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FEDERAL SENTINEL

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Lessons learnt from the 2nd September strike

According to the Department of posts, September 2 strike became successful throughout India. The percentage of Strike amounts to 48% to 51%. If FNPO and NFPE members go on strike, the strike percentage would be 98%. This has been proved in Kerala, almost in Assam and North Eastern Circle. The percentage reveals that FNPO and NFPE affiliated members to the extent of 45% have not joined the strike. The percentage may differ from States to States. But it is true that considerable members belonging to both Federations have not followed the directives of the respective CHQs except Kerala Circle. Why all the members of FNPO and NFPE did not join the strike enmasse is debatable one. According to our information, most of the members who performed duty on 2nd September were due to influence of the local leaders. Why local leaders went against the decision of the CHQ and Federation is questionable. FNPO local leaders are blaming NFPE and NFPE blaming FNPO. This has resulted in happiness on the part of the Government due to division among the workers.

There may be a question from the local leaders as to why there was no PJCA call on

September 2 strike. FNPO is unable to join with NFPE for PJCA call due to differences on the policy matters and not on any personal reasons. That is why we were unable to give PJCA call though the demands of September 2 strike are the same for both the Federations. According to the verification of membership NFPE membership is around 60% and that of FNPO is around 25%. 10% percent members have opted for both Federations. In short, FNPO and NFPE membership is around 95% among the Postal Employees. If the above percentage been reflected in the Sep 2 strike, the strike would have become a grand success and it would have sent a strong signal to the Government in settling the issues more powerfully across the table in future.

FNPO affiliated unions members should understand why FNPO is calling one day strike. Unless there are strong reasons, the FNPO would not resort to one day strike.

The members are aware that same long pending issues such as bonus ceiling, gratuity to NPS subscribers have found solution. If we do not participate in the strike, the entire credit would go to other Federation. Steps taken by FNPO in removing the bonus ceiling

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and scrapping NPS would have become in vain had we not participated in the strike.

Leaders of other Federation are expert in propagating that all victories came due to their efforts. If any defeat found in the struggle, they will easily put blame on us. This practice has been going on for the last 50 years. We are unable to curb this successfully.

Further they have created a brand for themselves that they are the only fighters and others are not. This is unfortunate that a good number of Postal employees believe this. We cannot rule out this fact. Only for this reasons, we are not participating in the Sep 2 strike. There are many reasons to participate in the Sep 2 strike, which has already been explained in our last editorial.

The coming days are very crucial. The Department may take many austerity measures in future in order to reduce the deficit. We cannot go for indefinite strike for all times. Sometimes, we have to go on one day strike to show our protest to the Government.

Whenever the FNPO takes decision to participate in the one day strike in future, our affiliated union members should invariably participate in the strike forgoing the local conditions and political reasons.

We are workers and we are not politicians. We are not interested to politicalise our Federation for the last 50 years. Our interest is only the welfare of the Postal employees. Keeping this, I appeal to all our colleagues to learn lesson from the Sep 2 strike and participate enmass in future, whenever FNPO calls for one day strike.

| 2-9-2016 STRIKE POSITION OF POSTAL DEPARTMENT | | |
|--|-----------------------|-----------------------|
| Closed Offices Percentage : 44.51% | | |
| Worked Offices percentage : 55.49% | | |
| Circle Name | Closed Offices | Worked Offices |
| Andhra Pradesh | 1083 | 1252 |
| Assam | 509 | 72 |
| Bihar | 619 | 411 |
| Chattisgarh | 263 | 58 |
| Delhi | 6 | 402 |
| Gujarat | 30 | 1325 |
| Haryana | 132 | 361 |
| Himachal Pradesh | 18 | 412 |
| Jammukashmir | 128 | 113 |
| Jharkhand | 284 | |
| Karnataka | 104 | 1553 |
| Kerala | 1419 | 85 |
| Madhya Pradesh | 412 | 597 |
| Maharashtra | 1389 | 654 |
| North Eastern | 192 | 30 |
| Orissa | 621 | 420 |
| Punjab | 400 | 360 |
| Rajasthan | 70 | 1262 |
| Tamilnadu | 1561 | 1008 |
| Uttar Pradesh | 561 | 1925 |
| Uttarakhand | 28 | 306 |
| West Bengal | 753 | 506 |
| Total | 10582 | 13188 |

Brief of the meeting held on 30/08/2016 between the Government of India and the National Council (JCM) (Staff Side)

The Government of India has constituted a committee, under the Chairmanship of Addl. Secretary(Exp.) with J.S.(Pers.), JS(Estt.) and JS(Imp.) as members, to deal with the pending issues of our memorandum, submitted to the Empowered Committee, of which prominent are "Minimum Wage and Multiplying Factor".

The first meeting of the said committee with the National Council(JCM) Staff Side was held today, i.e. 30th August, 2016, which remained almost introductory. Apart from the Official Side members, Shri M. Raghaviah, Shri M.S. Raja and I myself(from the Staff Side JCM) attended the said meeting.

We raised vehemently the issues of "Minimum Wage and Multiplying Formula" and made them very clear that; the VII CPC has accepted Dr. Aykroyd Formula for fixing Minimum Wage, but has not implemented the said formula in full sense, so, that is not acceptable to the Staff Side(JCM), therefore, Minimum Wage from Rs.18000 must be enhanced and accordingly Fitment Formula should also be changed.

It was agreed by the committee that, since we are again meeting on 1st September, 2016 with the Committee on Allowances, the next meeting of the said committee will be fixed in consultation with the Staff Side(JCM).

Thereafter, we also met the Cabinet Secretary (Government of India) and there also we shown our anguish about the inordinate delay in resolving those issues which were agreed to. The Cabinet Secretary said that, orders for the gratuity have been issued for the NPS covered employees, and orders for the PLB and arrears have also been issued. Many of the issues raised by the Staff Side(JCM) have been accepted and implemented and the remaining issues would also be pursued and settled.

Brief of the second meeting of the Committee on Allowances held on 01/09/2016 under the chairmanship of Secretary, Finance(Expenditure), Government of India

To obtain the views of the National Council(Staff Side)(JCM) on the recommendations of 7th CPC relating to Allowances, the second meeting of the Committee on Allowances held today under the chairmanship of Secretary, Finance (Expenditure), Government of India, with the National Council(Staff Side) JCM.

From the Official Side, Secretary(Defence), Home, DoP&T, Postal, Chairman Railway Board, J.S.(Estt.), J.S.(Pers.) and J.S.(IC), and from Staff Side(JCM), all the Standing Committee Members were present in the meeting.

At the outset, Secretary(Staff Side)(JCM) as well as Leader(Staff Side)(JCM) and other Standing Committee Member of the NC/JCM(Staff Side) expressed their anguish for non-formation of High Level Committee as was agreed to by the Group of Ministers(Government of India) for settling the issue of Minimum Wage and Multiplying Factor.

The Secretary, Finance(Expenditure) told that, the committee constituted under the chairmanship of Addl. Secretary(Exp.) with J.S.(Pers.), JS(Estt.) and JS(Imp.) as Members has been made only for this purpose. Let us believe that, after the meeting, report of the said committee would be sent to the Government of India for its acceptance.

The Secretary, Finance(Expenditure) asked the Staff Side(JCM) to give their viewpoint in a Note on the Common Demands to implement these, and the Departmental grievances to their respective departments, and after that, a meeting will again be called.

Staff Side(JCM) strongly demanded that, date of effect of Allowance should be 01.01.2016. The Staff Side(JCM) explained its position as well about its demand that, House Rent Allowance should be 10%, 20% and 30% and Transport Allowance must be rationalized and exempted from the Income Tax, Children Education Allowance should be Rs.3,000 and Hostel Subsidy should be Rs.10,000 and these should also be exempted from the Income Tax.

Staff Side demanded that, Post Graduate and Professional Courses should also be covered in Children Education Allowance. The issue of Special Duty Allowance was also raised for N.E. Region by the Standing Committee Members of JCM(Staff Side). Fixed Medical Allowance should be Rs.2,000 with Dearness Allowance Indexation, Over Time Allowance must be given, Small Family Allowance should be continued and Dress Allowance needs to be reviewed. Various Departmental Allowances, which have been abolished, should be allowed to continue, like Breakdown Allowance in the Railways and Fixed Conveyance Allowance to Postal Department employees. All the Standing Committee Members raised various issues related to Allowances.

* * *

Revising AICPIN Average will take July DA to 3% – NCJCM Staff Side

No.NC/JCM/2016 September 6, 2016

The Secretary(Expenditure),

Ministry of Finance,

(Government of India),

North Block, New Delhi-110 001

Dear Sir,

Sub: Future computation of Dearness Allowance and adoption base index figure to Revised Minimum Wage – Regarding

The revised pay structure, as recommended by the 7th CPC, was given effect as on 01.01.2016 as per the Government's Notification. The Dearness Allowance, which was computed at 125% (i.e 125.75 fraction of 0.75 being ignored), got merged with Pay as on that date. The 7th CPC has not indicated as to what base figure of AICPI(IW) the Revised Wages will relate to hereafter wards. As you are aware, the actual DA that was due as on 01.01.2016 was 125.75. It is only due to the practice of ignoring fraction; the DA was determined at 125%. No doubt, the said practice had not been impacting very much except for the postponement of the benefit by six months. It is, therefore, necessary that, Revised Wages are related to a base index figure equivalent to actual Dearness Allowance percentage of 125 that stands merged as on 01.01.2016. This is more so due to the fact that there is no possibility of the ignored fraction of 0.75 being reckoned for any computation in future.

We, therefore, request that, 12 monthly average, which stood at 261.33 as on 31.12.2015, may be taken at 260.46, which would provide the exact percentage of DA at 125. The future percentage increase in DA in other words may be computed with the base figure of 260.46. The next instalment of DA, which has become due as on 1.07.2016 if computed on the above basis of 260.46, shall work out to 3.28%. On ignoring the fraction, the DA with effect from 01.07.2016 shall be 3%. We, request you to kindly take the above into account and issue orders for grant of 3% DA w.e.f. 01.07.2016.

sd/-

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7th Pay Commission: NCJCM staff side gives it views on allowances to Govt. of India and committee on allowances - NC JCM

No.NC/JCM/2016(Allowances) September 12, 2016

The Secretary(Expenditure),

Ministry of Finance,

(Government of India),

North Block,

New Delhi-110 001

Dear Sir,

This is in continuation of the discussions, the Staff Side had with you on 1st September, 2016. We send herewith brief notes on the allowances, which are required to be retained or wherever the quantum has to be enhanced.

As presented before the Committee, we have dealt with the subject in the following manner:-

(i) General Allowances, which are of general nature, covering the Central Government employees across the Departments.(10)

(ii) Area Specific Allowances – The allowances which are granted to all Central Government employees who are posted to a particular location.(2)

(iii) Department Specific Allowances which are granted to a section of the employees in a Department/Ministry taking into account the special nature of jobs assigned to them. (4)

We have received the notes from the Postal, Defence and Railway Organisations. We have requested the Associations/Federations of other departments to send us the notes in the matter. We hope to receive the same soon. As and when the same is received, it will be submitted.

We have endorsed a copy of this letter to the Joint Secretary (Implementation Cell). We have also asked the Departmental Associations to submit their notes on the Department Specific Allowances to the Implementation Cell as also to their Heads of Departments. We request you to kindly convene the meeting of the Committee to discuss the allowances on which Notes are presented to you through this letter.

sd/-

**20th AIC of National Union of Postal Employees,
Postmen & MTS held from 10th to 13th August, 2016 at Binani Bhawan, Kolkata
the following Office Bearers were elected for the year 2016 to 2018**

| Sl. Post | Name | Designation | Office |
|-----------------------------|------------------------|----------------|-------------------|
| 1. President | Shri Gulam Rabbani | MTS | Hyderabad GPO, AP |
| 2. Working President | Shri A.K. Solanki | Postman | Gujarat |
| 3. Vice President | Shri Bidhan Chaudhari | Overseer | Baranpore, W.B. |
| 4. Vice President | Shri Jaypal Singh | Electric - MTS | Haryana |
| 5. General Secretary | Shri T.N. Rahate | Postman | Maharashtra |
| 6. Dy. General Secretary | Shri V.K. Mathur | MTS | Delhi |
| 7. Asst. General Secretary | Shri Sunil Zunjarrao | Postman | Maharashtra |
| 8. Asst. General Secretary | Shri K.C. Gangaiyya | Postman | Karnataka |
| 9. Asst. General Secretary | Shri P. Sugumaran | Postman | Tamilnadu |
| 10. Asst. General Secretary | Shri Narash Sharma | Postman | Uttar Pradesh |
| 11. Org. General Secretary | Shri Radheshyam Varma | Postman | Madhya Pradesh |
| 12. Org. General Secretary | Shri Kamal Chakraborty | Postman | West Bengal |
| 13. Org. General Secretary | Shri P. Surendra Das | Postman | Kerala |
| 14. Org. General Secretary | Shri H.V. Makwana | Postman | Gujarat |
| 15. Treasurer | Shri Jagdish Sharma | Group 'D'/MTS | Delhi |



2ND ALL INDIA CONFERENCE OF AIPAOA (FNPO) WAS HELD FROM 16TH AUGUST 2016 TO 17TH AUGUST 2016 AT SHUBHAM BARAT GHAR, P & T COLONY, SAROJINI NAGAR, NEW DELHI 110 023.

The following Office Bearers were declared elected unanimously for 2016-2018.

- President** : Sh. L.K. Mathur, PA CO % CPMG, Rajasthan Circle, Jaipur
- Vice President** : 1. Sh. Subrata Dutta, PA CO, DPLI Kolkata, West Bengal Circle
2. Smt. Sunetra A. Sarang, S.S. % CPMG, Maharashtra Circle, Mumbai
3. Sh. P.A. Pandey, PA CO, % PMG (N), Mazaffarpur Region, Bihar.
- General Secretary** : 1. Sh. O.P. Khanna, S.S. % CPMG, Delhi Circle, New Delhi
- Deputy General Secy.** : 1. Sh. T.K. Govindarajan, PA CO, % CPMG, Tamilnadu Circle, Chennai
- Financial Secretary** : 1. Sh. Rakesh Bhatia, PA CO, % CPMG, Delhi Circle, New Delhi.
- Asstt. General Secretary** : 1. Sh. Debashis Kundu, PA CO, DPLI Kolkata, West Bengal Circle
2. Sh. Madan Kant Srivastava, PA CO, % CPMG, Bihar Circle, Patna
3. Sh. D.K. Yadu, PA CO % CPMG, Chattisgarh Circle, Raipur
4. Sh. M.L. Sadh, PA CO % CPMG, Madhya Pradesh Circle, Bhopal
- Organising Secretary** : 1. Sh. Suryapramanick, MTS, DPLI Kolkata, West Bengal Circle
2. Sh. Krishnan Kumar Singh, MTS, % MTS, % CPMG, Bihar Circle, Patna
3. Sh. S.K. Kant, PA CO, % CPMG, Jharkhand Circle, Ranchi
- Auditor** : 1. Sh. Daulat Singh Bhati, PA CO, % CPMG, Rajasthan Circle, Jaipur



CORRESPONDENCE MADE BY FEDERATION FROM MARCH TO SEPTEMBER 2016

1. Memorandum – Gramin Dak Sevaks in Department of Posts.
2. Request for withholding of result of verification of Circle office Administration staff Group 'C' and Group 'D' Association.
3. Request for providing copy of Memorandum given to 7th CPC implementation cell.
4. Request to disburse ROHSC Bills.
5. Irregular transfer of PA posts to PLI Directorate from the O/o. the Director PL Kolkata.
6. Biased acts on the part of SR Section of the Department.
7. Request for permission to decline LSG promotion
8. GDS union - verification process - 2016
9. Improper Behaviour of ADPS Building Mumbai Region
10. Excruciating state and intolerable stress among cadres due to the malfunctioning of CBS
11. Nomination to Circle Welfare Board
12. Cadre Restructuring in respect of MMS Employess Request to implement Cadre Restructuring
13. Open favouritism on the part of GDS committee.
14. FNPO delegation to GDS committee.
15. Protest on the non-implementing of agreement on Cadre Restructuring.
16. Partial attitude on part of SRM 'L' Dn. Bhusawal towards NUR C Members
17. RJCM - Nomination of Member
18. Nomination to the Welfare Board.
19. Clarification regarding fixation of pay of re-employees ex-servicemen pensioners retiring before attaining age of 55 years and who hold the post below commissioned officer rank in the Defence Forces.
20. Request to issue orders to APSO Chennai to absorb TSCL officials as MTS as per RR of MTS
21. Request to Bringing harmonious relationship between RMS Circle union and Circle administration
22. Request for counting adhoc service in Army Postal Service for the purpose of grant of financial upgradation under MACP.
23. Grave punishment for committing contributory negligence
24. The upcoming launch of India Post Payments Bank.
25. Request to grant officiating arrangement in MTS cadre for GDS by relaxing prescribed age limit.
26. Request for grant of pension to Temporary status Casual Labourers
27. Relocating of CGHS Wellness Centre to Tambaram, Chennai.
28. Discrepanies in the minutes of the meeting held on 29-6-2016 on India Post Payment Bank.
29. Outsourcing of pick up, booking and delivery of Speed Post, Registered Post (including Parcel) and Business and Express Parcel - instructions for implementation of the scheme.
30. Harassment meted out to my Circle Secretary, Maharashtra Circle by ADPS, Circle office.
31. Non-sanctioning of medical claim - case of Sri Narayan Prasad, P.P. O/o. PMG PMG North Bihar Region, Myzafarpur.
32. Non-holding of DPC for promotion of LSG, HSG II and HSG I in Bihar Circle.
33. Publication of Circle Gradation List of Bihar Circle
34. Consequences of creation of Bhagalpur Region
35. Removal of the Bonus cap.
36. L.D.E. for promotion to the Cadre of IP Examination, Departmental Quota for the year 2015-2016.
37. Request to grant of Bonus to GDS with revised ceiling
38. Non-grant of promotion to officials who have been imposed with minor penalty.
39. Request for grant of new scale to the Temporary Status Casual Labourers on par with 7th CPC.
40. Setting up of Departmental Anomaly Committee of Dept. of Posts.
41. Request to grant officiating arrangement to GDS employees.

FROM THE DESK OF SECRETARY GENERAL

2nd AIC of AIPAOA (FNPO)

2ND AIC of AIPAOA (FNPO) was held at Delhi (Sarojini Nagar) from 16-8-2016 to 18-8-2016. Sri Ajay Makhan, Congress leader Delhi Pradesh Congress inaugurated the AIC. SG, FNPO and President FNPO addressed the conference. Sri O.P. Khanna was re-elected as General Secretary.

The list of new office-bearers is published elsewhere.

Meeting with Chairman, Postal Services Board on 17-8-2016:-

President FNPO, SG FNPO, Deputy General Secretary, AIPAOA and Ms. Sumitra Sarangi, Circle Secretary, Maharashtra Circle met the

Chairman, Postal Board and discussed various issues.

UNI APRO Post & Logistics Committee Meeting
The above meeting was held in Taiwan on 25th & 26th August 2016. SG FNPO participated in the meeting.

K.R. Remembered

The 105th Birth Anniversary of Sri K.R. was celebrated in grand manner at Arakkonam on 15-8-2016. The SG FNPO participated and recalled the glorious services of KR.

Yours Fraternally,



D. Theagarajan, Secretary General

WORLD POSTAL STRATEGY

Pending approval by member countries at Congress, the Istanbul World Postal Strategy is to be adopted as the UPU's road map for the 2017-2020 work cycle. The strategy is centered on three goals:

Goal 1: Improve the interoperability of network infrastructure.

Goal 2: Ensure sustainable and modern products.

Goal 3: Foster effective market sector functioning.

These goals evolved from discussions involving almost 90 per cent of the UPU's 192 member countries. Some of the debates took place at a series of seven regional conferences in 2015, revealing common priorities among countries worldwide. E-commerce development and strengthening operational efficiency emerged as top-level priorities in all regions.

The strategy is also accompanied by a draft business plan, which links work proposals to

expected outcomes and benefits for member countries. Fifteen programmes of activity have been developed to implement the strategic goals.

GLOBAL FORCES

The draft strategy is based on lessons from the current work cycle. This new digital age is characterized by disparities in socio-economic conditions. In this context, the UPU can help provide solutions geared towards social inclusion.

The UPU is also well-positioned to promote integration throughout the global postal network. Current activities are already helping the postal sector carry out its role as an essential component in the global economy.

With the rise of digital technologies and e-commerce, customers expect postal operators to modernize their services and improve quality, making innovation a necessity.

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