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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

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Why we are participating in the 2nd September 2016 strike

We are aware that National Trade Union Centres of our Country have given a clarion call for workers to participate in the 2nd September strike on 12 point Charter of Demands. The strike matters were discussed among the FNPO affiliated General Secretaries personally and debated on a marathon hours and consensus was reached to participate in the 2nd Sep 2016. Strike taking into consideration of anti-labour attitude of the Government. Mainly FNPO General secretaries discussed issues relating to 7th CPC and its implications which affect the Central Government employees in the long run. Though the Government appointed three committees on minimum wages, allowances and new Pension Scheme, we cannot presume the favourable recommendations of the committees at this stage.

Unilateral amendments to the Labour laws by the present Government will affect the trade union movement of the country. If we are away from the strike, we will be blamed by the future generators.

By participating in the one day strike can we change the scenario of the nation was also discussed by the General Secretaries at length. Finally we decided non-participation in the strike will affect the organization. The results are not important but organization is important. That is why we are participating in the strike.

Some of the unions are in the habit of participating in the one day strike to keep up their entity in their political arena and to achieve personal political ambitions.

Though we belong to INTUC, we have no political ambitions to improve our position in future. We are worried about the labour movement in general and welfare of Postal employees in particular. The postal Department is already functioning with huge shortage of staff and the Department is planning to outsource our permanent jobs through private agencies. This has already been implemented in the many international countries. Now the India Post started outsourcing vigorously. This will affect future employment to the citizens permanently. If we do not participate in the strike, we will become dishonest to the trade union movement.

There are many issues which we cannot express openly in the Editorial in regard to this strike. But the FNPO is firm participating in the strike only to protect the labour movement in the country and not binding for any pressure.

We appeal to all our Divisional / Circle Secretaries to organize one day strike on 2-9-2016 successfully and make this strike a thundering success.

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS
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**FEDERATION OF NATIONAL POSTAL ORGANISATIONS
NATIONAL UNION OF GRAMIN DAK SEWAKS**

T-24, Atul Grove Road, New Delhi 110 001.

No.Strike/FNPO/2016

Dated: 16th August, 2016

To
The Secretary,
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 will go on 1 day General Strike on 02nd September,2016.

The Charter of Demands is enclosed herewith.



(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

2016 September 2nd General Strike 12
Point Charter of Demands of Joint Platform
of Central Trade Unions submitted to
government

PART – A

1. Urgent measures for containing price rise through universalization of public distribution system and banning speculative trade in commodity market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.
4. Universal social security cover for all workers.
5. Minimum wage of not less than 18000/- per month with provisions of indexation (for unskilled worker).
6. Assured enhanced pension not less than 3000 p.m for the entire working population (including unorganized sector workers).
7. Stoppage of disinvestment in Central/state public sector undertakings.
8. Stoppage of contractisation in permanent/perennial work and payment of same wage and benefits for contract workers as that of regular workers for the same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund and increase in quantum of gratuity.
10. Compulsory registration of trade unions within a period of 45 days from the date of submitting application and immediate ratification of ILO conventions C-87 & C-98.
11. No FDI in Railways, Defence and other strategic sectors.
12. No unilateral amendment to labour laws.

PART – B: (CGE & POSTAL DEMANDS)

1. Avoid delay in implementing the assurances given by Group of Ministers to NJCA on 30th June 2016, especially increase in minimum pay a fitment formula. Implement the assurance in a time bound manner.
2. Settle issues raised by the NJCA, regarding modifications of the 7th CPC recommendations, submitted to Cabinet Secretary on 10th December 2015.
3. Scrap PFRDA Act and New Pension System (NPS) and grant Pension/Family Pension to all Central Government employees under CCS (Pension) Rules 1972.
4. No privatization, outsourcing, contractorisation of Government functions.
5. (i) Treat Gramin Dak Sevaks as Civil Servants and extend all benefits on pay, pension and allowances of departmental employees.
(ii) Regularise casual, contract, contingent and daily rated workers and grant equal pay and other benefits.
6. Fill up all vacant posts by special recruitment. Lift ban on creation of new posts.
7. Remove ceiling on compassionate appointments.
8. Extend benefit of Bonus Act amendment 2015 on enhancement of payment ceiling to the Adhoc bonus/PLB of Central Govt. employees with effect from the financial years 2014-15. Ensure payment of revised bonus before Pooja holidays.
9. Revive JCM functioning at all levels.
10. Implement Cadre restructuring in left out categories of Postal Department. i.e RMS, MMS, PA CO, SBCO & Postal Accounts etc..
11. Settle the problems related CBS, CIS & stop harassment and Trade Union victimization.

7TH PAY COMMISSION DEARNESS ALLOWANCE CALCULATION

DA calculator for Expected DA from July 2016 in Sixth and 7th Pay Commission

There are three main factors which determine the increase in percentage of DA in every pay Commission

1. DA calculation Formula

2. AICPIN for Industrial Workers

3. Base Average Index

1. Formula for DA calculation

expected da-1

2. AICPIN for Industrial Workers

The Consumer Price Index for Industrial Workers (CPI-IW) is an important statistical/economic indicator. It was first introduced on scientific lines with base 1960=100 which was based on the results of Family Living Survey conducted in 1958-59 at 50 industrially important centres. The series was then, updated on base 1982=100 and a revision in 1999-2000 has further updated the base on 2001=100. The current series of CPI-IW with base year 2001=100 covers 78 industrially important centers spread across the country

3. Base Average Index

After neutralization of DA to revise the Pay and Allowance in Every Pay Commission, the Base Average Index will be modified taking into the account of 12 Months AICPIN points of previous year to neutralization of DA1. From 1996 onwards, the average base Index was 306.33 (with base 1982=100)

How 306.33 was arrived?

To calculate the DA in Fifth pay commission, the 12 Month Average of AICPIN for the year 1995 was taken. The 12 months AICPIN Average of 1995 was 306.33

2. From 2006 onwards, the Average Base Index is 115.76 (with Base 2001 = 100)

How 115.76 was arrived...?

The Government has developed a new series with base 2001, with effect from January

2006. Back data series with base 2001 can be generated using linking factor 4.63

So the AICPIN Average of 2005 (with base 1982=100) i.e 536 had to be modified using linking factor 4.63 to adopt the new series in DA calculation. Thus the Base Index Number 115.76 was arrived

3. For 7th Pay Commission what will be the Base Index...?

As the 7th Pay commission recommendations will be implemented with effect from 1.1.2016, the AICPIN average of 2005 will be the Base Index for calculation of DA for 7th Pay Commission

So formula for Calculation of DA in 7th Pay Commission is expected da-2

Accordingly, the following Calculator will calculate the Sixth CPC and 7th CPC Expected DA from July 2016.

NUGDS Delegation met the GDS Pay Committee at Circle Office ,Hyderabad yesterday dated 2.8.2016 .

On behalf of NUGDS, C/ S submitted 9 Annexures to the Pay Committee consisting of 1. MGNREGS & SSP

MOU copies of MGNREGS & SSP

2.Consolidation reports of MGNREGS & SSP

3.Consideration of MGNREGS payments in to the workload assessment of GDS

4.Cash conveyance

5.GDS Compassionate appointments

6.GDS transfer

7.GDS to PA

8.Consideration of Compassionate Engagements of GDS discharged on Medical Invalidation

9.IPPB - Role of GDS employees and finally demanded the GDS Pay Committee to ammend the Rule 3 A of GDS Conduct & Engagement Rules.

Committee responded positively.

Let us hope for the best.

NJCA LETTERS

Modified Assured Career Progression Scheme – reg.

Resolve the issues amicably through discussions.

National Federation of Indian Railwaymen

No. IV/NFIR/7 CPC(Imp)/2016/MoF

Dated : 02/08/2016

**The Cabinet Secretary,
Government of India,
Rastraapati Bhavan Annexie,
New Delhi**

Respected Sir,

Sub: Government's acceptance of 7th CPC recommendation – Modified Assured Career Progression Scheme – reg.

NFIR invites kind attention of the Government to the acceptance of 7th CPC recommendations circulated by the Ministry of Finance (Department of Expenditure) vide Resolution No. 1-2/2016-IC dated 25th July 2016, the Annexure II of which contains the decision in relation to Modified Assured Career Progression Scheme (MACPS) as given below:-

· “While the MACP has been continued to be administered at the intervals of 10,20 & 30 years of service to an employee as was in vogue, the benchmark for performance appraisal under the MACPS has been enhanced from “good” to “very good”.

· It has also been decided by the Government to withhold annual increments in the case of those employees who are unable to meet the benchmark for MACP or on regular promotion within first 20 years of the service of the employee”.

In this connection, NFIR conveys that the Government has not consulted JCM (Staff Side) before taking decision as above although this being one of the issues contained in the Charter of demands, seeking

discussion. The decision has caused disappointment among Railway employees and as well Central Government employees. Upgrading the bench mark from “good” to “very good” for granting financial upgradation under MACPS would provide unfettered powers to the superiors to victimize and give scope to favour the liked staff on “pick” and “choose” basis. The decision for withholding annual increments on the pretext that employees are unable to meet the bench mark for MACP or regular promotion within first 20 years of service would not only demoralize the staff but also give handle for willful harassment and victimization by higher Officials.

NFIR, therefore, requests the Cabinet Secretary who is also the Chairman of the JCM, to kindly hold meeting with the Staff Side representatives for resolving the issues amicably through discussions.

**Yours sincerely
sd/-
(Dr. M.Raghavaiah)
General Secretary**



No. NJC/2016/7TH CPC August 12, 2016

**To
All Constitutes of NJCA**

Dear Comrades,

We have been receiving communication from various organizations as also from individual employees after the promulgation of the notification by the Government on 7th CPC recommendations. Most of these communications had been to express the anxiety and in some cases anger too over the delay in setting up the high level committee, assured by the Group of Minister to review the minimum wage and multiplication factor.

We have been pursuing the said issue on a day to day basis and we are fully appreciative

of the apprehensions expressed in many of these letters. Since the decision making in the Government is a long procrastinated matter involving various levels and departments, such delays are not uncommon. But we have been informed as to why the assurances held out have not been translated into action.

We have also noted that in the absence of the JCM functioning especially at the Departmental levels of various Ministries, the department specific anomalies and demands are not being subjected to any meaningful negotiations with the respective organizations. We have addressed the Cabinet Secretary to hold a special discussion with us on this subject immediately. Copy of our letter is enclosed.

On 12th August, 2016, we have met the Secretary Pensions to convey our strong resentment over the decision to allow the Option No. 1 given to the pensioners to be implemented subject to feasibility. We have reiterated that while we are open to discussion as to the methodology of verification of the claims of individual petitions in respect of Option No. 1, we would not be able to countenance of the non implementation of the recommendation of the 7th CPC on the flimsy ground of non availability of records.

The available NJCA members met today at Delhi to review the situation in the background of the feeling conveyed to us through letters from various organizations. We have after taking note of the anxiety expressed and the ongoing discussions with various authorities over the setting up of the high level committee to wait up to the end of this month before we embark upon any action for the setting upon of the said high level committee. The employees may be apprised of this decision through the requisite campaign programme.

In the meantime, We must endeavour to support the one day strike action stated for 2nd September, 2016 for which the call has

been given by the Central Trade Unions. (including independent Federations) to the best of the ability of the respective organizations as the objective of the strike is the betterment of the working people in our country.

7TH CPC ANOMALIES

All the Constituents Organizations are requested to forward the various anomalies arising out of the implementation of the 7th CPC notification/CCS (RP) Rules 2016 to the Staff Side office with brief/illustration etc. within in 15 days from today so as to enable us to study and forward the same to the Anomaly Committee for settlement.

With greetings,



No. NC-JCM-2016/C.S. (PM)

The Cabinet Secretary
Govt. of India and Chairman
National Council JCM
Cabinet Secretariat
Rastrapati Bhawan
New Delhi

Dear Sir,

We recall the discussions we had with you on 7th June 2016 when inter-alia we brought to your kind notice over the growing discontent of the employees on the following two issues which were the subject matter of discussions on very many occasions.

1. JCM functioning – Non convening of meetings at the Departmental levels, consequent non availability of a forum for discussion and negotiations for Unions/ Federations.
2. Compassionate Appointments in Departments other than Railways.

JCM FUNCTIONING

The functioning of the JCM especially at the Departmental level was virtually halted, when the Government promulgated a new

set of recognition rules in 1993 to cover the non industrial employees i.e. for employees in the Department other than Railways and Defence. It took nearly a decade and half to operationalise the new recognition rules and during the same period the functioning of JCM was virtually stopped at the departmental levels. This in-turn resulted in non-discussion and non settlement of various Departmental specific demands and issues, emanated from the flawed recommendation of 5th and 6th CPC. Now that the 7th CPC recommendations would be taken up for implementation, the need for a forum to discuss these issues, especially Departments specific matters need not be emphasized.

COMPASSIONATE APPOINTMENTS

The untenable restriction imposed by the government i.e. 5 percent of the vacancies for Compassionate Appointments in Departments other than Railways has created innumerable difficulties and arbitrary discrimination. The very fact that the said government orders have no sway to half of the civilian employees makes the orders discriminatory and bereft of any merit. The specious plea of the Government that the said orders were issued on account of a directive from the Supreme Court was later found to be fallacious. On various occasions, the Staff Side was assured of a review of the scheme. The scheme requires simplification and has to be made non-discriminatory too.

We want the above two issues to be discussed at your level and reach a settlement. We shall be grateful if you will afford us an opportunity to have such a discussion on a date convenient to you. We shall also be thankful if you can indicate the date of the meeting atleast 15 days in advance.

Thanking you,

Yours faithfully,
(Shiva Gopal Mishra)
Secretary



No. NC-JC,-206/7th CPC

Shri Arun Jaitley
Hon'ble Finance Minister
Govt. of India
North Block
New Delhi.

Sub : Setting up a high level committee to review the Minimum Wage Multiplication Factor.

Ref : Our letter of even No. dated 26-7-2016.

Dear Sir,

We solicit your kind reference to the discussion, the representatives of NJCA had with you in the presence of the Honourable Home Minister, Shri Rajnath Singh and the Railway Minister, Shri Suresh Prabhu and the MOS (R) Shri Manoj Sinha on 30th June, 2016.

We were expecting a quick action on the part of the Government to operationalise the assurance of setting up a high level committee to go into the Minimum wage, Multiplication factor etc. However, we are disappointed that even after a lapse of more than a month no order has been issued by the Government in this regard. The employees, as you are aware, were angry over the arbitrary determination of the minimum wage by the 7th CPC by mutilating the Dr. Aykroyd formula and also the propornate multiplication factor.

We, therefore, appeal to you that the concerned authorities may be asked to expedite the issuance of orders setting up the committee and finalization of the Report within the available time of remaining three months.

Thanking you,

Yours faithfully,
(Shiva Gopal Mishra)
Secretary



FROM THE DESK OF SECRETARY GENERAL

20TH AIC OF NUPM & MTS

20th AIC of NUPM & MTS was held at Kolkata from 10th to 13th August 2016. Sri Rajendra Prasad Singh, Former Minister of Jharkhand state bit the lamp during the Conference. Sri Raman Pandey, President INTUC West Bengal Circle participated in the conference and appealed to the delegates to participate the 2nd September strike vigorously. The SG FNPO inaugurated the conference. General Secretaries, P.U. Muralidharan and K. Sivadasan participated and greeted the conference. The subject committee meeting was held from 11th to 13th August 2016. All Circle Secretaries of NUPM & MTS addressed the subject committee meeting. During subject committee meeting, Sri T.N. Rahate placed the Biennial Report and Sri Jagdish Sharma placed the financial report. Both were adopted by the house. The meeting was presided over by Sri G.M. Rubbani.

In the last day of the conference, the AIC moved many resolutions including the participation of 2nd Sep. strike.

Sri G.M. Rubbani, Sri T.N. Rahate and Jagdish Sharma were re-elected as President, General Secretary and Finance Secretary respectively.

NAPE 'C' MAHARASHTRA CIRCLE CONFERENCE

The NAPE 'C', Maharashtra Circle conference was held in Beed from 6th to 8th August 2016. The conference was inaugurated by Sri Jayalattaji Kshirsagan former Minister and MLA Beed. Sri J.K. Sardesai and R.H. Gupta placed Biennial report and Financial Report. The SG FNPO GS NAPE C and FNPO affiliated Circle Secretaries Sunil Zunzarav and Nisar Muzawar addressed the conference. Sri

Sardesai was re-elected Circle Secretary unanimously. Details of the conference have already been published on our web-site.

14TH BI-ANNUAL CONFERENCE OF AIPAOA, DPLI

14th Bi-annual conference of AIPAOA, DPLI Kolkata was held in Bharat Sabha Hall, Kolkata – 12. The Conference was inaugurated by SG FNPO. Sri Debashis Kundu, CS placed the bi-annual report and Sri Nani Gopal Sikdar placed the financial report of the Association. The conference distributed the prizes to the wards of FNPO employees of DPLI who secured highest marks in 10th and 12th classes. Details of the conference have already been posted on our web-site.

SG FNPO met CPMG, WB Circle along with NUR-C Circle Secretary Sri Debnath Pal and discussed various issues of W B Circle.

SG FNPO also attended NUCW, W B Circle working committee meeting. After the meeting along with Sri K.Sivadasan General Secretary NUCW met EE Civil W B Circle.

8th Aug. 2016 is Our beloved Leader K.R's 105th Birthday

let us remember our K.R and his sacrifices for P&T employees ever



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