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# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

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FEBRUARY 2017

## 16TH MARCH 2017 STRIKE IS INEVITABLE

We are forced to go on a day's strike on 16th March 2017 due to the inaction of the Government. Seven months have lapsed still the committee has not submitted any report.

A group of ministers comprising Home Minister Shri. Raj Nath Singh, Finance Minister Shri. Arun Jaitley & Railway Minister Shri. Suresh Prabhu called NJCA leaders on 30/06/2016 and assured that a high power committee will be constituted to look into the matter regarding revision of wages and fitment formula. Based on the assurance, the JCM Constituent deferred the Strike action to 06th July 2016. Though our Federation appealed PJCA to continue the strike as decided on July 11 2016, it was not considered in the larger interest of Central Government employees.

As assured a Committee was constituted under the chairmanship of Addl. Secretary (Exp), Ministry of Finance and discussions held, the response was very much disappointing. Against this we conducted a protest week from 12th December to 19th December 2016 and submitted a memorandum to our Honourable Prime Minister through state Governors as well as in his office, there is no response till date.

On 19/01/2017 A meeting was held with the Cabinet Secretary, Government of India, wherein Staff side secretary and the president were present.

The staff side explained Cabinet secretary about various Issues of the Central Government Employees pending at the Government level. The main issues were NPS, Minimum Wage and Fitment Formula, Allowances, Pension and enhancing Benchmark from good to Very Good.

The Cabinet Secretary informed staff side that, Pension issues have already been referred to the Cabinet, and the report of the Committee on Allowances is likely to be submitted in the next month. It is not certain whether there will be any revision in minimum wage and Fitment formula & arrears of allowances from 01/01/2016.

Meanwhile, on 10.02.2017 NPS committee has called the JCM Staff Side for a second round of discussion, during the discussion they want to discuss only notified agenda, such as (1) scrapping of NPS (2) Guaranteed Minimum pension to NPS Pensioners ie; 50% of the last pay drawn should be guaranteed by the Government as minimum pension, even if the returns from annuity insurance scheme amount is less than 50%.

Unfortunately, the main demand of Exemption of Central Govt. Employees from the purview of NPS, was not included in the agenda.

With regard to GDS, our Federation and NUGDS warmly welcome the welfare measures which were recommended by Sri. Kamalesh Chandra committee. At the same time, our Federation strongly oppose the non-Removal of 3-A (I) of GDS Conduct & Engagement Rules, 2011.

Regarding Casual Labours, the revised wages and its arrears have not been paid in many Circles.

In view of the above, we cannot remain silent just conducting a protest week and Dharna. As we have to show a strong protest against the attitude of the Government, the FNPO affiliates decided to go on a day's strike on March 16th, 2017.

We appeal all our colleagues to organise the one day strike.

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/2017

Dated: 16th February 2017

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 Strike on 16th March 2017.

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



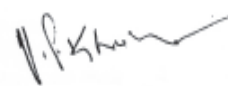
P.U. Muralidharan  
General Secretary,  
NUGDS (FNPO)



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

## Part -A

1. Request to 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 the implementation of 7th CPC recommendations, in a time bound manner.

2. Request to 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. Request to Scrap PFRDA Act and New Pension System (NPS) and grant pensions and Family Pension to all Central Government employees recruited after 01.01.2004, under CCS (Pension) Rules 1972.

4. Request to 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. Request to 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. Request to avoid Downsizing, Privatisation, outsourcing and contractorisation of Government functions.

7. Request to 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 bench march 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 a fresh entrance to the cadre for grant of the MACP.

8. Request to 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. Request to Fill up all vacant posts, including promotional posts in a time bound manner. Lift ban on creation of posts.

10. Request to remove 5% ceiling on compassionate appointments and grant appointment in all deserving cases.

11. Request for Grant five promotions in the service career to all Central Govt. Employees..

12. Request to 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. Request for Ensure cashless medical treatment to all Central Government employees & Pensioners in all recognized Government and Private hospitals.

14. Request to Revision of Overtime Allowance (OTA) and Outstation allowance (OSA) w.e.f 01.01.2016 based on 7th CPC pay scale.

15. Request to Revision of wages of Central Government employees in every five years.

16. Request to Revive JCM functioning at all levels.

**PART-B**

1. Settle the demands of various cadres of Postal department relating to 7th CPC recommendations submitted to the Secretary, Posts in the memorandum dated 08.12.2015.
2. Implement cadre restructuring in all remaining cadres in the Department of Posts and settle the residual issues arising at implementation stage. Finalize RRs in MMS Cadres.
3. Request to 'Removal of 3 -A (I) of GDS Conduct & Engagement Rules, 2011.
4. Request to grant pension to all GDS with out absorption as regular group D - As per Principle CAT, New Delhi Judgement
5. Request to count service to all erstwhile GDS service to who have been absorbed as Group/D/Postman - -As per Principle CAT ,New Delhi Judgement
6. Revision of wages and payment of arrears from 01.01.2006 to all casual, part-time, contingent and daily-rated mazdoors and regularization of services.
7. Fill up all vacant posts in all cadres, including promotional posts, DPLI office and GDS.
8. Conduct membership verification of Gramin Dak Sevaks and declare the result of the verification already conducted among departmental employees during 2015.
9. Fixation of norms for CRC/Speed post and Parcel in RMS and FMC for Postman Cadre.
10. Settle problems arisen out of implementation of CSI and CBS.
11. Grant of upgraded 3050 pay scale to Postmen w.e.f. 1.1.1996 as per Supreme Court Judgment.Change of RRs of Postmen/MTS.
12. Withdraw "Very Good" benchmark condition for MACP and future increments and holding of DPCs timely..
13. Immediate withdrawal of the order No. F.No.1-3/2016- WP/255 Dated 02.02.2017 and 06.02.2017
14. Implementation of Cadre Review of Civil Wing non gazetted Staff
15. Revival of abolished posts in postal civil wing (i.e.) restoration of sanctioned strength as on 31.03.2010 as a special case
16. Grant of S D.A. & HCA to the Assam & NE & remove discrimination..
17. Problems have arisen out of demonetization Scheme and grant additional remuneration of full day salary for Sunday/Holiday and hourly rate for extended duty hours. Provide proper infrastructure, including fake currency detector and counting machines. Not to direct the officials to make good the loss where fake currency machines are not provided.
18. Stop Sunday/Holiday is working completely.
19. All COs/ROs & DPLI office, Kolkata may be allowed to function CPCs.
20. Repairing and Maintenance of Departmental Buildings.
21. Payment of revised wages to the GDS/ Casual Labourers substitutes who are working on the posts of Postmen, Mail guard, MTS etc,
22. Stop Trade Union victimization.
23. Declaration of Result of LGO & other LDCes in remaining Circles.

## **VIEWS OF NC/JCM STAFF SIDE TO THE COMMITTEES ON NPS**

No.NC.JCM-2016/Pension (NPS)

Feb.10,2017

The Chairman,  
Sub-Committee III on NPS  
Dept of Pension & Pensioners Welfare  
3rd Floor, Lok Nayak Bhawan, Khan Market,  
New Delhi

Dear Sir,

Thank you very much for your letter No 57/2016-P&PW(B) dated 31st January 2017 and the decision to reschedule the meeting at our request.

We find from your letter cited that the Committee set up by the Government to streamline the NPS has delegated the task to different Sub-Committees and we are before the Sub-Committee No III. Since the identified task of each subcommittee is not made known, nor even as to how such many subcommittees are set up, we may not be able to make a comprehensive presentation on NPS. On 20th January 2017, we had made a written presentation of our views in the matter. We attach the said letter to this communication and reiterate the views conveyed therein.

1. The entire Central and State Govt Employees of the Country must be excluded from the purview of the NPS and consequently of PFRDA Act for the elaborate reasons mentioned in our Memorandum to 7 CPC. The National Pension Scheme which is based on defined mandatory contribution with the employee's organisations in the JCM forum and amounts as unilateral and arbitrary withdrawal of an existing benefit, which is clearly impermissible. We give hereunder our comments on each of the issues raised in the letter cited.

2. Without compromising on the above position,. We request that benefits defined under the CCS (Pension) Rules, 1972 as amended on a date must be the pension and

other entitlements in the case of all Central And State Govt. employees. In other words, every employee who retires after completion of 20 years of service must be given-

Pension @50% of the last pay drawn or average emoluments of the last 10 months whichever is beneficial to the employee along with the appropriate Dearness Relief, subject to the minimum pension under the Rules as is amended from time to time.

On his death as Pensioner, family members shall be entitled to family Pension, subject to the specified minimum amount of family pension, stipulated by the Government from time to time along with appropriate Dearness Relief. Besides, all persons on retirement will be entitled to Gratuity as specified under extant Rules.

(A) The framing of rules on service matters of NPS employees including the following:

(i) Provision of an option for entitlements under old pension scheme on death, disability or invalidation during service

There cannot be a provision for the option. The stipulation of pensionary benefit afforded under the extant rules / CCS(Pension) Rules be extended to them. The provisional pension benefit orders issued by the Govt. is to be continued or made permanent.

(ii) Family for the purpose of payment of annuity

Family definition must be as is provided for the present CCS (Pension) Rules

(iii) Contribution during suspension, extraordinary leave (i.e.leave without pay), unauthorised absence

Contribution during suspension: 10% of the subsistence allowance and Govt.

Contributes 10% of the entitled full salary

Extra Ordinary leave-No contribution

Unauthorised absence-No contribution

(iv) Entitlements/deductions on dismissal / removal during service

Entitlement/deduction on dismissal/removal during service – Return of the Contributions made by the official and the Govt on his behalf. If the purchases an annuity by investing the funds so received, the said annuity must not be in any case less than 1/3rd of the last pay drawn by the dismissed/removed official.

(v) Withholding of NPS funds due to departmental/judicial proceedings pending at the time of retirement.

Neither the Pension fund be withheld nor the entitled defined benefit pension. In other words, the pension must be delinked from any disciplinary proceedings.

(vi) Departmental proceedings after retirement for the alleged misconduct during service.

It must not have any bearing on the Pension entitlements of an official who is subscriber to NPS

(vii) Withholding of annuity on account of future misconduct Does not deserve any comment

(viii) Voluntary retirement of NPS employees

Voluntary retirement is presently afforded after 20 years of service. Therefore, the official will be entitled to full pension

(ix) Commercial employment of NPS employees after retirement.

Must not have any bearing on pension entitlement.

**B. Provision of GPF for the NPS employees**

May be provided as a voluntary option to all officials.

Thanking you,

Yours faithfully,  
(Shiva Gopal Mishra)  
Secretary

Grant of one time relaxation to the Central Government Employees who have availed LTC-80 and travelled by air by purchasing Ticket from other than authorized agents.

Shiva Gopal Mishra  
Secretary  
Ph: 23382286

National Council (Staff Side)  
Joint Consultations Machinery  
For Central Government Employees  
13-C, Ferozshah Road, New Delhi – 110001  
E-mail :nc.jcm.np@gmail.com

No.NC-JCM-2017

The Secretary,  
Government of India,  
Department of Personnel & Training,  
North Block, New Delhi

February 9, 2017

Sub:- Grant of one time relaxation to the Central Government Employees who have availed LTC-80 and travelled by air by purchasing Ticket from other than authorized agents.

Ref:- Decision taken in the New Agenda No.III of the Standing Committee meeting of the National Council (JCM) held on 25.10.2016

Dear Sir,

In the Standing Committee meeting of the National Council (JCM) held under your chairmanship on 25.10.2016 the Staff Side informed that many non entitled Central government Employees had availed themselves the benefit of LTC-80 and purchased ticket from unauthorized agents, unaware of the rule position. Subsequently audit had returned the LTC final claims without sanctioning them and advised the administrative divisions of the Ministries concerned to recover the entire LTC advance from their salary. The staff Side also informed that Ministry of Defence, with the approval of Hon'ble Defence Minister had forwarded a proposal the DOPT seeking one time relaxation in such cases. The Secretary (P)



## Office Bearers elected in 22nd NAPE-C held in Trivandrum

President	:	Sri Manik Chandra Dey, SPM, Gora Bazar PO, Murshidabad, West Bengal Circle.
Vice President	:	1. Sri Haricharan Yadav, PA, Allahabad Kutchery HO, Uttar Pradesh Circle 2. Sri N.K. Pandya, Postmaster, Himmathnagar HO, Gujarath Circle 3. Sri S. Samson, SPM, Bhilal East SO, Chattishgarh Circle.
General Secretary	:	Sri D. Kishanroa, OA, Postal Stores Depot, Hyderabad, Telangana Circle.
Asst. General Secretary	:	1. Sri B. Shivakumar, PA, Basavannagudi HO, Karnataka Circle 2. Sri Johnson Avokkaran, APM Mails, Thrissur HO, Kerala Circle 3. Sri Sivaji Vasireddy, Accountant, Narasaraopet HO, A.P. Circle 4. Sri R. Saravanan, PA, Thiruvannamalai HO, Tamilnadu Circle 5. Sri R.H. Gupta, PA, Mandvi PO, Mumbai, Maharashtra Circle
Financial Secretary	:	Sri Shri Bhagavan, Accountant, Delhi GPO, Delhi Circle
Asst. Financial Secretary	:	Sri Madan Lal, PA, Ambala GPO, Haryana Circle
Org. Secretary	:	1. Sri Ajay Kumar Sharma, PA, BSE Board PO, Patna, Bihar Circle 2. Sri T.R. Mandloi, PA, Jabalpur HO, Madhya Pradesh Circle 3. Sri Harish Kumar Sharma, PA Sector 60, Mohali, Punjab Circle

informed in the meeting that the entire issue is under consideration of the DOPT.

To our shock and surprise the Ministry of Defence vide their ID Note dated 3.2.2017 has issue a letter to the lower formations (copy enclosed) stating that the DOPT has not agreed for granting bulk relaxation to thousands of Group B and Group C Defence Civilian Employees. Further DOPT has advised Ministry of Defence that the proposal for granting relaxation for booking of tickets through private travel agents may be scrutinized individually and has given certain guidelines which is practically difficult to adopt at this stage, since many such employees are due to retire from service shortly. It will be difficult for the administration to cross verify all those claims since the number of affected employees are more than 5000. In this situation we suggest the following for your kind consideration.

“In the case of those employees who have purchase air tickets from other than

authorized agents and have actually travelled and submitted the tickets along with boarding pass, in such cases the administration may find out the actual LTC-80 fare from the concerned Airlines on that particular date when the concerned employee actually traveled and the claim may be restricted to the same and the balance amount if any calimed the same may be recovered from the concerned employee”.

The above proposal if accepted will reduce lot of administrative work and also will relieve the concerned employees from financial and mental hardship, thereby setting and outstanding issue once for all. In case of any further clarification required the Staff Side may please be invited for a discussion on the subject. Awaiting for your favorable response please.

Yours faithfully,  
(Shiva Gopal Mishra)

## FROM THE DESK OF SECRETARY GENERAL

### AIC NAPE C

22nd AIC of NAPE-C was held at Trivananthapuram from 05th February to 08th February 2017. Shri D. Kishan Rao inaugurated the conference. SG FNPO, S/Shri T.N. Rahate, P.U. Muralidharan, K. Sivadas, Rajat S Das, President NAPEC, Circle Secretaries of FNPO affiliates addressed the conference. Shri Jhonson Avokoran and his team made arrangements for boarding and lodging of the conference.

During the subject committee meeting, opposition leader Shri Ramesh Chanithala attended and greeted the conference. The elected office bearer list published elsewhere. FNPO wishes the NAPEC office bearers for all success in their endeavours in the future. More details of the conference available on our website.

### STRIKE NOTICE SERVED

On February 16th, the strike notice was served by the Federation. The copy of the strike notice, reason for the strike and charter of demands published elsewhere. A copy of the details sent to all affiliate Circle Secretaries by our Federation. Circle Secretaries are requested to translate our demand in their regional language and circulate to the Division and branches.

### OUR VIEWS ON GDS COMMITTEE REPORT

SG FNPO, GS NAPEC, GS NUGDS and President NUGDS met at Hyderabad on 01.02.2017 and finalised the views of Federation and NUGDS. This will be published in our March month's Federal Sentinel.

### MEETING WITH FORMER GENERAL SECRETARY, NUGDS

SG FNPO, GS NAPEC, GS NUGDS and President NUGDS met Shri V.V. Rathneswara Rao at Hyderabad and discussed various issues of GDS including the latest report GDS committee.

### VISIT OF MAHARASHTRA

SG FNPO visited Maharashtra on 09th to 11th February 2017. He visited various Post Offices along with president FNPO, Shri Sardesai, Circle Secretary NAPEC and Shri Gupta, ASG. Details of the visit and meeting already posted on our website.

### RTP CASE

Our Federation wants to implead (to join as the third party) the RTP case file by the other Federation in the principle cat Delhi. Our plea was not accepted by the CAT. We are unable to file a separate case due to non-availability funds in our Federation.

### GUNTAKKAL RMS UPGRADED AS L1

The demand of NUR- C yielded the result after four years of continuous effort. FNPO wants to thanks to all its affiliates for their cooperation. We also want thanks to PJCA and Chairman Postal Board.

### FINANCE POSITION

Despite my sincere efforts, I am unable to get the proper quota from the affiliates. However, we are managing Federation expenditure by compromising many issues.

Yours fraternally,



(D. THEAGARAJAN) Secretary General

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