQ, a Field Monitor Assistant from Lesotho, a Programme Assistant from Erbil (Iraq) and the Country Director (CD) from Chad. We understand a smaller virtual ceremony will take place and if communicated, retirees will be able to join the livestream of the event.

WFP had slowly re-opened its headquarters in September to accommodate around 300 staff, with the balance continuing to work remotely. A late October upsurge in COVID-19 cases throughout Italy has impacted that re-opening with not more 10% of the HQ population working onsite; the Lazio region has restricted the number of employees in the office through early December. Regular online meetings between staff association representatives and management have been organized to up-date on changes to work arrangements both at HQ and in the field and the status of COVID-19 within the organization.

### **FAFICS 49th Virtual Council, 7-9 December 2020**

M. Breschi

The year 2020, the year of COVID, will be remembered as perhaps the most difficult one in the history of the Federation. The challenge was how to organize a meaningful Council session in a time when meetings in person was not possible. The FAFICS Bureau went through significant

struggle during several spring sessions to decide the format of its main governing body activity. As you might know, we consulted our 63 member associations several times before taking any decision. The first crucial decision was to postpone Council to a time when we could meet in person as it was felt by the vast majority that to conduct our business we ought to meet in person. Only in this way we could get the advantage of personal consultation and exchange of views.

This meant that the FAFICS delegation to the Pension Board had to act on the basis of limited consultation and ventured into the first virtual session of the PB for the first time. It was a very challenging experience which meant long video conferences with colleagues around the world for extenuating overnight sessions. The PB was a success leading to the appointment of the Deputy CEPA and the new Secretary.

After the summer, it became evident that a Council meeting in person in 2020 was not possible and the FAFICS Bureau was again confronted with the difficult decision to either skip the Council for one year (option not permitted by our rules) extending the current officers of the Federation or venture the new field of organizing a virtual Council including virtual elections. The Bureau was reluctant to follow this avenue as it was felt that we could not properly consult among ourselves. However, after yet another round of consultation with members, the Bureau decided to go for a virtual Council which will take place on 7, 8 and 9 December this year. Elections of officers are being organized virtually as well. FAFICS colleagues from around the world now look forward to a successful new experience ahead of us.

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## **News from the Staff Associations**

A. Van Arkadie

AP-in-FAO Bulletin (19 Nov. 2020) entitled, 'Advocating for due consideration of internal candidates during recruitment', focused on



concerns hindering career development of colleagues representing FAO's Professional Staff. Noting that insufficient attention is given by management to internal candidates when positions are being filled, it quoted from FAO Staff Rules (Manual Section 302.4.93), viz.: "When a post becomes vacant, first consideration shall be given to the possibility of selecting a properly-qualified staff member."

The paper underlined, *'We suspect that few managers in the Organization are aware of the provisions in the Manual concerning internal candidates, and feel that there is an urgent need for interim measures to ensure that these provisions are adhered to in practice until new policies and practices are put in place'*.

While acknowledging the recent attention that management placed on providing opportunities for younger staff as external colleagues enrich the Organization, AP-in-FAO adds: *'we also firmly hold that institutional knowledge and FAO experience are a major value added and that FAO's ability to deliver on its mandate depends on providing opportunities for career advancement to people already with the Organization'*.

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## News from the Executive Committee

G. Shaver

The Executive Committee resumed work after a summer break, focusing on the organization of the 50th General Assembly that was held remotely via Zoom. The General Assembly meeting was also used to celebrate fifty years of FFOA.

Members of the committee continued to work hard on addressing health and pension issues, keeping members informed on the opening status of the Rome-based Agencies and availability of services such as the banks. FFOA was able to get agreement from the Rome-based Agencies to specific days and times when pensioners could hand in their Pension Certificate of Entitlement

for pouching to New York. The Committee finalized a brochure about the 50th Anniversary of FFOA and 50 years of achievements that was distributed to members and highlighted during the General Assembly meeting.

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## News from the FFOA Advisory Committees

### Membership Advisory Committee (MAC)

M. de Gaay Fortman, convenor, A. Bertini, R. Fenix, G. Monciotti, P. Pace, G. Shaver, A. Wolf

It is a pleasure to announce that as of 15 November FFOA membership increased by 53 new members. It was not unexpected that the increase in membership of our Association would be rather different from previous years in view of the limitations which were imposed on us in connection with the measures in place to combat COVID-19. The possibilities to promote our Association are not many, as our office is physically closed and the duty officers are not "on duty". However, courtesy of Gabriella Sborchia, our office is reachable by telephone (06 57056016) and can connect you with members of the Executive Committee for consultation. Prospective members, however, might find some difficulty in obtaining information about their upcoming retirement. Apart from our interaction with the staff associations, where we can inform their members about the actions we are undertaking in matters related to our pension and the after-service health insurance, we rely mostly on our presentations at the Retirement Seminar for the promotion of our Association. FAO organizes presentations twice a year, but the first one in 2020 which was scheduled for 19 March, had to be postponed. Fortunately, FAO has taken the initiative of organizing a virtual retirement seminar in the third week of November. 200 participants have been invited. It will be a new experience, for which the FFOA team was trained at a special session.

In “normal” years about 110 new members join our association every year. It is a real challenge to find the 47 missing new members among the participants of the seminar or elsewhere. When you read this, please do think of a former colleague you could contact and encourage to join FFOA. You will be able to find all the information you might need through our Newsbrief. Every member of the Association can help in promoting the activities and membership of the FFOA.

### **Renew Your Membership**

Renew your Membership by paying €25 in the following ways:

- By bank transfer to the account of FFOA with Banca Intesa San Paolo at the FAO headquarters, IBAN: IT50 T030 6903 3560 0732 637 0137 (BIC: BCITITMM700)
- By bank transfer from your UNFCU account to the UNFCU account of FFOA N0. 10-1771070000

### **New Members**

The Secretariat

A hearty welcome to our Members who have recently joined the FFOA:

Bonacci, Ms Adriana  
Chavez Jofre, Mr Claudio  
Cotrufo, Mr Carmine  
Di Canio, Ms Emanuella  
Feenan, Ms Kelly  
Garibaldi, Mr Luca  
Iurilli, Ms Elisabetta  
Lagaresta, Ms Sylvie  
Lartey, Ms Anna  
Michelcich, Mr Andrej  
Millo, Ms Eleonora  
Moroz, Ms Anna  
Paci, Ms Orietta  
Paoloni, Ms Vania  
Papinutti, Ms Patrizia  
Poulisse, Mr Jan

Romani, Ms Luciana  
Satin, Mr Morton  
Tercon, Mr Pietro  
Triticucci, Ms Claudia  
Zahareddine, Ms Chadia

**All retirees ought to join the Association to support its work representing pensioners, and for their own interest, and should encourage their ex-colleagues to join!**

### **In Memoriam**

The Secretariat

**On behalf of all the members of the FFOA, we express heartfelt sympathy to the families and friends of all those members who have left us.**

Kulkarni, Mr Hari  
30 January 2019  
Maher Barberini, Ms Charlotte Anne  
21 October 2019  
Alonzo, Mr Domingo Cruz  
8 February 2020  
Schamberger, Mr Herbert  
6 April 2020  
Dessberg, Mr Massimo  
30 July 2020  
Marcucci, Mr Aurelio  
2 August 2020  
Mafessoni, Mr Franco  
13 August 2020  
Baron, Mr Pierre  
1 September 2020  
Duke, Ms Katheleen  
17 September 2020  
Hansen, Mr Kaj Zacho  
22 September 2020  
Jolivet, Mr Pierre  
30 September 2020  
Anglesio, Mr Paolo  
1 November 2020  
Bellia, Ms Maria Pia  
1 November 2020  
Barbasso, Ms Paola  
7 November 2020  
Padroni, Mr Giancarlo  
7 November 2020

Cimino, Ms Maria  
10 November 2020  
Kubo, Mr Takashi  
14 November 2020  
von Werner, Ms Doris  
19 November 2020  
Maillard, Ms Janine  
20 November 2020  
Byrne, Ms Patricia  
24 November 2020  
Doeff, Mr Michael  
1 December 2020

## OBITUARY - Aurelio Marcucci



Dear Colleagues,  
It is with great sadness that FFOA announces the death in Rome on Sunday, 2 August of our dear friend and colleague Mr Aurelio Marcucci.

Aurelio was an esteemed colleague in FAO, which he joined at a very early age and where he later held responsible managerial positions in Administration (Central and Decentralized), Human Resources and Social Security. He was very active in all layers of social security life in FAO.

For many years he was an elected member to the FAO UN Joint Staff Pension Committee representing participants, and a member of the UN Joint Staff Pension Board (a body of the UN General Assembly). He became Chairman of that Board in 1994.

As a retiree, Aurelio soon became a prominent figure in FFOA, the Rome-based association of pensioners, and a very active member of the Executive Committee. His role as FAFICS Vice-President and President Emeritus was highly recognized by members world-wide for his unparalleled contribution to the concerns of pensioners.

Those who knew Aurelio have joined in presenting to his family the sense of their deepest sorrow and condolences.

## Social Support and Recreational Activities

J. Smidt, B. Pisani, A. Van Arkadie, M. De Gaay Fortman, M. Saleheen, S. Salvi

In our previous Newsbrief a number of trips were announced for August and September and some of our members managed to take advantage of a few. Unfortunately, due to the lockdown numerous trips were cancelled, also because many of our members were not in the mood to travel.

However, during this long period it has been a pleasure to assist some of our members in need with whom we have established a continuous friendly relationship, confirming that FFOA is always willing to assist.

Below are some of our trips announced during the summer.

July	3 days tour to Umbria
August	Island of Giglio and Giannutri Rieti to visit Rieti Sotterranea, Rocca Sinibalda and Castello di Tora Island of Giglio and Giannutri Island of Ponza Lake Turano and Rocca Sinibalda Vatican Museums Island of Pianosa Island of Capri and Anacapri Egadi Islands
October	Siena Naples to visit San Carlo Theater Sightseeing in Rome: Basilica of Saint Peter, Gianicolo, Roma Barocca, Excavations in Ostia Antica, Castel Sant'Angelo, Capitolini Museums, Roma dei Cesari, Villa dei Quintili

We all hope that, in the not too distant future, we will be able to resume our activities.

## Your Good Health

S. Salvi

In these difficult times, perhaps, some Oscar Wilde's aphorisms can comfort us.

- *Life is far too important a thing ever to talk seriously about*
- *Keep love in your heart. A life without, it is like a sunless garden when the flowers are dead*
- *No man is rich enough to buy back his past*
- *If you are not too long, I will wait for you all my life*
- *I am so clever that sometimes I don't understand a single word of what I am saying*
- *There are only two tragedies in life: one is not getting what one wants and the other is getting it*

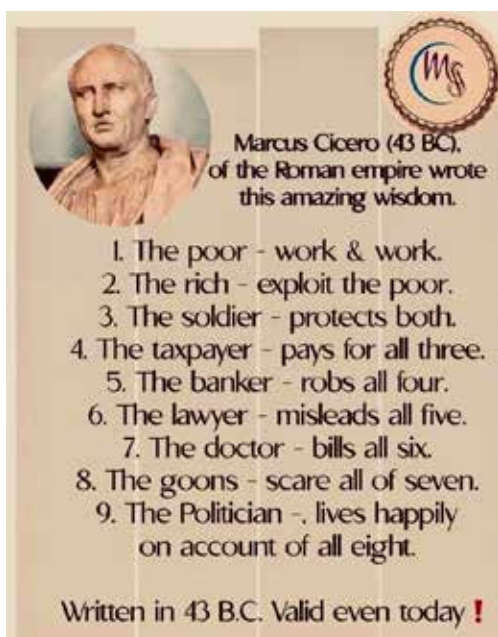
## News from the Membership

### Laughter Is the Best Medicine

M. Saleheen



**COLLECTIONS: These may liven you up**



## Alphabet for seniors will make you laugh

**A** is for apple and B is for boat, that used to be right but now it won't float! Age before beauty is what we say but let's be a bit more realistic instead

The alphabet for seniors:

- ⇒ **A's** for **arthritis**,
- ⇒ **B's** for **bad back**,
- ⇒ **C's** for **chest pains**, perhaps **cardiac**?
- ⇒ **D** is for **dental decay** and **decline**,
- ⇒ **E** is for **eyesight**, can't read that top line!
- ⇒ **F** is for **fissures** and **fluid retention**,
- ⇒ **G** is for **gas** which we'd rather not mention,
- ⇒ **H** is for **high blood pressure**;
- ⇒ **I** for **incisions** with scars you can show.
- ⇒ **J** is for **joints**, out of socket, won't mend,
- ⇒ **K** is for **knees** that crack when they bend.
- ⇒ **L's** for **lots of love**
- ⇒ **M** is for **memory**, I

forget what comes next.

- ⇒ **N** is **neuralgia**, in **nerves** way down low;
- ⇒ **O** is for **osteo**, bones that don't grow!
- ⇒ **P's** for **prescriptions**, I have quite a few, just give me a **pill** and I'll be good as new!
- ⇒ **Q** is for **queasy**, is it fatal or flu?
- ⇒ **R** is for **reflux**, one meal turns to two.
- ⇒ **S** is for **sleepless nights**, counting my fears,
- ⇒ **T** is for **Tinnitus**, bells in my ears!
- ⇒ **U** is for **urinary**, troubles with flow,
- ⇒ **V** for **vertigo**, that's 'dizzy,' you know.
- ⇒ **W** for **worry**, now what's going 'round?
- ⇒ **X** is for **X ray** and what might be found.
- ⇒ **Y** for another **year** I'm left here behind,
- ⇒ **Z** is for **zest** I still have - in my mind!



**Some says "L's for loss of love!"**

### Conversation between a husband & wife:

He said.... I don't know why you wear a bra; you've got nothing to put in it.  
She said.... You wear pants don't you?

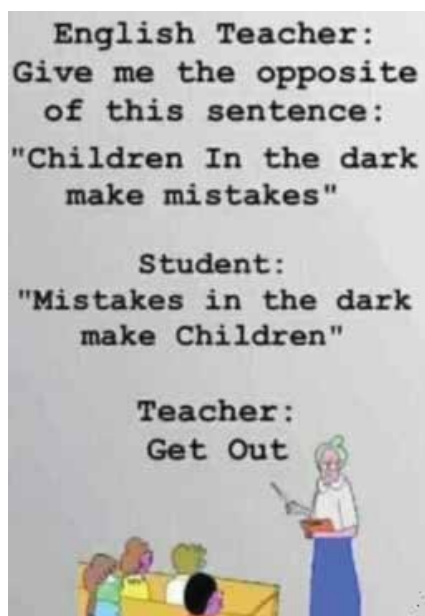
He said..... Shall we try swapping positions tonight?  
She said... That's a good idea - you stand by the ironing board while I sit on the sofa and fart!

He said..... What have you been doing with all the grocery money I gave you?  
She said ....Turn sideways and look in the mirror!

He said..... Why are married women heavier than single women?  
She said..... Single women come home, see what's in the fridge and go to bed. Married women come home, see what's in bed and go to the fridge.

SEND THIS TO A SMART WOMAN WHO NEEDS A LAUGH AND TO THE GUYS YOU THINK CAN HANDLE IT 🤔🤔🤔





### **A woman dies. In heaven she sees a large wall full of clocks.**

She asks angel: What are these for?  
 Angel answers: These are Lie Clocks.  
 Every person has a lie clock! Whenever you lie on earth, the clock moves.  
 The woman points towards a clock and asks: Whose clock is this? ...  
 Angel says: Its Mother Teresa's. It never moved, showing that she never told lie.  
 The woman asks: Where are the clocks of Married men?  
 The angel replies: Those are in our office. We use them as 'OFFICE FANS'  
 She then asked, what about the Married women?  
 The angel replied, those are kept out... they are generating electricity...!!

### **Quotable Quotes from "World Marriage Day"**

After marriage, husband and wife become two sides of a coin, they just can't face each other, but still they stay together... Al Gore

By all means marry. If you get a good wife, you'll be happy. If you get a bad one, you'll become a philosopher... Socrates

Women inspire us to great things, and prevent us from achieving them... Mike Tyson

I had some words with my wife, and she had some paragraphs with me... Bill Clinton

There's a way of transferring funds that is even faster than electronic banking. It's called marriage... Michael Jordan

A good wife always forgives her husband when she's wrong... Barack Obama

When you are in love,  
 Wonders happen.  
 But once you get married,  
 You wonder, what happened.

Marriage is a beautiful forest where Brave Lions are killed by beautiful Deer.

### **After the death of his wife an elderly man married a young woman...**

Now he was spending less time with his friends. His concerned friends enquired if there was a problem.

"I'm to pass time with you but my poor wife gets lonely when I'm away."

Friends advised him to keep a young tenant at home, your wife will be happy in the company of a younger person.

The elderly man promptly acted on their advise and leased a room in house to a young tenant.

The friends were meeting more often. One day the friends jokingly asked, "How is your wife now?"

She is not lonely at all; in fact, she is happy and \*She is pregnant\*

The friends laughed, as they expected this. "How is the tenant?" they asked.

The man replied very soberly  
 \*She is also pregnant\*..."

*Never underestimate the \*Power of - Senior Citizen\**



Please share your personal experience or advice on retirement. Everyone would love it. You may write in English or Italian, addressed to FFOA, attention: Newsbrief Coordinator, Gianna Paganelli.

## Some More Photos from the Virtual 50th General Assembly



Mr Alan Prien,  
Emeritus President  
& Presiding Officer of GA

Ms Shasha You,  
Social Security Services,  
FAO



Ms Georgia Shaver,  
Vice-President, FFOA



Mr Pierre Moreau-Peron,  
Director Human Resources,  
IFAD



Mr David Fontana,  
Chief, Health Insurance, WFP

Ms Lenyara Fundukova,  
Chair of IFAD Staff Association





*We wish you Happy Holidays  
and a wonderful New Year*

★ staysafe ★ stayhome ★ farbutclose  
★ happyholidays ★ stopCOVID-19

## About FFOA

Since 1971, FFOA has worked to advance the interests of pensioners from United Nations Agencies based in Italy, regardless of where they spend their retirement. FFOA is based at FAO Headquarters in Rome and has a growing global membership numbering more than 2,300 pensioners from FAO, IFAD, WFP, ICCROM, etc. from all staff categories.

### Representation

FFOA officially represents retiree interests in formal relations with management of FAO, IFAD and WFP. We have a place at the table in all retiree-relevant discussions. FFOA is also active in the Federation of Associations of Former International Civil Servants (FAFICS), which joins 63 associations like ours to represent pensioners at the UN System level.

### Support

FFOA works to improve retirement benefits – particularly pensions and medical insurance – and to protect the interests of the membership as a whole. We also respond to individual requests from members for assistance, guidance or referral on issues associated with retirement and ageing in general (all services are provided by members on a voluntary basis). Members are informed of developments in areas of concern by our Newsbrief, by our website and direct contact by post (including e-mail).

### Camaraderie

FFOA promotes contact and social and intellectual exchange among its members, through a web-based discussion forum, and a wide range of cultural and social activities. Colleagues and friends in the Rome area gather

at FAO on the first Wednesday of each month for “Coffee Morning” – drop in if you’re in the neighbourhood!

### Helping those in need

Being a pensioner can be difficult and lonely. Volunteers from FFOA are available to support members in distress over the phone, or to organize home visits. FFOA also offers small no-interest loans (maximum 1,500 Euro) to meet short-term emergency requirements.

### Service

Even after a career of service, UN pensioners remain interested in and committed to development issues, and continue to support the objectives of their former employer. FFOA attends key meetings and events at Rome headquarters, shares updates with members on key activities and achievements in the UN System, and provides direct support as well.

Keep up with FFOA and retiree colleagues  
Stay informed on the latest developments on important issues for retirees via the FFOA website: [www.ffoa-web.org](http://www.ffoa-web.org). Register on the website to ensure you always receive the latest information, and stay in touch with distant friends and former colleagues.

### Join FFOA!

Adding your voice helps make the Association stronger and more impactful. Annual FFOA membership is 25 Euro; a life membership is 375 Euro. There is one-time registration fee of 10 Euro. Follow the link to download a membership application: [www.ffoa-web.org/eligibility-for-membership](http://www.ffoa-web.org/eligibility-for-membership), write to [ffoa@fao.org](mailto:ffoa@fao.org), or phone the FFOA desk at (+39) 06-5705 5623 / 5705 6016.

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