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LONG LIVE K.R.



**FOUNDER OF FNPTO
ARCHITECT OF NFPTE**

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POSTAL JOINT COUNCIL OF ACTION

NATIONAL FEDERATION OF POSTAL EMPLOYEES, FEDERATION OF NATIONAL POSTAL ORGANISATIONS
AIDEU & NUGDS, NEW DELHI - 110001

No. JCA/Postal/2011

28.06.2011

To

Dr. Sanjeev Reddy,
President INTUC, New Delhi
Sir,

Sub: Indefinite Postal Strike from 05th July-2011.

The Postal Services in India is the biggest in the world, with a tradition of serving the people of this country for the last 150 years. There are about 1,55,000 Post Offices , 392 Railway Mail Service Sorting Offices. Collection, Processing, Conveyance and delivery of Postal articles including Speed Post , Registered Post, Parcels, Periodicals, Ordinary letters etc. is the main function of the Postal Department. In addition to this the INDIA POST is running the largest Bank called Post offices Savings Bank and also Postal Life Insurance including Rural Postal Life Insurance, as the agency functions of the Finance Ministry, Govt. of India. There are about 5,50,000 employees working in the Postal Department out of which 3,00,000 are Gramin Dak Sevaks mostly in the rural Post Offices.

The Postal Joint Council of Action comprising National Federation of Postal Employees (NFPE) , Federation of National Postal Organizations (FNPO), All India Postal Extra Departmental Employees Union (AIPEDU) and National Union of Gramin Dak Sevaks(NUGDS)' representing 95% of the employees, has decided to go on Indefinite All India Strike from 5th July 2011. The Bhartiya Postal Employees Federation (BPEF) affiliated to BMS has also given separate notice for indefinite strike from 6th July, 2011. The memorandum regarding the decision for indefinite strike was given to the Secretary, Department of Posts, on 20th February 2011 it self and the formal Strike Notice was served on 14.06.2011. Three rounds of discussions with Secretary, Department of Posts, took place on 06.06.2011, 07.06.2011 and 27.06.2011, but failed due to the adamant position taken by the Postal authorities.

The Postal Board has appointed the Chicago-based multi-national Consultancy called Mckinsey for optimizing the mail network of INDIA POST. The Department has now started implementing the Mail Network Optimization Project (MNOP) recommended by the Mckinsey. As a first step speed Post hubs are introduced. As per this scheme the existing 315 National Speed Post Centres (NSPC) has been reduced to 89 speed post hubs. Speed post articles booked for delivery in the same district or nearby districts are unnecessarily dispatched to hubs situated hundred of miles away for processing. From there articles are again back-routed to the delivery post offices. This has resulted in heavy delay in transmission and delivery of speed post articles. Articles which are delivered on the next day earlier are now delayed for 2 to 5 days. Time bound and speedy delivery could not be ensured and this has resulted in erosion of the customer faith in the

Postal services which in turn has resulted downfall in the number of speed post articles booked and also in the revenue realized through speed post.

In-spite of the failure of the Speed Post hub experiment, the department is not ready to revert back to the old system. Instead the Postal Board now proposes to introduce hub system for first class mails including registered articles and also for delivery. The existing 366 mail sorting offices are to be closed and 89 first class mail hubs are to be introduced, just like speed post articles first class mails including registered articles of 5 or 6 revenue districts are to be pooled in hubs situated hundreds of miles away and from there they are processed and back-routed for delivery. Similarly the delivery of letters in urban areas at present done from town sub post offices are to be withdrawn and it will be concentrated in delivery hubs. The department also issued instruction to all Chief Postmaster Generals for closure and merger of 9797 urban post offices in the name of optimization. The introduction of first class mail hubs, delivery hubs and closure of offices will further aggravate the delay in transmission and delivery of postal articles and curtailment of postal facilities to the public. Naturally public will loose their faith in the postal services and will be compelled to depend upon courier services.

The JCA has demanded the Postal Board to roll back the speed post hubs and also to reject the proposal to introduce first class mail hubs and delivery hubs and stop closure of offices. But the Postal Board has taken an adamant stand and is unilaterally going ahead with the implementation of Mckinsey recommendations.

The JCA has also demanded the Postal Board to concede the legitimate sectional demands of the Gramin Dak Sevaks, Casual Labourers and other cadres of the Postal department such as Postal Assistants, Sorting Assistants, Postmen, Mail guard, Multi-tasking Staff, System Administrators, PO & RMS Accountants, Postal Accounts Employees, Administrative Staff, SBCO Staff, MMS and Civil Wing employees. The 25 point Charter of demands submitted to the Secretary, Department of Posts, is enclosed herewith.

As employees of all the Federations and Unions irrespective of their union affiliations are participating in the strike, the entire postal services will be paralyzed from 5th July, 2011.

We earnestly solicit your support for the justified demands of the Postal employees and intervention at Government level for settlement of the demands raised in the Charter of Demands.

Yours Sincerely

M. Krishnan
Secretary General, NFPE
S. S. Mahadevaiah
GS, AIPEDU

D. Theagarajan
Secretary General, FNPO
P.U.Muralidharan
GS, NUGDS

MINUTES OF THE MEETING ON STRIKE DEMANDS

Minutes of the meetings taken by Secretary (P)/ Member (operations) with Postal Joint Council of Action comprising National Federation of Postal Employees (NFPE), Federation of National Postal Organizations (FNPO) (along with their affiliated associations), All India Postal Extra Departmental Employees Union (AIPEDU) and National Union of Gramin Dak Sevaks (NUGDS), on 27.06.2011, 29.06.2011, 30.06.2011 and 01.07.2011.

The 25 point Charter of Demands served by JCA was discussed in the meetings held under the Chairpersonship of Secretary on the dates indicated above. The gist of discussions is as follows:

Item No. 1 : The mail arrangement made in the wake of creation of Speed Post Hubs and which, as represented by Staff Side, are causing delay as compared to the position prevailing before, will be reviewed by a Committee including Secretary General of both NFPE and FNPO. As regards, first class mail, the question of forming L-1 and L-2 will be reviewed along with the Staff Side by forming a Committee. Regarding closure/merger of Post Offices, the Staff Side requested that whenever there is a closure of a Post Office, there should be a simultaneous relocation of PO in the new emerging areas etc. The view point of the Staff Side was agreed to. As regards change of designation of sorting Postman, it was agreed to issue a clarificatory order in consultation with Mails Division.

Item No.2 : On the issue of grant of civil servant status to Gramin Dak Sevaks, the Staff Side was apprised that it was not within the competence of the Department to take a view in the matter. As regards, scrapping of new recruitment rules for Postman Cadre, relaxation of norms for cash handling, stopping reduction of TRCA in case of reduction in work load, removal of ceiling in the matter of compassionate appointment, adjustment of part time casual labourers and contingent workers against Gramin Dak Sevaks' posts, it was agreed to have a re-look by the Department. On the persistent demands of Staff Side, the Chairperson agreed to send a proposal to the Ministry of Finance for enhancement of ceiling

of bonus to `3500 in case of Gramin Dak Sevaks.

Item No.3 : In regard to casual labourers engaged prior to 1993, it was agreed to settle their case for payment on pro rata basis within one month. Post 01/09/1993 cases will also be taken up with Ministry of Finance etc for settlement.

Item No.4 : The Staff Side was apprised that revision of OSA rates is under consideration in consultation with IFW and is being pursued closely. As regards OTA, the Staff Side was of the view that though it may not be within the competence of the Department to revise the OTA, but no official should be punished on the ground of non-performance of OTA. It was agreed to reiterate the earlier instructions issued on the subject.

Item No.5 : In the context of items agreed during the last meeting of the Departmental Council held on 23.08.2010 but on which follow up action was pending, the following decisions were taken:

- a) Order will be issued to grant officiating pay with all benefits to the staff officiating in HSG-II and HSG-I vacancies.
- b) Orders will be issued to increase the number of chances to appear for LGOs examination.
- c) Clarificatory order will be issued regarding eligibility to appear in LGO examination.
- d) Order will be issued to the effect of dropping of confirmation examination
- e) In the matter of tenure posting of officials in single and double handed offices, the Staff Side requested to withdraw the condition imposed vide letter No.8-4/2005-INV dated 22.09.2005. The matter is under examination in consultation with Vigilance Branch.
- f) Regarding removal of restriction in posting of SPM due to minor penalties/ CR entries, the issue is under examination in consultation with Vigilance Branch.
- g) As regards allowing physically handicapped officials for appearing in the

- Departmental Examination like IPOs, orders will be issued to this effect.
- h) The issue regarding transfer of HSG-I posts to General Line is being addressed.
- i) The issues regarding administrative power to grant leave to staff by HSG-I Postmasters will be finalized in consultation with Staff Side.
- j) The issue regarding counting the training period for benefits of promotion under TBOP/BCR is under examination.
- k) The issues relating to grant of cycle allowance without linking with distance is under examination in consultation with IFW. Meanwhile, during the discussions with CGM (MB) on 1/7/2011, the service union's representatives proposed to withdraw Cycle Allowance issue.
- l) Payment of honorarium for drawal of arrears in respect to of pensioners will be considered.
- m) In the matter of counting of Special Allowance for pay fixation cases of PO and RMS Accountants, it was informed that the issue is long pending before the Standing Committee of National Council of JCM. The issue which was subjudice before CAT Ernakulam Branch and High Court of Karnataka, has since been disposed of and will be looked into, in view of it.
- n) As regards non-drawal of HRA to officiating SPMs working at offices having attached quarter, instructions have been reiterated to Heads of Circles.
- o) The protection of pay of defunct scale of PO and RMS Accountants is under examination in consultation with IFW.
- p) The issue of anomaly in fixing of pay in respect of officials promoted on 1.1.1996 stands referred to Ministry of Finance.
- q) Regarding admissibility of Conveyance Allowance to PRI(P)/System Administrators, clarificatory orders have been issued.
- r) The issue of enhancement of financial powers of LSG, HSG-II and HSG-I Postmaster is under examination in consultation with IFW.
- s) The issue regarding fixing of norms/time factors in case of Postal Stores Depots and Circle Store Depots will be taken on introduction of technology.
- t) Clarificatory orders have been issued in the matter of grant of road mileage allowance to the staff entrusted with the work of clearance of cheques.
- u) The issue regarding enhancement of honorarium for engaging officials in departmental examinations is under examination in consultation with IFW.
- v) Clarificatory orders have already been issued for payment of fixed conveyance allowance to marketing executives.
- w) The issue of revision of cash allowance to the SPMs handling cash in the absence of treasurer is under examination in consultation with IFW.
- x) Grant of treasury allowance to all PAs irrespective of their status of grant of MACP is under examination in consultation with IFW.
- y) The issue of arbitrary and forcible allotment of Staff Quarters will be relooked into.
- Item No.6 : The demand of Staff Side regarding cadre restructuring was discussed and the Chairperson agreed to reconstitute a Committee under the Chairmanship of DDG (P). The Committee will formulate the proposal by 31.08.2011.
- Item No.7 : In regard to decentralization of Postal Accounts work, the Staff Side was apprised that no decision has been taken in this regard as yet. However, Separate minutes will be issued in respect of Postal Accounts Wing. As regards PLI/RPLI issues of Circle Office staff, separate minutes will be issued.
- Item No.8 : Department has already issued guidelines to fill up vacant Gramin Dak Sevaks posts. Suitable instructions have also been issued in the matter of imparting training to newly recruited PA/SAs.
- Item No.9 : The Chairperson agreed to reconsider the eligibility of officials opting for Postmasters Cadre to appear in IPOs and Group "B" examinations. The eligibility of PO/ RMS Accounts officials for opting for Postmaster cadre will also be considered.

Item No.10 : The issue will be considered as a part of cadre restructuring as discussed against item No.6

Item No.11 : Separate minutes will be issued.

Item No.12 : The Staff Side was apprised that in view of the policy of the Government of India on the subject of refusal of grant of MACP benefit in the event of declining promotion, it would not be possible to meet this demand. As regards fixing of norms, the issue will be examined keeping in view the extant rules and duties notified for these staff.

Item No.13 : Staff Car Drivers and Artisans belong to a common category and have been allowed the prescribed pay scales applicable to them. The claim of the drivers for pay scale equal to Postal Assistants has not been agreed to by the National Anomaly Committee. The claim of the Charge Hand for pay scale equal to Master Craftsman stands already rejected by Ministry of Finance as the cadre is not in existence.

Item No.14 : The divisionalisation of SBCO will be looked into. Regarding ledger agreement before core banking and contributory negligence, instructions have already been issued.

Item No.15 : Separate minutes will be issued.

Item No.16 : Separate minutes will be issued.

Item No.17 : It was agreed to look into the matter.

Item No. 18 : The object of the Scheme for Compassionate Appointment is to render immediate assistance to the family of a Government servant, who dies in harness or retires on invalidation on medical grounds leaving his/her family in financial crisis. Such appointments can be provided only to fill upto 5% of vacancies for direct recruitment. Appointment on compassionate grounds is made strictly in accordance with the guidelines laid down by the Department of Personnel & Training, which is the nodal Ministry in the matter. The Department of Posts is also following these guidelines while making compassionate appointments. As per the judgement of the Supreme Court of India referred here, 202 respondents, who were wait-listed candidates of Tamil Nadu Circle, were given compassionate appointment only on humanitarian ground. The Apex Court has also

clearly held in the case that this judgement should not be treated as precedent for the purpose of any other case or cases. Therefore, this judgement of the Apex Court is not applicable in the other cases.

Item No.19 : In this regard, Department, vide letter no. 14013/03/2010-VP dated 22.6.2011, has issued instructions to all the Heads of Circles. (copy enclosed)

Item No.20 : a. The issue is long pending before the Standing Committee of National Council of JCM. The issue which was subjudice before CAT Ernakulam Bench and High Court of Karnataka, has since been disposed of and will be looked into, in view of it.

b. Will be discussed, c. Will be discussed,

d. As regards restoration of the date of passing the Accountant examination for according LSG promotion instead of date of entry in PA cadre, it was agreed to look into it.

Item No.21 : Not discussed.

Item No.22 : Order already issued.

Item No.23 : Will be discussed.

Item No.24 : The Chairperson agreed to look into the matter and to take some steps for liquidating the arrears.

Item No.25 : Suitable instructions will be issued to all concerned.

DRAFT RESOLUTIONS FOR THE FEDERAL EXECUTIVE OF FNPO AT CHENNAI DATED 9-8-2011

1. FWC decided to celebrate Birth Centenary of KR by every Circle in grand manner.
2. On completion of 100th year of Birth, statue of KR will be erected at the next Federal Congress.
3. FWC requests the Secretary Posts to issue a written letter to all Heads of Circles not to close the post offices in the wake of Strike agreement (Item No. 1)
4. FWC conveys its bitterness in non-incorporating her assurances in the agreement (Item No. 1).
5. FWC insists the Secretary, Posts to have a meeting with Administration Union and Civil Wing Union in the presence of the Secretary-Generals (on Item No. 7 & 15).
6. FWC demands the Secretary Posts that in the name of MNOP, the RMS establishment should not be disturbed under any circumstances.
7. FWC requests the JCM Staff side leader to write a letter to the Prime Minister demanding withdrawal of PFRDA Bill. (Pension Fund Regulatory and Development Authority)

From the Desk of Secretary General

NEGOTIATION

The Secretary, Department of Posts convened meeting on 6th June 2011 and 7th June 2011 with Staff Side. Staff Side did not agree with the proposed re-structuring of Mail offices as L-1 and L-2.

MEETING WITH SENIOR P.A. OF THE MINISTER ON 10-6-2011

The Secretary General along with Sri D. Kishan Rao and Sri P.U. Muralidharan met senior PA of MOs and submitted a Memorandum about GDS and allied issues.

MEETING WITH MOC

The SG along with GS NAPE 'C' and GS, NUGDS met Sri Kapil Sibal on 15-6-2011 and discussed various issues of GDS. The MOC agreed to solve the GDS issues. Let us hope for the best.

JOINT CONVENTION

Historic convention of JCA was held in Chennai in 21-6-2011. The convention was presided over by Joint presidium of presidents NFPE, FNPO, AIPEDU and NUGDS i.e. Sri D.K. Rahate, T.N. Rahate, D.N. Giri and G. Sathyanaraya Reddy respectively. The Secretary General FNPO inaugurated the convention. The Secretary-General NFPE and other General Secretaries of FNPO and NFPE affiliated unions addressed the convention.

All the details were posted in website : www.fnpo.org

STRIKE NEGOTIATION

The Department negotiated with the staff side from 27th June 2011 and ended with 1st July 2011.

Our negotiation and minutes were published elsewhere.

MEETING WITH CENTRAL TRADE UNION LEADERS

On 28th June 2011, the JCA met Central Trade Union leaders and sought their help. In this connection, we submitted a letter to them. Copy of the letter is published elsewhere.

FWC MEETING

Our FWC Meeting will be held on 8-8-2011 in Chennai under the Presidentship of Sri T.N. Rahate. FWC wants to discuss post-strike development critically.

K.R. BIRTHDAY CENTENARY

On 8-8-2011, Centenary birthday is starting for our beloved founder leader Sri K. Rama murthy. FNPO has decided to celebrate the KR's birthday in a grand manner.

LONG LIVE GKP

The 81st birthday of our beloved leader GKP falls on 9-7-2011. The FNPO wishes him many more happy returns of the day. Long Live GKP.

Yours fraternally,

(D. THEAGARAJAN), Secretary-General

Ref : FWC/91/2011

Date : 7-7-2011

NOTICE

It is hereby notified that Federal Working Committee of Federation of National Postal Organisations will held in Chennai in 8-8-2011 (Monday) under the Presidentship of Sri T.N. Rahate.

1. Birth Centenary of Sri K. Ramamurthy and connected programmes, 2. 1-7-2011 Strike negotiation and our future course of action, 3. Venue of the next Federal Congress.



DIVISIONAL SECRETARIES

Please remit quota to Federation @ 50 paise per member per month to

Sri BRIJ MOHAN

Secretary (Finance), District Court Post Office, SPM Patra Char Vidhalaya, Delhi - 110 054.



- of KR was terminated. He was placed under suspension from 21-7-1960. The recognition of NFPTE and its affiliated unions was withdrawn. K.R. was released on bail on 21-7-1960. Disciplinary proceedings were initiated against him. Three stages of his increments were reduced. He was re-admitted for duty after twenty months. After a long battle, KR got back recognition to NFPTE on 14-9-1961, after a lapse of 14 months.
- ◆ KR filed writ petition in the Supreme Court against ESMA promulgated by the Govt. of India to harass the striking employees. The Supreme Court squashed the ordinance of the Govt.
 - ◆ K.R. was not even elected as a delegate to attend All India Conference in 1968.
 - ◆ PDF was established on 7-12-1964.
 - ◆ On 19-9-1968, one day token strike was called. But KR demanded to modify the strike demand in a realistic manner. But it was not accepted. The strike was dense in the P & T only.
 - ◆ On 10-10-1968 FNPTO was formed by K.,R. K.R. wanted separate union for EDAs. The Government refused to give. KR refused FNPTO recognition without recognition to ED union. The Government accepted the view of K.R. and recognition for separate union for EDAs was granted.
 - ◆ KR was nominated to the National Council and Departmental Council in May, 1970. From then onwards, he had represented in both the councils without any interruption.
 - ◆ After formation of FNPTO, K.R. demanded immediate constitution of III Pay Commission. The NFIR supported the demand of K.R. and Govt. appointed III Pay Commission.
 - ◆ KR retired from service on 8-8-1972.
 - ◆ In the year, 1974 KR supported bonus strike of Railways. Therefore the Govt. suspended the recognition of FNPTO.
 - ◆ Due to internal turmoil in the year 1977 KR again faced problems. The Directorate also joined issue and declined to entertain correspondence from K.R.
 - ◆ During the period from 1980 to 1985 KR processed large number of general and sectional problems to a successful conclusion through the instrument of National Council, Departmental Council and Four monthly meetings.
 - ◆ KR was very much instrumental in getting TBOP and BCR promotions for P & T employees (30-11-1983).
 - ◆ For revision of the Bonus formula and other major demands, KR underwent hunger strike for five days. The struggle yielded results. But KR suffered from stroke and he was hospitalized.
 - ◆ JCA was formed in March 1987. Through negotiations, JCA settled many issues. KR Played a vital role during the negotiations. The role of the KR was appreciated by Sri K.L. Moza Secretary-General NFPE and Sri R.B. Surve, Secretary-General BPEF.
 - ◆ KR relinquished charge of General Secretary, P III and GDS and handed over to Sri T.P. Kothandaraman and Sri V.V. Rathneswar Rao in the year 1990.
 - ◆ He relinquished the charge of Secretary-General FNPO and handed over to Sri G.K. Padmanabhan in the year 1990. He was elected unanimously as President, FNPO. He continued in this post till his death.
 - ◆ He stayed in Chennai for a few years and breathed his last on 5-10-1995.
 - ◆ The then Chief PMG Sri S. Braham mandam honoured him and allowed MMS vehicle to carry his body to cremation ground.

Long Live K.R.



BRIEF HISTORY OF K. RAMAMURTI

Sri K. Ramamurti was born on 8-8-1912 at Tirunelveli to Sri P.A. Krishnaswamy – Smt. Bhageerathi Ammal. He was named Ramamurti by his grandmother. Nobody ever thought that Ramamurti would have to fight long battle in his life in search of his mission to establish Democratic Traditions in Trade Union Movement.

Sri K. Ramamurti after his school education at Tiruvarur joined Presidency College, Madras and took degree of Bachelor of Science.

Sri K.R. entered as Second Division clerk in PMG's office, Madras in 1936. He was discharged from service in 1937 due to absorption of surplus personnel from Madras RLO. He rejoined Madras GPO and posted to work in GPO Sorting office (now called Chennai Sorting Office).

He was enrolled as member of IPT union. The Government constituted first Pay Commission on 10-5-1946 with Justice Varadachari as Chairman. KR tendered evidence before the first Pay Commission.

On 13-8-1947 two days before Independence three unions viz., IPTU, AIPRMS and ITA merged together and formed as UPTW. K.R. was elected as Asst. General Secretary.

- ◆ Government refused to pay D.A. as recommended by the Pay Commission. Unions conducted strike ballot and issue a strike notice. Strike did not take place. The Government announced Rs. 10/- as D.A.
- ◆ In the year 1950, KR was elected as Secretary-General of UPTW and registered the UPTW under Trade Union Act on 16-5-1950.
- ◆ Central Government employees unions formed a Federation on 11-7-1952. Sri K.R. was elected as Secretary-General.

- ◆ KR called the Supreme Council Meeting at Delhi from 5th to 7th September 1954. The realignment scheme circulated by the DG P & T on 30-8-1954 was considered and approved.
- ◆ A committee was constituted to frame the constitution of new Federation (NFPTE). Sri K.R. was convenor of the committee. NFPTE was born on 24-11-1954. For the post of Secretary-General, names of KR, Dada Ghosh and Birendranath Ghosh were proposed. Had there been a straight contest, KR would have won.
- ◆ Sri Birendranath Ghosh was made to contest to divide the votes and as a result Sri Dada Ghosh was elected as Secretary-General. K.R. lost the election by a very narrow margin of 16 votes.
- ◆ While all others were skeptical of the Realignment Scheme when it was mooted out in 1948, only K.R. had been steadfast in his attitude that Realignment was the only way to end multiplicity of unions. He had consistently and persistently persuaded, cajoled, coaxed and even fought bitterly to see the dream of one union for one industry dawn at least in P & T. The dream came true. But the architect who worked for Realignment to form one union was left in the wilderness.
- ◆ In the year 1960, Sri P.S.R. Anjaneyalu was elected as Secretary-General and Sri K.R. was elected as General Secretary, P III.
- ◆ NFPTE called Strike : Sri K.R. was arrested in the midnight of 11th July 1960. He was chained, rank cuffed and taken to court along with Anjaneyalu and Gopal Singh Josh. Foreign service

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