

---

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

---



**RoseMarie Heftberger  
(Appellant)**

**v.**

**Secretary General**

THE

THE UNITED NATIONS APPEALS TRIBUNAL

---

---

---

*Ibid*  
*Ibid*

---

**Submissions**

**Dr. Heftberger's Appeal**

---

THE UNITED NATIONS APPEALS TRIBUNAL

---

The ICAO Secretary General's Office  
Tw At 5 (4) 2 (e) 3  
TJC Cw Cc O Td () TEMCP

---

THE UNITED NATIONS APPEALS TRIBUNAL

---

---

THE UNITED NATIONS APPEALS TRIBUNAL





THE UNITED NATIONS APPEALS TRIBUNAL

THE UNITED NATIONS APPEALS TRIBUNAL

---

---

**T**