

My second day back and the very first time I even SAW Dzuro; he immediately runs to complain. This established a precedent, as he made similar complaints on each and every occasion when I spoke or had any involvement with him time from that date forward.



{In Archive} *Confidential: Peter Gallo
Vladimir Dzuro to: Roberta Baldini
Cc: Michael Dudley, Dan Wilson, Michael Stefanovic, Sophia Richter

27/06/2013 12:03 PM

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Roberta, **The meeting was late morning.**

While walking to a meeting with Rob this morning, I met Peter and I said good morning to him. Peter stopped me and demanded answers to his 38 questions related to the PIP.

I told Peter that he was given his ePas evaluation and that I have informed him on a number of occasions that I was not going to provide written answers to those questions, which were related to the PIP, particularly since he refused to get engaged in required consultations with me on the PIP and eventually refused to accept the PIP.

I also told Peter that on a number of occasions I brought to his attention the ST/AI/2010/5, which deals with performance issues and that I personally followed the ST/AI when addressing Peter's performance.

Except actually tell me what I was alleged to have done wrong....

Peter responded that he did not care about ST/AI, that he was a lawyer and he would continue demanding answers to his 38 questions. **I did not appreciate his condescending and offensive tone telling me what was "the law of the land".**

I responded that the ST/AI was the "the law of the land" which governs the staff performance issues in the UN. Peter responded that he was not going anywhere that in contrast to me he was not interested in promotion to P5 and that I can be sure that he would force me the answers his 38 questions.

I repeated that I provided my evaluation of his performance in the end-of-cycle ePas and then I ended the conversation.

I am writing this e-mail for your information and record.

Oh really?

Thank you and best regards

Vlad

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Can Dzuro explain how exactly I "refused to get engaged in required consultations" when:

- a) I was told to sign the PIP immediately, and pressured to sign it as a matter of urgency,
- b) I consulted him by asking a number of questions about the PIP which HE refused to answer; and
- c) I never "refused to accept" the PIP; on all three versions, I invited Dzuro to sign it first and he refused.

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