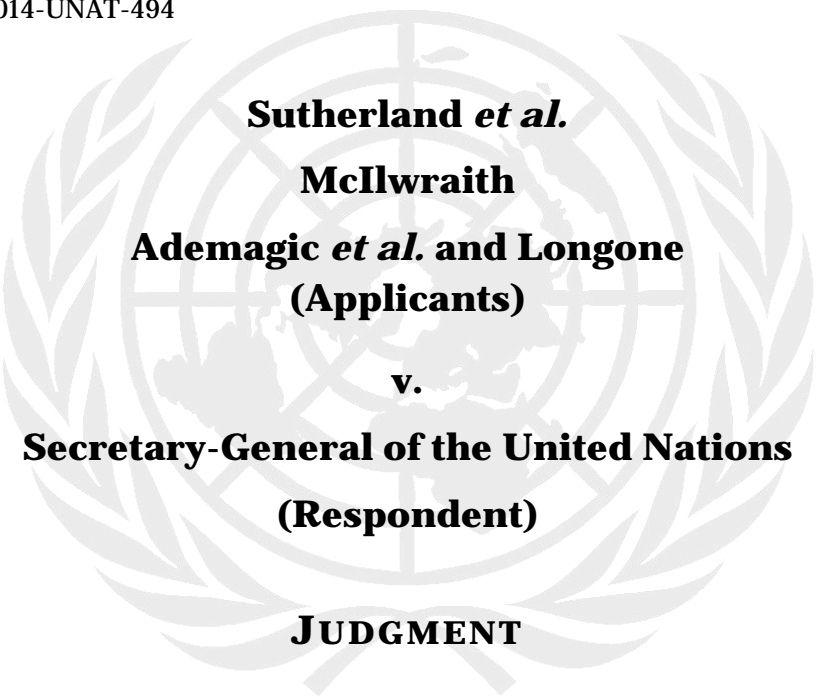




**UNITED NATIONS APPEALS TRIBUNAL
TRIBUNAL D'APPEL DES NATIONS UNIES**

Judgment No. 2014-UNAT-494



**Sutherland *et al.*
McIlwraith
Ademagic *et al.* and Longone
(Applicants)
v.
Secretary-General of the United Nations
(Respondent)
JUDGMENT**

Before: Judge Richard Lussick, President
Judge Rosalyn Chapman
Judge Inés Weinberg de Roca
Judge Sophia Adinyira
Judge Luis María Simón
Judge Mary Faherty

Cases Nos.: 2014-625, 2014-627 & 2014-630

Date: 17 October 2014

Registrar: Weicheng Lin

Counsel for Applicants: Self-represented
Robbie Leighton
Jeffrey C. Dahl

Counsel for Respondent: Rupa Mitra/John Stompor

Reissued for technical reasons on 07 January 2015

JUDGE RICHARD LUSSICK, PRESIDING.

1. The United Nations Appeals Tribunal (Appeals Tribunal) has before it a Motion for Execution of Appeal Judgment No. 2013-UNAT-357 in the case of *Malmström et al.* rendered by the Appeals Tribunal on 17 October 2013. On 4 July 2014, the following nine individuals filed the Motion: Ms. Laurel Amdur Baig, Ms. Susanne Malmström, Ms. Michelle Jarvis, Mr. Robert William Reid, Ms. Carolyn Edgerton, Ms. Ann Elizabeth Sutherland, Ms. Barbara Goy, Mr. Mathias Marcussen, and Mr. Julian Samuel Nicholls (Sutherland et al.). On 4 August 2014, the Secretary-General of the United Nations filed his response.

2. The Appeals Tribunal also has before it “Ademagic *et al.* and Longone’s Renewed Motion for an Order Requiring Respondent to Execute the Judgment” (Judgment No. 2013-UNAT-358 in *Longone* and Judgment No. 2013-UNAT-359 in *Ademagic et al.*, both rendered by the Appeals Tribunal on 17 October 2013). Mr. Miguel Longone and 258 individuals¹ that form part of the *Ademagic et al.* case (Ademagic et al.) filed their joined Motion on 30 July 2014. On 4 September 2014, the Secretary-General filed his response.

3. The Appeals Tribunal also has before it a “Request for Order of Execution of Judgment” (Judgment No. 2013-UNAT-360) rendered by the Appeals Tribunal on 17 October 2013 in the case of *McIlwraith*. Mr. Fraser McIlwraith filed the Request on 11 July 2014 and the Secretary-General filed his response on 18 August 2014.

4. In addition, the Appeals Tribunal has before it “Ademagic *et al.* and Longone’s Expedited Motion to Hold Decision Letters in Abeyance and Without Legal Effect”, filed by Mr. Longone and Ademagic et al. on 1 August 2014. The Secretary-General filed his response on 29 September 2014.

5. For reasons of judicial economy, the Appeals Tribunal consolidated the four motions filed by Sutherland et al., Ademagic et al. and Mr. Longone, and Mr. McIlwraith.

¹ Listed in Annex 1.

Facts and Procedure

6. On 17 October 2013, the Appeals Tribunal rendered judgment in:
- *Malmström et al. v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-357;
 - *Longone v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-358;
 - *Ademagic et al. and McIlwraith v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-359; and
 - *McMillwraith v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-360.
7. In the said Judgments, which were published on 19 December 2013, the Appeals Tribunal held, *inter alia*:²

... Because the Appeals Tribunal has legal authority to do so, and has sufficient factual information, the matter is hereby remanded to the decision maker, namely the [Assistant Secretary-General for Human Resources Management (ASG/OHRM)] (rather than to the [United Nations Dispute Tribunal]) for the ASG/OHRM to consider, in accordance with the relevant statutory provisions and the principles of substantive due process, whether the staff members' fixed-term contracts should be retroactively converted to permanent appointments. There is a statutory obligation on the Administration, in the context of the best interests of the United Nations, to give "every reasonable consideration" to those [International Criminal Tribunal for the former Yugoslavia (ICTY)] staff members demonstrating the proficiencies, competencies and transferrable skills which render them suitable for career positions within the Organization.

... The ASG/OHRM shall use a process that is fair, properly documented and completed in a timely manner. Given the duration of these proceedings, and mindful of the finite mandate of the ICTY and the stress uncertain contract situations imposes on staff, the Appeals Tribunal directs that the conversion process be completed within 90 days of the publication of this Judgment. Each staff member is entitled to receive a written, reasoned, individual and timely decision, setting out the ASG/OHRM's determination on his or her suitability for retroactive conversion from fixed-term to

² *Malmström et al. v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-357, paras. 72, 73 and 82, quoted in *Longone v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-358; and *Ademagic et al. and McIlwraith v. Secretary-General of the United Nations*, Judgment No. 2013-UNAT-359.

permanent contract. This applies equally to any litigant staff members who were part of the original conversion exercise at issue but have since left the service of the ICTY.

8. The Appeals Tribunal also awarded compensation in the amount of EUR 3,000 per person, payment to be executed within 60 days from the date of issuance of the Judgments to the parties.

9. By Order No. 178 (2014), issued on 2 April 2014, the Appeals Tribunal granted a Motion filed by the Secretary-General requesting an extension of the time limit in which to complete the new conversion process until 19 June 2014.

Submissions

Sutherland et al.'s Motion for Execution of Judgment

10. Pursuant to Article 27 of the Rules of Procedure, Sutherland et al. ask for an order for execution of the Appeals Judgment in their cases. The new decisions on the Applicants' requests for conversion to permanent appointments disregard the Appeals Tribunal's clear instructions regarding the framework for the second round of the conversion exercises. The Appeals Tribunal clearly stated that "the ASG/OHRM was not entitled to place reliance on the 'operational realities of the Organization' to the exclusion of all other relevant criteria set out in Resolution 51/226"; which is exactly what she did. In making the finite mandates of the ICTY/ Mechanism for International Criminal Tribunals (MICT) the sole operative factor in determining the Applicants' suitability, the ASG/OHRM rendered the second process of consideration for permanent appointment pointless since none of the 273 Applicants could ever succeed; and indeed none of them did.

11. The ASG/OHRM's decision further reflects numerous related flaws:

- In making consideration of the current dates of the Applicants' contracts central to the reasoning in rejecting their applications, the ASG/OHRM failed to recognize that these dates are, in many cases, determined by reference to the current budget cycle and do not necessarily reflect projected separation dates of each of the Applicants.
- The ASG/OHRM failed to assess the Applicants individually to the point of ignoring individualized information that her Office had invited staff members to provide.

- The decisions are based on the flawed premise that staff members cannot be reassigned to other entities of the Organization.

12. The ASG/OHRM has clearly signaled her refusal to conduct a proper review of the Applicants' requests for conversion of their fixed-term contracts to permanent appointments. The Applicants therefore do not ask that she conduct the process again. Rather, they request that the Appeals Tribunal, on an expedited basis, award each Applicant a permanent appointment, or alternatively, compensation in the amount of the termination indemnity associated with permanent contracts. In addition, the Applicants seek moral damages in the amount of EUR 22,000 to compensate for "repeated, substantive and fundamental breaches of due process, including discrimination and excessive delay".

13. Should the Appeals Tribunal consider sending the matter back to the ASG/OHRM for further process, the Applicants "urge [the Appeals Tribunal] to impose daily penalties until the further revised decisions are issued". Furthermore, the Applicants suggest that the Appeals Tribunal "may consider that the facts of this case disclose grounds to refer the Administration to the Secretary-General for possible action to enforce accountability".

The Secretary-General's Response to Malmström et al.'s Motion for Execution of Judgment

14. The Secretary-General contends that there is no legal basis for any of the grounds of relief requested by the Applicants. None of the remedies requested were ordered by the Appeals Tribunal. The Applicants are therefore not asking for an "execution" of the Appeal Judgment. Rather, they are substantively challenging the ASG/OHRM's new decision before the Appeals Tribunal, thereby trying to obtain an expedited decision so that they would not have to challenge the ASG/OHRM's decision before the Management Evaluation Unit.

15. The Appeals Tribunal's decision not to determine whether the Applicants should be granted permanent appointments is *res judicata*. The Applicants have previously asked for precisely the same order in their appeal and the Appeals Tribunal has declined to grant that request. Turning to the Applicants' request that in the alternative, the Appeals Tribunal order termination indemnity for each of them, the Secretary-General contends that, since the Applicants have not been granted permanent appointments, they have no entitlement to compensation that is equivalent to the termination indemnity.

16. The Applicants' requests for moral damages in the amount of EUR 22,000 are legally unsustainable. Payment of this sum was not ordered in the Appeals Tribunal Judgment. The Applicants base their request for supplementary moral damages on "the deliberate additional delay the ASG/OHRM has caused by extending the timeframe for the second review, while at the same time having no intention of conducting a process in accordance with the [Appeals Tribunal]'s clear directions". The Appeals Tribunal already rejected that claim in Order No. 178. Turning to the Applicants' request that the Appeals Tribunal "impose daily penalties until the further revised decisions are issued", in case the matter be sent back to the ASG/OHRM, the Secretary-General recalls that under its Statute, the Tribunal shall not award punitive damages.

17. There is no basis for the assertion that the circumstances of this case warrant referral of the Administration to the Secretary-General for accountability, because the Applicants' claims are unfounded and the Appeals Tribunal Judgment has been executed. Furthermore, a referral in the present case is inappropriate since the high standard of personal wrongdoing for the purpose of Article 9(5) of the Statute has not been met; and the referral of "the Administration" is too broad and vague to be workable.

Ademagic et al. and Longone's Renewed Motion for an Order Requiring Respondent to Execute the Judgment

18. Contrary to the express language in the Judgments, the review process adopted by the ASG/OHRM "was anything but retroactive, continues to be discriminatory in nature and is procedurally flawed and unfair". As the Judgments reflect, the retroactive review process should be conducted using information as of 1 July 2009 and not January 2014. The ASG/OHRM's failure to conduct a fair and transparent review process in 2010 is the sole reason it was forced to conduct a retroactive review process in 2014.

19. The ASG/OHRM adopted the same blanket denial policy that the Appeals Tribunal had previously found "legally void". Notwithstanding the extensive additional information requested by the ASG/OHRM in January 2014 which purported to be the basis for an extension of time to complete the review process, the determination letters sent to the individual staff members do not reflect that she took into consideration any of this information.

20. “The ASG/OHRM chose to ignore the unambiguous and clear terms of the Judgments, and willfully continued her discriminatory process, in blatant violation of the [Appeals Tribunal’s] orders.” In doing so, she has undermined the authority of the Appeals Tribunal. “In view of the ASG/OHRM’s inability to conduct a fair and transparent review process”, the Applicants request that the Appeals Tribunal itself should decide on the merits of this case.

21. As a remedy, the Applicants ask that the Appeals Tribunal order retroactive conversion of their contracts to permanent appointments, or in the alternative, compensation calculated at the applicable termination indemnity associated with a permanent contract. Should the Appeals Tribunal decline to decide on the merits, a third review should be ordered with an external body overseeing the ASG/OHRM’s review process. The Applicants ask for additional moral damages in the amount of EUR 10,000 per staff member.

The Secretary-General’s Response to Ademagic et al. and Longone’s Renewed Motion for an Order Requiring Respondent to Execute the Judgment

22. The Secretary-General requests that the Appeals Tribunal dismiss the application in its entirety. He further asks for an expedited hearing of the case. Most of the Applicants requested management evaluation of the same decisions and an expedited review would enable parties to avoid parallel proceedings before the UNDT and the Appeals Tribunal.

23. The Secretary-General contends that there is no legal basis for any of the grounds of relief requested by the Applicants. None of the remedies requested were ordered by the Appeals Tribunal. The Applicants are therefore not asking for an “execution” of the Appeals Judgment, but are substantively challenging the ASG/OHRM’s new decision before the Appeals Tribunal. Since the Applicants are challenging a new administrative decision, they must do so through the appropriate process, with management evaluation being the mandatory first step.

24. The Applicants’ contention that no individual consideration has been given is unfounded. The ASG/OHRM has conducted a *de novo* exercise in which each Applicant was given individualized consideration for a permanent appointment in accordance with the guidelines set out in the Judgments. In its request for an extension of time, the Administration submitted documents in support of its explanations of the steps it had taken up to that point in the

execution of the Judgments and outlined the projected remaining steps. The Appeals Tribunal's decision to grant the application to extend the deadline reflected its satisfaction that the steps outlined by the Administration, including obtaining updated data on each Applicant from the ICTY, were necessary and that additional time was needed in order for such steps to be taken.

25. The Appeals Tribunal's decision not to determine whether the Applicants should be granted permanent appointments is *res judicata*. The Applicants have previously asked for precisely the same order in their appeal and the Appeals Tribunal has declined to grant that request. Turning to the Applicants' request that in the alternative the Appeals Tribunal order termination indemnity for each of them, the Secretary-General contends that, following a *de novo* consideration, the Applicants were not granted permanent appointments, and accordingly they have no entitlement to compensation that is equivalent to the termination indemnity.

26. The requests for moral damages in the amount of EUR 10,000 per Applicant are legally unsustainable. Payment of this sum was not ordered in the Appeals Tribunal Judgment and the Applicants have not shown how this amount corresponds to any actual damages that they suffered.

Mr. McIlwraith's Request for Order of Execution of Judgment

27. The letter received by Mr. McIlwraith demonstrates that a blanket policy has again been adopted for the conversion of ICTY staff members to permanent appointments. This is obvious from the fact that all ICTY staff members affected by the original judgment received the same decision for the same reason, i.e. that they are staff members of an entity with a finite mandate. Mr. McIlwraith was found to be suitable in all ways for conversion to a permanent appointment except that he is employed at an entity with a finite mandate. Any individual consideration he might have been afforded was considered irrelevant as the ASG/OHRM relied solely on the finite mandate of the ICTY in violation of the express terms of the Appeals Tribunal Judgment. Given that the Administration has been at all times fully aware of the finite nature of the ICTY's mandate, it follows that the outcome of the second review process was predetermined. Any suggestion that the ASG/OHRM's letter evidences a new exercise of discretion is contradicted by the fact that the same justification has been provided to apply blanket exclusion to all ICTY staff members. This letter does not represent a new decision. Rather, it demonstrates that the Administration has failed to comply with the Judgment.

28. The new decision takes into consideration irrelevant factors and fails to take into consideration relevant factors:

-- The Administration, in determining Mr. McIlwraith's suitability, took into consideration the fact that his current contract is a fixed-term appointment (budgeted until 31 December 2015). That same logic would preclude any fixed-term appointment being converted to a permanent appointment. The renewal of Mr. McIlwraith's appointment is contingent on the approval of the next budgetary cycle. The end date of his current appointment is in no way indicative of the length of time that his service will continue to be required by the ICTY.

-- The "continuing need for [...] services" is an irrelevant consideration. Grant of permanent appointment does not mean grant of permanent employment. Permanent appointment is a right that accrues through a sustained period of valuable service.

-- The assertion that there is no authority to assign Mr. McIlwraith to another entity has no legal basis in the Staff Regulations and Rules. The Appeals Tribunal specifically required consideration of Mr. McIlwraith's transferrable skills, which demonstrates that it is possible to transfer ICTY staff members.

29. The process carefully documented in the Administration's request for an extension of time was "camouflage" to give the appearance that the Judgment was executed. The ASG/OHRM's letter demonstrates that the consideration ordered by the Appeals Tribunal is not available as a remedy. Mr. McIlwraith therefore asks that the Appeals Tribunal order his conversion to a permanent appointment or in the alternative, financial compensation in the amount of the termination indemnity. He further requests compensation for moral damages in the amount of EUR 6,000 for the stress he suffered as a result of the Administration's actions.

The Secretary-General's Response to Mr. McIlwraith's Request for Order of Execution of Judgment

30. The Secretary-General contends that there is no legal basis for any of the grounds of relief requested by Mr. McIlwraith. None of the remedies requested were ordered by the Appeals Tribunal. He is therefore not asking for an "execution" of the Appeals Judgment, but is substantively challenging the ASG/OHRM's new decision before the Appeals Tribunal.

31. The Appeals Tribunal's decision not to determine whether Mr. McIlwraith should be granted a permanent appointment is *res judicata*. He has previously asked for precisely the same order in his appeal and the Appeals Tribunal has declined to grant that request. Turning to the request that in the alternative the Appeals Tribunal award him termination indemnity, the Secretary-General contends that, since Mr. McIlwraith has not been granted a permanent appointment, he has no entitlement to compensation that is equivalent to the termination indemnity.

32. Mr. McIlwraith's request for moral damages in the amount of EUR 6,000 is legally unsustainable. Payment of this sum was not ordered in the Appeals Tribunal Judgment and he has not shown how this amount corresponds to any actual damages he suffered. Furthermore, contrary to Mr. McIlwraith's assertion, the new decision by the ASG/OHRM does bring closure to his case and there is no basis to award him additional compensation because he is unsatisfied with the outcome. Similarly, the request for moral damages cannot be based on a delay resulting from a request for an extension of time that the Appeals Tribunal determined to be valid.

33. Mr. McIlwraith's contention that no individual consideration has been given is unfounded. The ASG/OHRM has conducted a *de novo* exercise in which Mr. McIlwraith was given individualized consideration for a permanent appointment in accordance with the guidelines set out in the Judgments. In its request for an extension of time, the Administration submitted documents in support of its explanations of the steps it had taken up to that point in the execution of the Judgments and outlined the projected remaining steps. The Appeals Tribunal's decision to grant the application to extend the deadline reflected its satisfaction that the steps outlined by the Administration were necessary and that additional time was needed in order for such steps to be taken.

34. The Secretary-General requests that the Appeals Tribunal dismiss the application in its entirety. He further asks for an expedited hearing of the case.

Ademagic et al. and Longone's Expedited Motion to Hold Decision Letters in Abeyance and Without Legal Effect"

35. The Applicants request that the Appeals Tribunal issue an order holding the decision letters in abeyance and without legal effect until the Appeals Tribunal has decided on the Motion. Unless the Appeals Tribunal grants their request, they will file applications with the

Management Evaluation Unit before the deadline in mid-August. The Appeals Tribunal's order holding the decision letters in abeyance will preserve the *status quo* pending the review by the Appeals Tribunal. Should the Appeals Tribunal deny the Motion, it should declare the administrative decisions as dated the date of the Appeals Tribunal's Order.

The Secretary-General's Response to Ademagic et al. and Longone's Expedited Motion to Hold Decision Letters in Abeyance and Without Legal Effect

36. The deadline for management evaluation has passed and 249 of the Applicants have already filed their requests for management evaluation of the new decisions. The Motion is therefore moot and should be dismissed. With respect to the Applicants' request that the Appeals Tribunal declare the administrative decision to be dated the date of the Appeals Tribunal's Order, the Secretary-General contends that the Appeals Tribunal lacks jurisdiction to change the date of an administrative decision.

Considerations

The motions seeking execution of four Judgments rendered by the Appeals Tribunal

37. Sutherland et al. seek execution of the Judgment rendered by the Appeals Tribunal on 17 October 2013, in the case of *Malmström et al. v. Secretary-General* (2013-UNAT-357). Ademagic et al. and Mr. Longone have filed a "Renewed Motion" for an order requiring the Secretary-General to execute the Judgments rendered by the Appeals Tribunal on 17 October 2013, in the cases of *Ademagic et al. v. Secretary-General* (2013-UNAT-359) and *Longone v. Secretary-General* (2013-UNAT-358). Mr. McIlwraith requests an "Order for Execution" of the Judgment rendered by the Appeals Tribunal on 17 October 2013, in the case of *McIlwraith v. Secretary-General* (2013-UNAT-360).

38. Having considered the parties' submissions, the motions are denied. Pursuant to the orders made by the Appeals Tribunal in the Judgments referred to above (and noting the extension of time granted to the Secretary-General by Order No. 178 (2014)), execution has occurred in each of the cases. Payment of the moral damages has been effected and a new conversion process has been completed.³ Thus, none of the present applications merits an

³ On 31 March 2014, six individuals of the original *Ademagic et al.* group filed a "Supplemental Motion for an Order Requiring Respondent to Execute the Judgment to Pay 3,000 Euros", claiming that the Administration has failed to pay the moral damages ordered by the Appeals Tribunal. This motion will be considered separately.

order for execution pursuant to Article 11(4) of the Appeals Tribunal Statute and Article 27 of the Rules of Procedure.

39. Recourse for the complaints of Sutherland et al., Ademagic et al., Mr. Longone and Mr. McIlwraith, regarding the conversion process undertaken subsequent to the Appeals Tribunal's rulings, is *not* to be found in an application for execution but rather in Staff Rule 11.2. This rule provides the mechanism whereby the complained-of decisions of the ASG/OHRM can be challenged by the affected staff members. Thereafter, if necessary, the staff members may seek judicial review.

Ademagic et al. and Mr. Longone's motion to hold decision letters in abeyance and without legal effect

40. By Motion filed on 29 July 2014, Ademagic et al. and Mr. Longone request that the Appeals Tribunal hold the decision letters issued to them by the ASG/OHRM in abeyance until the Appeals Tribunal has ruled on their motion for execution. As the Appeals Tribunal has now ruled on their motion and given that the time limit for management evaluation has passed, the application to hold in abeyance is moot. In the event of a negative decision to their application for execution, the staff members request that the Appeals Tribunal declare the date of the decisions on conversion as the date of the Appeals Tribunal's Order. This application is without merit as the Appeals Tribunal does not have jurisdiction to change the date of administrative decisions.

41. For the foregoing reasons, the motion is denied.

Judgment

42. The Motions are denied.

Original and Authoritative Version: English

Dated this 17th day of October 2014 in New York, United States.

(Signed)

Judge Lussick, Presiding

(Signed)

Judge Chapman

(Signed)

Judge Weinberg de Roca

(Signed)

Judge Adinyira

(Signed)

Judge Simón

(Signed)

Judge Faherty

Entered in the Register on this 22nd day of December 2014 in New York, United States.

(Signed)

Weicheng Lin, Registrar

ANNEX 1

A	B	C
ADEMAGIC, Ernesa	BAIER, Kenneth	CAR, Rudolf
AGIC, Alma	BAJNOCI, Marie	CASALS, Isabelle
AGIC-KANDZIJAS, Adisa	BARTULA, Darko	CHAMANKOOL, Sakon
AGOLI, Dita	BASHIR, Omar	CHARTIER, Christian
AHMIC, Hazim	BARSONY, Robert	CHATTERJEE-MARS, Veronique
AJAS,Nathalie	BATTLEY, Gregory	CHAUVIN, Jamila
ALBERS, Jules	BECKER, Lidia	CHOUCAIR, Marc
ALIC, Nijaz	BEGOVIC, Monika	CIKARA, Ante
AMEERALI, Carline	BIALEK, Malgorzata	CIRIC, Ana
AMMERAAL, Chiel	BLASZCZYK, Tomasz	COLLEYE, Sophie
ANDRIC, Bojan	BLAZEVIC, Biljana	COTTAM, Richard
ANTOLIC, Branko	BOBBY-JAVIER, Carmela	CULLEN, Kevin
AZDAJIC, Igor	BOEREBOOM, Femke	CULJAK-VASIC, Ljiljana
	BORJA, Maria Dolores	CVETKOSKA, Dragica
	BORRELLI, Allen	
	BOS, Roeland	
	BOUWKNECHT, Ramon	
	BOWDEN, Simon	
	BOWDEN, Taryn	
	BRAND, Pamela	
	BRETTELL, Amanda	
	BROESHART, Michael	
	BROUWER, Ibn	
	BRUKX, Dirk	
	BUCKLEY, Paul	
	BUNCE ARTEAGA, Susan	
	BYSINA, Piotr	
D	E	F
DALGAARD, Klaus	EBEO, Margie	FEATHERSTONE, Yvonne
DAWSON, Grant	ERAKOVIC, Jasminka	FIMMERS, David
DAWSON, Tatjana		FLATON, Nuria
DE RIJK, Alexander		FOLEY, Suzanne
DE RU, Inger		FRACASETTI, Marta
DE WITT, Augustus		
DELIC, Jelena		FRENDRUP, Sonja
DEMIRACA, Lejla		FRENEY, Helen
DICKS, Brian		
DIVKOVIC, Zlata		
DJIGUEMDE, Gaston		
DJULIMAN, Sejla		
DJURICIC Misel		
DOJCINOVIC, Predrag		
DOKMANOVIC, Klara		
DORAISWAMY, Ram		
DOWLING, Teresa		
DRASKOVIC, Mira		
DUDUNOV, Igor		
DUFFY, Gerard		
DZUKLESKA, Biljana		

THE UNITED NATIONS APPEALS TRIBUNAL

Judgment No. 2014-UNAT-494

G	H	I
GAL, Milan	HASANAGIC, Zeljka	IBRAHIMOVIC, Damir
GALICIA, Lourdes	HEHN, Michael	IMAMOVIC-IVANOV, Alma
GALINIER, Pierre	HENRY-FRIJLINK, Donnica	
GALINIER, Yvonne	HEPBURN, Philip	
GALURA, George	HOEFER, Claudia	
GARMAN, Jennifer	HOFMAN, Merlene	
GASHI, Driton	HONDEBRINK-HERMER, Leslie	
GAVAZ, Erol	HOUNIET, John	
GAVIN, Patrick		
GEORGELIN, Fabrice		
GEORGIJEV, Goran		
GLLAVA, Lulzim		
GOLDER, Paul		
GRADY, Paul		
GRAY, Jantina		
GRUBIC, Sandy		
J	K	L
JAHIC, Aida	KAKELA, Paivi	LA CROIX , Cheryl
JEFFERY, Mark	KALISVAART, Arjo	LALLOUS, Charbel
JEFFERY, Natasa	KALOH, Jolanda	LAMBERT, Isabelle
JOHANSSON-NARVA, Annelie	KAMPHUIS, Fe	LAUGEL, Thomas
JOVANOVIC, Ljubomir	KEREWAIJ, Franklin	LAY Wie, Ming
	KOEHLER, Michael	LEE, Christopher
	KOLE, Martine	LESIC, Zoran
	KOOPS, Ana	LIJSENAAR, Christiaan
	KOOPS, Jozef	LOJEN, Vladimir
	KOSANOVIC, Milan	LOMMEN, Andre
	KOVACEVIC, Azra	LOOMAN-KEARNS, Janice
	KRALT, Jan	LOS, Marcia
		LOVERANES, Rommel
M	N	O
MAASLAND, Michel	NAFAWA, Alaa	OVCINA, Almira
MAKSIMOVIC, Ana	NEMITZ Jan	
MARGETANSKI, Melanie	NIKITOVIC-DRINJAKOVIC, Vesna	
MARKOVIC, Bojan	NIKOLIC, Davor	
MARTIN SALGADO, Elena		
MATETE-WABUSADA, John		
McCUTCHEON, Margaret		
MCINERNEY , Thomas		
MCINTYRE , Gabrielle		
MEMISEVIC, Oleg		
MEWHA, Mary		
MEWHA, Michael		
MIHOV, Dejan		
MILIC, Aleksandar		
MIRKOVIC, Djurdja		
MITAS, Petr		
MLIKOTA-LE GUENNEC, Ivana		
MUHAMEDOVIC , Samir		

THE UNITED NATIONS APPEALS TRIBUNAL

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MULASHANI, Raphael		
MWAKITALU, Jasson		
P	Q	R
PAVICIC, Alexander	QUEGUINER, Barbara	RAMIREZ RODRIGUEZ, Sandra
PEJCINOVIC, Jasminka	QUINIOU, Hélène	REINDERS, Antonia
PEREZ, Antonio		REYES, Vida
PERKS, Judith		RICHARDSON, Marcus
PIEKOS, Kazimierz		ROEST, John
PODRUG, Elmedina		ROSANDIC, Eduard
POPOVIC, Nenad		ROSANDIC, Tatjana
POUJADE, Virginie		ROSENKRANDS, Flemming
PRENDERGAST, Kevin		ROYES DE JONG, Tricia
PUN, Dhan Bir		
S	T	V
SADIKU, Ardiana	TAKAWIRA-MAGAYA, Angeline	VALENZUELA GARCIA, Enrico
SALCINOVIC, Edina	TANNER, Catina	VAN BIJSTERVELD, Marianne
SANDBERG, Anders	TERZIEVA, Vessela	VAN DER EERDEN, Bram
SARACINI, Mirlinda	TODOROVIC, Marija	VAN DER HEIJDEN, Michael
SARKIC, Brana	TOMASEVIC-QUICK, Stella	VAN DER LAAN, Dayna
SARTORIO-MCNABB, Laurie	TOMIC-VAN DIEREN, Biljana	VAN DIJK-GRUJIN, Sanda
SASIC, Borislava	TOMLJANOVICH, William	VAN ES, Leo
SCEKIC, Dragan	TOONEN, Marco	VAN OOSTEROM, Tom
SCHOONEMAN, Renee	TOTTON, Caroline	VAN ROOIJEN, Fiona
SCHWEIGER, Guenter	TREVISAN, Eva	VELICAN, Vlasta
SELSKY, Cindy		VENTURA, Romeu
SELSKY, Garry		VERBEEK, Ariadne
SHAKHMETOV, Andrei		VERDIJSSELDONK, Nico
SIMWABA, Charles		VERHEIJEN, Dirk
SKUKAN, Isabel		VLAHOVLJAK, Muamer
SLIJEPCEVIC, Tamara		VIJICA, Srdjan
SODAN, Damir		VUK, Romina
SODAN, M ajda		VUKOSAVLJEVIC, Ljubomir
SOVIC, Tatjana		VUKOVIC, Jakov
SPORK, Carry		VUKSA, Sandra
SRDIC, Ljiliana		
STANKOVIC, Snjezana		
STASYUK, Oleksander		
STRETTON, Alina		
STOJANOVIC, Biljana		
W	Z	
WALKER, David	ZAGAJSKI, Tatjana	
WALKER, Russell	ZAKI, Daad	
WALSH, Frances	ZENTAI, Sarlota	
WAWERU, Margaret	ZIJDERVELD, Peter	
WESSEL, Manon	ZIVKOVIC, Ljubinko	
WILLIAMS, Brian	ZIVKOVIC, Meliha	
WILLIAMS, Rupert	ZORIC, Smilja	
WOJDYLA, Zbigniew	ZURZULOVIC, Mirna	