



FEDERATION OF NATIONAL POSTAL ORGANISATIONS

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Observance of Protest Week from 12th to 19th December 2016 by FNPO affiliates

To
All Circle/Division/Branch Secretaries of FNPO affiliates.

Dear colleagues,

FNPO affiliated unions decided to observe protest week from 12th to 19th December 2016 on the 16 points Charter of Demands.

Program of the Protest week

12/12/2016- Conduct Gate meetings at Divisional office.

16/12/2016 Conduct lunch hour Dharna at Circle/Regional offices

19/12/2016 Lunch hour Demonstration at Directorate&submission of Memorandum to The Cabinet Secretary through Chariman Postal board.

Our Circle/Division/Branch Secretaries of FNPO affiliated unions are requested to observe the above programme in their respective places in an energetic manner.

With regards,

(D. THEAGARAJAN)
SG FNPO

D. Kishan Rao
General Secretary
NAPE Group C

T.N. Rahate
General Secretary
NUPE Postmen & MTS

P.U. Muralidharan
General Secretary,
NUGDS (FNPO)

D. Theagarajan
General Secretary
NURMS & MMS Group C

(N. Ramappa)
General Secretary
NURMS & MMS MG/MTS

O.P. Khanna
General Secretary
AIPAOA (Admin. Union)

K. Shivadasan
General Secretary
NUCWE (Civil Wing)

CHARTER OF DEMANDS

1. Settle the demands raised by NJCA regarding modifications of 7th CPC recommendations as submitted in the memorandum to Cabinet Secretary on 10th December 2015. Honour the assurance given by the Group of Ministers to NJCA on 30th June 2016 and 6th July 2016, especially the increase in minimum wage and fitment factor. Grant revised HRA, at the existing percentage itself, i.e. 30%, 20% and 10%. Accept the proposal of the staff side regarding Transport Allowance. Settle all anomalies arising out of implementation of 7th CPC recommendations, in a time bound manner.
2. Implement option-I recommended by 7th CPC and accepted by the Government regarding parity in pension of pre-2016 pensioners, without any further delay. Settle the pension related issues raised by NJCA against item 13 of its memorandum submitted to Cabinet Secretary on 10th December 2015.
3. Scrap PFRDA Act and New Pension System (NPS) and grant pension and Family Pension to all Central Government employees recruited after 01.01.2004, under CCS (Pension) Rules 1972.
4. Treat Gramin Dak Sewaks of Postal department as Civil Servants, and extend all benefits like pay, pension, allowances etc. of departmental employees to GDS.
5. Regularise all casual, contract, part-time, contingent and Daily rated mazdoors and grant equal pay and other benefits. Revise the wages as per 7th CPC minimum pay.
6. No Downsizing, Privatisation, outsourcing and contractorisation of Government functions.
7. Withdraw the arbitrary decision of the Government to enhance the benchmark for performance appraisal for promotion and financial upgradations under MACP from "GOOD" to VERY GOOD" and also decided to withhold annual increments in the case of those employees who are not able to meet the benchmark either for MACP or for regular promotion within the first 20 years of service. Grant MACP pay fixation benefits on promotional hierarchy and not on pay-matrix hierarchy. Personnel promoted on the basis of examination should be treated as fresh entrants to the cadre for grant of the MACP.
8. Withdraw the draconian FR 56 (J) and Rule 48 of CCs (Pension) Rules 1972 which is being misused as a shortcut as a purity measure to punish and victimize the employees.
9. Fill up all vacant posts, including promotional posts in a time bound manner. Lift ban on creation of posts.
10. Remove 5% ceiling on compassionate appointments and grant appointment in all deserving cases.
11. Grant five promotions in the service career to all Central Govt. Employees.
12. Reject the stipulation of 7th CPC to reduce the salary to 80% for the second year of Child Care leave and retain the existing provision..
13. Ensure cashless medical treatment to all Central Government employees & Pensioners in all recognized Government and Private hospitals.
14. Revision of Overtime Allowance (OTA) and Outstation allowance (OSA) w.e.f 01.01.2016 based on 7th CPC pay scale.
15. Revision of wages of Central Government employees in every five years.
16. Revive JCM functioning at all levels.