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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

VOL. II NO. 2

FEBRUARY 2016

NEED FOR POSTAL JCA

Our Federation is receiving innumerable calls from rank and file particularly from all Divisional Secretaries regarding joint movement with NFPE on the matters of VII Pay Commission. It is our duty to explain the cadres who are the backbone of the Federation. Being a cadre of the FNPO, I understand and appreciate the feelings of the cadres. At the same time, we have to play prime role carefully to meet the present crisis in the Department as well as with the Government. We cannot fight against our all opponents at a time. Further we have to consider present trade union movement in national and international.

In many countries, the unions have been amalgamated for fighting against the Government and the Department. We have practically witnessed this in many countries. But it is impossible in India for reasons better known to all.

Our Federation knows how our Divisional Secretaries fought with NFPE affiliated Divisional Secretaries in the recent verification. I know the tearful incidents and bitter activities shown by NFPE affiliated unions towards our colleagues. The NFPE cadre also did not spare SG FNPO in many places. Besides the above, our Divisional Secretaries faced many unsavoury incidents created by NFPE affiliated unions in the local level. During the verification, I had to console them and assured them that we would avoid joint movement

with the NFPE affiliated unions in future. I kept up the assurance upto September 2015 strike. Why our Federation served strike notice jointly with NFPE? I submit the following for our cadres hoping that you would understand our position.

1. We submitted Memorandum to the pay commission jointly with NFPE.
2. We signed the Cadre Restructuring proposals jointly with NFPE.
3. NFIR and AIRF have buried their differences and formed NJCA to get benefits to the Railwaymen.
4. The present Government is adopting anti-labour activities towards employees.
5. The Department of Posts is now adopting the autocratic attitude towards employees right from the Regional level to top level.

Considering the above facts/challenges and requirement, we have to join with NFPE without compromising our identity under any circumstances.

Moreover, NFPE fully knows that they will not achieve success without the FNPO. Similarly FNPO colleagues also should understand the need of the unity. We cannot fight alone and get success.

Taking into consideration of all the facts, our Federation joined with NFPE and served strike notice jointly.

A joint struggle will alone give fruitful results.

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS
T-24, ATUL GROVE ROAD, NEW DELHI - 110001, PHONE : 23321378

ANNUAL SUBSCRIPTION RS. 30/-

MEMORANDUM TO SECRETARY POSTS ON 7th PAY COMMISSIONS RELATED ISSUES

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL
EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS**

No.PF-PJCA/2016 Dated: 09th February, 2016

To

**The Secretary,
Department of Posts'
Dak Bhawan, New Delhi-110 001**

**Sub: Settlement of Pay Commissions
related issues: regarding**

Madam,

1. The Finance ministry has constituted an implementation cell which will function as the Sectt. of the empowered Committee headed by Cabinet Secretary in which Secretary , Department of Post is also a member.

2. As per the minutes of implementation cell held on 2nd February, Nodal Officers from our Department has not attended, it is reliably learnt.

3. The implementation cell has fixed two weeks time for submission of any Departmental specific Modification on 7th CPC recommendations but it is learnt that Nodal Officer appointed by the Department is out of Delhi and will be returning after 12th February , by that time, there will be 4 days time left for cutoff date fixed by implementation cell.

4. Further minutes says that any modification recommended by the Secretary Posts should be approved by the Minister (C) also before submission to implementation cell. We feel that if action is not taken on war footing it will be impossible for the Postal Department to submit modification proposal to the implementation cell after completing all the above formalities before the cutoff date

5. Regarding Cadre Restructuring also if orders are not issued before implementation of Pay Commissions report, there is

every chance of returning the proposal by DOP&T for resubmission after signing fresh agreement taking in to consideration the 7th CPC orders issued by the Government.

In view of the above we request you to kindly act immediately to safe guard the interests of Postal Employees without giving room for any delay or omission or commission on the part of Postal Department.

We have decided certain agitational programmes on which we will be giving a separate memorandum on 11th March 2016.

Yours faithfully

Sd/- (D. Theagarajan) Secretary General FNPO	Sd/- (R.N. Parashar) Secretary General NFPE
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CHARTER OF DEMANDS

1. Settle all 7th CPC related demands submitted by NJCA.
2. Grant of Civil Servant status and all benefits of Departmental employees on pro-rata basis to Gramin Dak Sewaks.
3. Upgradation of Pay Scales of various cadres of Postal department by modifying the retrograde recommendations of the 7th CPC.
4. Implement Cadre restructuring agreements already signed before implementation of 7th CPC report.
5. Filling up of all vacant posts by conducting special recruitment in all Cadres of Department of Posts.
6. Settlement of problems arisen due to roll out of CBS and CIS.
7. Regularization of service and payment of revised wages of Casual labourers w.e.f. 01.01.2006.

PJCA CIRCULAR

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL EMPLOYEES
FEDERATION OF NATIONAL POSTAL
ORGANISATIONS**

No.PF-PJCA/2016 Dated: 10th February, 2016
To

All General secretaries/CHQ Office Bearers
All Circle/Divisional and Branch secretaries
of all NFPE/FNPO unions.

Dear Comrade,

An emergent meeting of PJCA with available General Secretaries of both Federations (NFPE & FNPO) was held at NFPE office 1st Floor North Avenue Post Office Building, New Delhi.

After detailed discussion it was decided that along with NJCA programme, the following programme will be organized on Postal Charter of demands as mentioned below :

PROGRAMME

The following programme of action was chalked out:

(i) Submission of memorandum by organizing lunch hour demonstration in front of all Divisional offices and submission of memorandum to Secretary Posts on 11.03.2016. (ii) Dharna in front of all Divisional offices on 18.03.2016. (iii) Dharna in front of all CPMG offices on 06.04.2016. (iv) Indefinite Strike along with NJCA on 11.04.2016.

A joint letter by both Federations will be submitted to Secretary Department of Post on Pay commission related issues and Cadre restructuring, 7 Point Charter of demands and Memorandum will be submitted on 11th March 2016.

To mobilize and make the demands popular among the members, the following campaign programme will be launched by NJCA leaders in the following state capitals as mentioned below:

No.	Place	Date	Leaders	
			NFPE	FNPO
1.	Bangalore (Karnataka)	15.03.16	Com.R. Seethalakshmi Dy.S/G NFPE & G/S P-4	Sh. D. Theagarajan S/G FNPO
2.	Hyderabad (AP)	16.03.16	Com. Giriraj Sing President NFPE & G/S R-III	Sh. D. Theagarajan S/G FNPO
3.	Mumbai (Mah.)	17.03.16	Com. R.N. Parashar S/G NFPE & G/S P-3	Sh. T.N. Rahate G/S P-4 & President FNPO
4.	Ahmedabad (Guj)	18.03.16	Com. R.N. Parashar S/G NFPE & G/S P-3	Sh. T.N. Rahate President FNPO & G/S P-4
5.	Bhopal (M.P.)	21.03.16	Com. Giriraj Singh President NFPE & G/S R-III	Sh. T.N. Rahate President FNPO & G/S P-4
6.	Raipur (36 Garh)	22.03.16	Com. Giriraj Singh President NFPE & G/S R-III	Sh. T.N. Rahate President FNPO & G/S P-4
7.	Jaipur(Raj)	23.03.16	Com.R. Seethalakshmi Dy.S/G NFPE & G/S P-4	Sh. T.N. Rahate President FNPO & G/S P-4
8.	Patna(Bihar)	28.03.16	Com. R.N. Parashar S/G NFPE & G/S P-3	Sh. D. Theagarajan S/G FNPO
9.	Lucknow (UP)	29.03.16	Com. R.N. Parashar S/G NFPE & G/S P-3	Sh. D. Theagarajan S/G FNPO
10.	Ambala(Haryana)	28.03.16	Com.R. Seethalakshmi Dy.S/G NFPE & G/S P-4	Com. Jaipal Singh
11.	Chandigarh (Punjab)	29.03.16	Com.R. Seethalakshmi Dy.S/G NFPE & G/S P-4	Com. Jaipal Singh & Com. Jagdish
12.	Shimla (HP)	30.03.16	Com.R. Seethalakshmi Dy.S/G NFPE & G/S P-4	Com. Jaipal Singh & Com. Jagdish
13.	Deharadun(Uttarakhand)	28.03.16	Com. Giriraj Singh President NFPE & G/S R-III	Com. Jaipal Singh & Com. R.N. Yadav.

Sd/-
(D. Theagarajan)
**Secretary General
FNPO**

Sd/-
(R.N. Parashar)
**Secretary General
NFPE**

INDEFINITE STRIKE FROM 11th APRIL-2016

NJCA

National Joint Council of Action
4, State Entry Road, New Delhi – 110055

No.NJC/2015/7th CPC

February 9, 2016

To

All Constituents of NJCA

Dear Comrade

The NJCA met on 08.02.2016 as scheduled. The meeting after taking into account various factors decided that the proposed indefinite strike will commence from 11.04.2016 if no settlement is brought about on the charter of demands by that time. The meeting also took the following decisions.

1. Strike notice will be served by the NJCA and all its constituents on 11.03.2016 by holding massive demonstration.
2. There will be a massive Rally on 11.03.2016 at Delhi and leaders of NJCA will make it possible to attend the said rally and the strike notice will be served on Cabinet Secretary, Government of India.
3. All the National JCA leaders will attend Rally at the State Capitals/big industrial centres during the month March and April, 2016. Dates will be finalised in consultation with the concerned State JCA.
4. To strengthen the campaign, the NJCA will place on the website a pamphlet explaining the demands.
5. Posters will be centrally designed and kept in the website for State JCAs and constituents to adopt.
6. All Constituents will undertake independent campaign programmes in the month of March 2016 to popularize the demands.
7. 29th March will be observed as solidarity day throughout the country unitedly by all the Constituents of NJCA.
8. The indefinite strike will commence at 6 am on 11.04.2016.
9. The updated Charter of Demands on which the indefinite strike is to be organized is enclosed.
10. The Constituent organizations may add sectional demands as Part B of the Charter of Demands of the NJCA

The National JCA appeals all constituents to make intensive campaigns to make the strike an unprecedented success.

With greetings,

Yours fraternally,

(Shiva Gopal Mishra)

Convener

Charter of Demands

1. Settle the issues raised by the NJCA on the recommendations of the 7 CPC sent to Cabinet Secretary vide letter dated 10th December 2015
2. Remove the injustice done in the assignment of pay scales to technical/safety categories etc. in Railways & Defence, different categories in other Central Govt establishments by the 7 CPC
3. Scrap the PFRDA Act and NPS and grant Pension/family Pension to all CG employees under CCS (Pension) Rules, 1972 & Railways Pension Rules, 1993
4. i) No privatization, /outsourcing/contractorisation of governmental functions
ii) Treat GDS as Civil Servants and extend proportional benefit on pension and allowances to the GDS
5. No FDI in Railways & Defence; No corporatization of Defence Production Units and Postal Department.
6. Fill up all vacant posts in the government departments, lift the ban on creation of posts; Regularise the casual/contract workers
7. Remove ceiling on compassionate ground appointments
8. Extend the benefit of Bonus Act, 1965 amendment on enhancement of payment ceiling to the adhoc Bonus/PLB of Central Government employees with effect from the Financial year 2014-15
9. Ensure Five promotions in the service career of an employee
10. Do not amend Labour Laws in the name of Labour Reforms which will take away the existing benefits to the workers
11. Revive JCM functioning at all levels.

7th CPC implementation- Minutes of the Meeting of Nodal Officers held on 2-2-2016

**MINUTES OF THE MEETING OF JOINT
SECRETARY (IC) WITH NODAL OFFICERS
HELD ON 2ND FEBRUARY, 2016**

A meeting of all the Nodal Officers of various Ministries/Departments, who have been appointed to interact with the Implementation Cell in connection with the processing of the recommendations of the 7th Central Pay Commission, was held on 02.02.2016. Joint Secretary (IC), Department of Expenditure, presided over the meeting.

2. While explaining the background and the context in which the meeting of Nodal Officers was held, it was brought out in the meeting that after the receipt of the report of the 7th Central Pay Commission on 19.11.2015, Ministry of Finance initiated a proposal to setup an appropriate mechanism to process the recommendations of the Commission. With the approval of the Cabinet, an Empowered Committee of Secretaries (E-CoS) headed by the Cabinet Secretary has been set up on 27.1.2016 to screen the recommendations and to firm up the conclusions for approval of the Cabinet. An Implementation Cell (IC), as a dedicated and focused wing in the Department of Expenditure (DoE) has been created to work as the Secretariat for the E-CoS.

3. As the recommendations of the Commission relate to various Ministries/Departments, their views/comments would be essential to process the matter for submitting the same before the E-CoS. JS(Pers), D/o Expenditure wrote a d.o. letter to the Secretaries of various Departments on 21.11.2015, wherein all the Departments were requested to formulate their views/comments on the recommendations of the Commission pertaining to them after taking into account the representations of the Staff Associations and also to nominate a Joint Secretary level Nodal Officer for interaction with the Implementation Cell. While a number of Ministries/Departments have sent their

comments and nominated their Nodal Officers, the comments received from some Ministries are simply in the nature of forwarding the representations of the Staff Associations without their comments.

4. In the above background, JS(IC) explained that there was a need for all the Ministries/Departments to furnish their comments in a structured format so that their collation and analysis could be placed before E-CoS in a systemic manner. Accordingly, JS(IC) impressed upon the following action points to be acted upon by the Nodal Officers to enable an expeditious processing of the recommendations of the 7th Central Pay Commission: Departments who have not yet nominated a Nodal Officer, should do it within the next 2 days.

(ii) To be ensured that Nodal Officers are not changed midway, unless extremely unavoidable.

(iii) Nodal Officers may get acquainted with the recommendations of the Commission as specifically applicable to their Departments. Nodal Officers to find out which Wing/Office (attached or subordinate or UT) is concerned with the recommendations of the Commission. The mechanism of Nodal Officers should also be put in place in attached/subordinate/UTs so that the comments of such offices could be properly coordinated at the level of the Department concerned without any further delay.

(iv) The comments of the attached/subordinate offices/UTs should be compiled by Nodal Officers at the Department level itself.

(v) Nodal Officers to take note of any representation or demand of the Staff Association under the administrative purview of their Department. Nodal Officers to ascertain the views/comments of the concerned office on the recommendation of

the Commission in the light of the representation /demands raised by the Staff Association.

(vi) In case, there is any need for consultation with the Staff Association at the level of the Department, the same may be done as per the assessment of the Department.

(vii) Thereafter, the formal views/comments of the Department should be sent to the Implementation Cell (IC) on the recommendations of the Commission, which are specifically and directly related to that Department.

(viii) In case, the Department is of the view that any recommendation which are specifically related to their Department, need any modification, adequate justification in clear-cut terms should be brought out while sending the comments to the Implementation Cell (IC).

(ix) In case of any modification, the extra financial implications (per annum) over the recommendation of the Commission should be clearly indicated.

(x) If no modification of the recommendations of the Commission is suggested, approval of the Secretary of the Department should be obtained before sending the recommendations to the Implementation Cell (IC). if, however, any modification is suggested, approval of the Minister should be obtained.

(xi) While the views/comments of the Departments on the recommendations of the Commission directly and specifically applicable to that Department are mandatory, a Department is free to offer views/comments on the recommendations which are of general nature or concerning other Departments.

(xii) Besides sending the comments/views of the Department in the running format, the same should also be sent to the Implementation Cell (IC) in the 'prescribed proforma' within two weeks. The soft copies of the same should also be sent through email. The email id of JS(IC) is : jsic-cpc@nic. in

(xiii) Nodal Officers should regularly keep a watch on the website of the Finance Ministry at the link http://www.finmin.nic.in/the_ministry/dept_expenditure/notification/7cpc/index.asp. E-mails should also be checked regularly for the purpose. The updates/further action to be taken shall be posted there to facilitate quick action.

5. Apart from the above action points, it was also felt that sub-groups may be formed after the receipt of comments from the Ministries/Departments to accord focused consideration to certain specific issues, if necessary.

6. Besides above, after detailed deliberations, the Nodal Officers also agreed to the following :

(i) Even if the Department has no comments, it should send a response, saying that it has 'Nil Report'.

(ii) While certain Departments have already given their comments, these comments would be sent again in the 'prescribed format' and in accordance with the points brought out in para 4 above.

(iii) Nodal officers would ensure that the comments of their Departments on all the recommendations of the Commission and also on the representations received so far from the Staff Associations are forwarded to Implementation Cell (IC) in the prescribed format in a consolidated fashion and not in piece-meal within next two weeks.

(iv) If a representation was made by a Staff Association before the 7th Central Pay Commission and the Commission after due diligence has not accepted the demand made therein, the same matter should normally not be considered at this stage. However, if Departments consider that the issues are of such nature that they require consideration at this stage also, then they may give their comments with full justifications to the Implementation Cell (IC).

7. With the above discussions, the meeting ended with a vote of thanks to the Chair.

CORRESPONDENCE MADE BY FEDERATION FROM NOV. 2015 TO FEB. 2016

1. Submission of List of Elected New office bearers of FNPO.
2. Nomination for Departmental Council Members.
3. Nomination for National Council Member.
4. Unruly behavior of Ms. S. Kaur, Senior Superintendent of Post offices East Division Mumbai.
5. Request to consider representation of Smt. A. Gothavariammal, LSG Acct. Anna Road, HO
6. Request to absorb surplus qualified Postman as PA
7. Differential treatment in availing CGHS benefit to the Postal Pensioners in Kolkata.
8. Extraction of P.A. work from Postmen
9. Requests for implementing Cadre- Restructuring for PO & RMS Staff.
10. Constitution of welfare Board 16th Term
11. Inclusion of Member in RJCM Odisha Circle
12. Request for supply of Departmental notes to the 7th CPC
13. Non-participating in the strike organized by NFPE
14. Nomination for RJCM Karnataka Circle.
15. Recognition of Federation.
16. Verification of Membership under RSA Rules, 1993 - Case of All India Postal Supervisors Association
17. Request for grant of employment under relaxation of rules
18. New office bearers of FNPO
19. Transfer and placement committee
20. Request to stop/Abeyance in the case of transfer of officials to Chennai.
21. Request for implementing judgment of CAT, Hyderabad
22. Lack of training in Finncle operation in respect of CBS in West Bengal Circle
23. Request to repair community Hall at Vysarpadi P & T Quarters
24. Untold sufferings faced by the workings staff in CBS rolled out offices throughout the Country.
25. Problems related to Core Banking Solutions
26. Problems faced by the staff in rolling out finacle and CSI software – Request for immediate remedial measures
27. Nomination of Member on the staff side in the RJCM.
28. Open favouritism to AIPEU members by Senior Postmaster, Patiala H.O.
29. Request for considering posting order for Smt. K.J. Dolimma, APM, (Accts), Tiruvannanthapuram GPO.
30. Deputation of officials in Rajasthan Circle
31. Amendment to the Constitution of NUGDS
32. Non circulation of memo of Temporary deputation of Co-ordinator / Haj officer/Haj Assistant to Sandh Avalia for Haj - 2016.
33. Non-inclusion of RJCM members in the RJCM Council (Odisha)
34. Nomination to RJCM from staff side (Gujarat).
35. Nomination - RJCM (Maharashtra).
36. New Systems (computers) to West Mambalam P.O.
37. Request for transfer under Rule 38.
38. Request for modification of Directorate instruction on transfer cases of RMS and Postal Wing and vice-versa.
39. Request to grant only due facilities to Welfare Associations.
40. Unfair treatment to the staff by the Tamilnadu Circle administration
41. Request to take appropriate steps to project working strength in the verification process – 2015
42. Request to permit to decline the LSG Supervisor Promotion
43. Request for grant of Special CL for delegates of Federal Congress.
44. Request for grant of Flood Advance to Tamilnadu Circle.
45. RJCM - West Bengal Circle
46. Request for showing trial run of MCCAMISH Software(PLI/RPLI) Business,
47. Grant of Financial Assistance from the Central Welfare Fund for Rehabilitation of the GDS
48. Incidents of open favouritism in the verification process.
49. Verification of Membership for recognition of Service Associations, 2015

FROM THE DESK OF SECRETARY GENERAL

CIRCLE CONFERENCE OF NUPM & MTS

Circle conference of NUPM & MTS of AP Circle was held in Karim Nagar from 2-1-2016 to 4-1-2016. The Conference was inaugurated by the mayor of Karim Nagar. The PMG, Hyderabad Region, Col M. Eleesm participated and greeted the conference. Sri Gulam Rabbani, CS presented his report S/ Sri T.N. Rahate, President FNPO, D. Kishen Rao, Deputy Secretary General, SG FNPO and all the FNPO affiliated union Circle Secretaries addressed the conference. Sri Gulam Rabbani has been re-elected as Circle Secretary.

WEST BENGAL BIHAR AND ODISHA CIRCLE CONFERENCE OF NUR 'C'

Details of the above three conferences are published in RMS sentinel as well as posted in website.

CIRCLE CONFERENCE OF NAPE 'C' & NUGDS AP CIRCLE

Circle Conference of AP Circle NAPE 'C' and NUGDS was held in Tirupathi from 14-2-2016

to 15-2-2016. Sri D. Kishan Rao GS inaugurated the Conference. Sri Sivaji and Sri Lakshmi Narayana presented their activities report of NAPE C and NUGDS respectively. The SG FNPO, Vice President FNPO Sri G.M. Rabbani NUGDS GS P.U. Muralidharan and ASG Sri B. Shivakumar participated and addressed the Conference. Sri Sivaji vasi Reddi and Sri Lakshmi Narayana were re-elected as Circle Secretaries of NAPE C and NUGDS respectively.

FINANCIAL CRISIS :

On the direction of Federal Congress we are publishing "Federal Sentinel" continuously without break. But a promised by affiliates, no affiliates except NUR C paid their quota to Federation every month. I don't want to write much about the financial crisis any more. I leave it to the affiliates.

Thanking you,

Yours fraternally,
(D. Theagarajan)
Secretary General

BRIEF OF THE NJCA MEETING HELD ON 19.02.2016 WITH THE CONVENER, IMPLEMENTATION CELL, MINISTRY OF FINANCE

(Government of India), reg. 7th CPC recommendations and Charter of Demands of the NJCA

A meeting of the NJCA held today with the Convener, Implementation Cell, Ministry of Finance, Shri R.K. Chaturvedi, wherein we discussed and emphasized on all the 26-point Charter of Demands of the NJCA send to the Cabinet Secretary on 10.12.2015.

We agitated the issues of NPS, Minimum Wage, Multiplying Factor, deduction of HRA and all other important issues.

The Convener, Implementation Cell, Shri Chaturvedi, after hearing everybody, said that, he would put-up the issues to the Cabinet Secretary, and hopefully a meeting of the JCA would be held with the Cabinet Secretary and the Empowered Committee shortly within 15 days.

Let us not leave any stone unturned for preparations of the strike.

Edited, Printed and published by D. THEAGARAJAN from T-24, Atul Grove Road, New Delhi - 110 001 on behalf of FEDERATION OF NATIONAL POSTAL ORGANISATIONS
Composed and Printed at ICON GRAPHICS, Triplicane, Chennai - 600 005.