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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

VOL. II NO. 6

JUNE 2016

OUR PROTEST LETTER

Ref : CRC/126/2016

Dated : 6-6-2016

To

Sri S.K. Sinha
Chairman, Postal Services Board
Dak Bhavan, New Delhi 110 001.

Sir,

Sub : Protest on the non-implementing
of agreement on Cadre Restructuring.

Ref : Your Memo No. 25-04/2012-PE
Dt. 27-5-2016.

At the outset my Federation conveys thanks
for issuing orders on Cadre Restructuring for
employees of Group C of Postal Wing.

Your kind attention is invited to the minutes
or discussions issued by your office No. 25-
04/2012-PE I dated 23-10-2013 in the above
said letter in para (e) it has been clearly
mentioned that the Cadre ratio as per the
agreed position mentioned at (c) to (d) above
will be worked out and the ratio so worked
out will be replicated to the SA cadre of RMS,
PA cadre of Circle and Administration offices
as also to the PA cadre of SBCO.

Further in para (g), it is mentioned that in the
light of peculiar situation of postmen/Mail

Guard cadres where the work for bulk of the
cadre continues to remain the same as a
special case, the committee recommends
ratio as worked out in pursuance of para (e)
above may be considered for implementation
to these cadres as well and that the cadres
so restructured may concurrently get the
benefit of MACP also. In another agreement
the cadre restructuring has been agreed for
the MMS and civil wing employees.

During the strike settlement on 5-5-2015 in the
presence of Honourable Minister of
Communication, it was assured by the
Honourable Minister that though he had some
reservation on cadre restructuring he agreed
to implement the agreement made with
Postal Federation on cadre Restructuring. In
the same meeting, you were also physically
present. Strangely, orders were issued only
for the Group 'C' employees of Postal Wing.
It is shocking to hear that the Directorate has
not made any attempt to implement the
agreement in respect of cadres in RMS, Circle
office, SBCO, Civil Wing and Postman cadre.
In regard to MMS, two years have been
elapsed and now only the Department started
to seek information from the Circles about
the staff strength, though it was initially

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discussed. The action of the Department paves way for dividing the employees of different cadres.

The parity maintained between SA cadre and PA Cadre since inception has now been jeopardized. Who is responsible for creating jeopardise between the cadres? My Federation is not aware of this. But it will affect interest of the Department as well as morale of the affected employees ultimately.

My Federation has high hopes and trusts on you that you will involve yourself for implementing Cadre Restructuring as per the agreement reached between staff side and Administration.

Thanking you,

Yours Sincerely,
(D. Theagarajan),
Secretary General

सेवा में,

- 1- सभी सर्किलधमंडलधवाखा सचिव
- 2- सभी समबद्ध यूनियनअसोसियेशन के मुख्यालय के पदाधिकारी

प्रिय साथियों,

विशय: जी डी एस सत्यापन

मान्यता प्रदान करने हेतु भारतीय डाक विभाग ने जी डी एस सदस्यता सत्यापन की प्रक्रिया आरंभ की है। डाक विभाग के आर एस ए नियम में निहित सत्यापन प्रक्रिया के प्रावधानों के विरुद्ध अनावश्यक रूप से आवेदक यूनियनों से राष्ट्रव्यापी संभागीय सचिवों की जानकारी मांगकर विभाग मुष्किलें खड़ा कर रहा है। इसका ध्यान हम रख लेंगे। छन्वै ने पहले से ही आगामी सत्यापन प्रक्रिया में आवेदन प्रस्तुत कर चुका है। NUGDS और हमारा फेडरेशन।

अब समस्या यह है कि छच्छ समबद्ध यूनियन (अखिल भारतीय डाक कर्मचारी यूनियन – GDS (NFPE) और AIGDSU अपने परिपत्रों के माध्यम से जी डी एस कर्मचारियों को भ्रमित करने के लिए गलत जानकारी फैला रहे हैं। इस संबंध में हमारे फेडरेशन ने अलग सा परिपत्र जारी किया है जो संलग्न है।

यह सत्पन प्रक्रिया पहली वाली प्रक्रिया से बिलकुल अगल है।

पहले सिर्फ तीन फेडरेशन ही इसमें भाग लेते थे। इन तीनों में से छच्छ और थच्छ के बीच वास्तविक प्रतियोगिता होती थी। उस समय, 2010 में सत्यापन के लिए हम लगभग 51000 सदस्यता आवेदन पत्र प्रस्तुत कर पाए। 51000 में से हमें 34800 सत्यपित सदस्य मिले। लगभग 16500 सदस्यों की सदस्यता दोहरी थी।

अब AIGDSU दो दलों में विभाजित हो गए हैं। एक दल AIGDSU के नाम से कार्यरत है तो दूसरा दल AIPEU&GDS (NFPE) के नाम से कार्यरत है। इन दलों का विभाजन वैचारिक आधार पर न होकर उच्च नेताओं के अहंभाव के कारण हुआ है।

जी डी एस के मन को जाने बगैर दोनों दलों का दावा है कि वे प्रथम स्थान प्राप्त करेंगे। AIGDSU और AIPEU जीडीएस (NFPE) अनुचित तरीकों के माध्यम से गरीब जीडीएस कर्मचारियों को प्रभावित करने के लिए विशेषज्ञ हैं।

एक समूह पोस्टमास्टर्स का सहारा लेकर आधिकारिक क्षमता का उपयोग करते हैं और दूसरा दल गरीब जीडीएस को भयभीत करने के लिए अपने बाहुबल का उपयोग करता है। हमको दोनों दलों के साथ बहुत सावधान रहना चाहिए। उसी समय, हमें दोनों यूनियनों—AIGDSU और AIPEU&जीडीएस (NFPE) की कार्रवाई से डरना भी नहीं चाहिए। नियमित कर्मचारियों के

लिए सदस्यता का सत्यापन कुछ महीने पहले खत्म हो गया है । सत्यापन से पहले, NFPE संबद्ध यूनियनों और भारतीय संबद्ध यूनियनों ने देषव्यापी रूप में अफवाहें फैलाई की FNPO संबद्ध यूनियन अपनी मान्यता खो देंगे । लेकिन परिणाम से पता चलता है कि 2010 की तुलना में हमारे यूनियन के सत्यापन के सदस्यों की संख्या अधिक है। इस में कोई शक नहीं है कि अगर जी डी एस सत्यापन के लिए एफ एन पी ओ के संबद्ध यूनियन पी ।।।, आर ।।।, आर के मंडल सचिव एक जुट होकर काम करेंगे तो हमें मान्यता प्राप्त करने के लिए आवश्यक सदस्यता मिलेगी ।

इस लक्ष्य को प्राप्त करने के लिए एफ एन पी ओ के संबद्ध यूनियन के सभी सर्किल/मंडल सचिवों से अनुरोध है कि वे निम्नलिखित निर्देशों का पालन करें ।

1- सभी एफ एन पी ओ के मंडल सचिवों को चाहिए कि वे सभी गिले षिकवे भूलकर NUGDS के मंडल सचिवों को पूर्ण सहयोग दें ।

2- अगर किसी मंडल में जी डी एस यूनियन के लिए मंडल सचिव नहीं है तो मंडलीय यूनियन तुरंत वहां तदर्थ रूप एक जी डी एस यूनियन स्थापित करें और ई - मेल द्वारा इसकी सूचना एन यू जी डी एस को तुरंत दें ।

3- एन यू जी डी एस की डाक सूची में 300 से ज्यादा मंडल सचिवों के नाम है । इसे तुरंत अद्यतन करना है । अतः अनुरोध है कि एन यू जी डी एस के मंडल सचिव व पदाधिकारियों के नाम श्री पी यू मुरलीधरन, महा सचिव एन यू जी डी एस को उनके ई दृ मेल द्वारा सूचित करें । उनका ई दृ मेल पता है:- muralipost@hotmail-com, fnpochennai@gmail-com-

4- एफ एन पी ओ के सभी मंडल सचिवों ने अच्छा काम किया और हाल ही में संपन्न नियमित

कर्मचारियों के सदस्यता सत्यापन में उन्होंने अपनी दक्षता दिखाई । यह काफी नहीं है । एन यू जी डी एस, हमारे प्यारे नेता के आर की पांचवीं संतान है । हमारा दायित्व है कि एन यू जी डी एस को मान्यता प्राप्त कराने में पूरी मदद करें । एफ एन पी ओ सभी मंडल सचिवों से अनुरोध करता है कि एन यू जी डी एस को मान्यता प्राप्त कराने में भरसक प्रयास करें ।

5- अपने सर्किलों में एन यू जी डी एस मंडल यूनियन सुचारु रूप से काम कर रहा है यह सुनिश्चित करने के लिए सभी सर्किलों में सर्किल समन्वय समिति तुरंत पुनर्जीवित करें और पदाधिकारियों की सूची एन यू जी डी एस व एफ एन पी ओ के मुख्यालय को भेज दें । यह हमारे लिए बहुत महत्वपूर्ण कार्य है । हमें दृढ़ विश्वास है कि सभी FNPO सर्किल सचिव अवसर का फायदा उठाएंगे ।

6- हमें विश्वास है कि हमारे सर्किल/मंडल/षाखा सचिव उपर्युक्त निर्देशों का सक्त पालन करेंगे ।

7- हमारे उपलब्धियों की सूची सूचना के लिए अलग सा संलग्न किया गया है । सर्किल सचिवों से अनुरोध है कि वे संलग्न परिपत्र क्षेत्रीय भाशाओं में अनुवाद कराकर एफ एन पी ओ संबद्ध यूनियनों सर्किल सचिव के नाम से मंडलों में परिचालित करें ।

शुभकामनाओं के साथ

आपका



पी. यू. मुरलीधरन महा सचिव,
एन यू जी डी एस

NJCA

National Joint Council of Action

4, State Entry Road, New Delhi 110055

No. NJC/2016/7TH CPC

Date : June 4, 2016

To
All Constituents of NJCA

Dear Comrades,

We hope you must have gone through our communication dated 26-5-2016 detailing the brief discussions, we had with the Cabinet Secretary. We had, as you are aware, done everything possible at our end to bring about a negotiated settlement on the charter of demands, we submitted to the Government immediately after the submission of the report by the 7th Central Pay Commission. i.e. on 19th November, 2015. On 19th May, 2016, we have crossed the six months period since the commission submitted the report to the Government. You are aware that the Commission had concluded their deliberations and prepared their report in Feb. 2015 itself but was delayed by the unwarranted intervention of the present Government. Even on the first occasion when we met the authorities after the submission of the report by the 7th CPC we had conveyed the anguish and anxiety of the employees over the delay especially in the background of the denial of the interim relief and merger of DA. We had pointed out that unlike in the past the employees had not been granted any financial help in the form of interim relief of DA merger even in the face of the unprecedented erosion of the real value of wage due to the high level of inflation in the economy. We had then requested the Government the need to take an expeditious decision over the recommendations of the 7th CPC, atleast

on the core issues pertaining to wage revision.

In the absence of any formal meetings or fruitful negotiations which had been the practice at all earlier occasions, the rumour mongers who represent none, had a field day. The NJCA had been in constant touch with the authorities. You will recall that at the request of the Cabinet Secretary, when we met him on 1st March, 2016, we deferred our decision to go on strike in April, 2016. The empowered committee set up by the government could have met the JCA leaders during the months of April and May and could have discussed the various pros and cons sod that by the end of May, certain views could have emerged on all matters.

It was in this background that the National JCA met on 3rd at the Staff Side office. The meeting considered the piquant situation that has emerged due to the wanton inaction on the part of the Government, despite the NJCA agreeing to defer the strike action. The meeting, therefore, came to the inescapable and inevitable conclusion unanimously that in the face of the nugatory attitude of the Government, we must adhere to our earlier decision to tread the path of struggle and serve the strike notice on 9th June, 2016 to commerce the indefinite strike action on 11th July, 2016. The meeting also decided to exhort the constituent organizations to mobilize their members without losing any time as the time available for preparation being very short i.e. hardly a month. I am also to convey to all of you the following

decision taken at the meeting and appeal to you to create a vibrant situation throughout the country to convey the impression to all concerned that we stand united with determination.

1. Every Association/Federation/Union and all its units will serve the strike notice on 9-6-2016 by holding massive demonstration at all work places. The strike notice shall have the 11 point charter of demands (copy enclosed) and the respective organizations can include their department-specific demands as Part B of the charter of demands.
2. The Constituents will plan and exercise a massive mobilization campaign to cover each and every employee/worker in which all the National and State leader must take part.
3. The Unions/Federation/Associations will suspend immediately all ongoing negotiations with their departmental heads/authorities and concentrate on the mobilization campaign.
4. On 24th June, 2016, a massive united demonstration under the auspices of the NJCA will be held before the Parliament. The constituent organizations will decide upon the quota for each State Unit and communicate the same so that the state units can take necessary steps to ensure that their members reach Delhi on 24th.
5. The NJCA (CHQ) will write to the leaders of all the Political parties as also the Central Trade Unions seeks their support and solidarity as also explaining as to why the NJCA had to take the extreme step of organizing the strike action.
6. All the Constituent organizations and the State Units shall write such letters to the members of Parliaments of their respective States and shall make efforts to meet them in person to seek their support.
7. All the State Units of the Constituent organizations either jointly or independently organize Press Conferences to cover the Print and Electronic media.
8. The NJCA (CHQ) will hold such a Press Conference at Delhi on 23rd June, 2016 i.e. just one day prior to the mammoth demonstration planned before the Parliament.
9. The Constituent organizations will get in touch with the Associations/Federations of the retired personnel both at the All India and State levels to seek out their support for the strike action and enlist their participation in all demonstrative programmes organized by the working employees in support of the strike. The Pensioners organizations may be informed of the Government decision to reject the recommendation of the 7th CPC to provide Option No. 1 to the Pensioners as an alternative pension fitment formula.
10. The constituents will also seek the participation of those organizations in their respective organizations who are not associated with the NJCA being not participants in the JCM Scheme.

We appeal to all constituents and through them each and every member of the Central Government employee's community to take all out efforts to make this historic

decision an all time memorable event, which must go into the history as the largest participated strike action of the Central Government employees and works. We must consider this as a really historic moment provided to us by the harsh turn of events and as an opportunity to reassert our strength, unity and determination not only to win laurels today but to function as an effective bargaining entity for years to come.

We are fully aware of the enormous task ahead and equally aware of the possible response, a brutal Government might take in the circumstances. Without minimizing the impact of such as retaliatory action on the part of the Government (from our experience in the past) we know that no power on earth will be able to subdue our unity and determination and we shall march forward well realizing that the ultimate victory in all struggles belong to the working class.

With greetings,

Yours fraternally,
Shiv Gopal Mishra,
Convener

STRIKE NOTICE FORMAT DIFFER BETWEEN INDUSTRIAL AND NON INDUSTRIAL ESTABLISHMENTS, KINDLY USE THE APPROPRIATE FORM, GIVE HEREUNDER IS THE COMMON CHARTER OF DEMANDS, ENCLOSE THE COMMON CHARTER AS PART A AND DEPARTMENT SPECIFIC ISSUES AS PART B.

CHARTER OF DEMANDS

1. Settle the issue 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 government 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; regularize 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.

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

No.PJCA-06/2015 Dated: 09th June, 2016



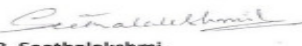



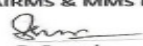



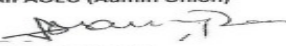
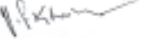
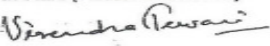



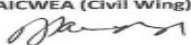
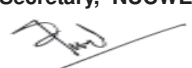
To
The Director General
Department of Posts
Dak Bhawan, New Delhi – 110001

NOTICE

Sir,

In accordance with the provisions of Sub Section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby notify that all the Postal/RMS/MMS/Administrative & Postal Accounts Employees and the Gramin Dak Sewaks of NFPE & FNPO will go on indefinite Strike from 11th July,2016.

The Charter of Demands is enclosed herewith

 R.N. Parashar Secretary General, NFPE & General Secretary, AIPEU Group 'C'	FNPO  D. Theagarajan), Secretary General, FNPO
 R. Seethalakshmi General Secretary AIPEU Postmen, MTS/Group 'D'	 D. Kishan Rao, General Secretary, NAPE Group C
 Giriraj Singh General Secretary AIRMS & MMS EU Group 'C'	 T.N. Rahate, General Secretary, NUPE Postmen & MTS
 P. Suresh General Secretary AIRMS & MMS EU MG & MTS/Group 'D'	 D. Theagarajan, General Secretary, NURMS & MMS EU Gr C
 P. Pranab Bhattacharjee General Secretary AIPAOEU (Admin Union)	 (N. Ramappa), General Secretary, NURMS & MMS EU MG/MTS
 T. Satyanaryana General Secretary AIPAEA (Postal Accounts)	 O.P. Khanna, General Secretary, AIPAOA (Admin. Union)
 Virendra Tewary General Secretary AIPSCOEA	 G.P. Parate, General Secretary, AIPAOA (Postal Accounts)
 S. A. Rahim General Secretary AICWEA (Civil Wing)	 Shivadasan, General Secretary, NUCWE (Civil Wing)
 P. Pandurangarao General Secretary AIPEU-GDS (NFPE)	 P.U. Muralidharan, General Secretary, NUGDS (FNPO)

FROM THE DESK OF SECRETARY GENERAL

PJCA & NFPE & FNPO

No.PF-PJCA/2016 Dated: 06th June, 2016

CIRCULAR

To

All General Secretaries /
NFPE Office Bearers
All Circle/Divisional & Branch Secretaries
of NFPE & FNPO

Comrades,

The National Joint Council of Action (Railway, Defence, Confederation & Postal) has decided to serve Strike Notice on 09th June 2016 at all levels by organizing Massive demonstrations for the Indefinite Strike to be commenced from 11th July, 2016 on Pay Commission related issues. Strike Notice to Secretary Department of Posts will be served by PJCA on 09th June 2016 at 2 P.M. by organizing massive demonstration in front of Dak Bhawan, New Delhi.

The proforma for serving Strike Notice and Charter of demands are enclosed herewith.

It is therefore requested that Strike Notice should be served at all level on behalf of PJCA by organizing Massive Demonstration.

With fraternal greetings.

Yours Fraternally,

(D. Theagarajan)
Secretary General
FNPO

(R.N. Parashar)
Secretary General
NFPE

CHARTER OF DEMANDS

(PART-A)

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 / contractisation 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; regularize the casual/contract workers.

7. Remove ceiling on compassionate ground appointments.

8. Extend the benefit of Bonus Act 1985 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.

(PART-B)

1. Implement Cadre Restructuring in all wings of Postal Department i.e. SA, Postmen, Mail Guard, Mailmen, MTS, MMS, PA SBCO, PA CO, Postal Accounts, Civil Wing and Postmasters Cadre etc.

2. Upgrade the pay scales of various cadres in the Postal Department as demanded in the Memorandum submitted to Seventh CPC and Secretary, Department of Posts.

3. Filling up of all vacant posts in all cadres of Department of Post.

4. No harassment and victimization for trade union activities/CBS/CIS and other matters.

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