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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

No. 6

JUNE 2010

MODIFIED ACP – ANOMALIES – OUR STEPS

At the initial stage, FNPO did not accept modified ACP Scheme. Before accepting MACP, FNPO pointed out two issues before the rank and file.

i) In our Department 50% of employees are promoted from Group 'D' cadre to Group 'C' cadre. In the case of Postmen, they were promoted from Group 'D' cadre.

ii) **Benchmark** : We are aware that the CRs of the officials are written by the Heads of Divisions in a casual manner. Most of the CR writing authorities do not know the officials from whom the CRs are written. Further to avoid embarrassment between the officials and the officer, the bench mark 'Average' is written mostly in all the CRs. Since the bench-mark, 'Average' is not our adverse remark, it is not communicated to the officials.

When we discussed the above demerits with our cadres, most of the friends floated a rumour that the FNPO is unnecessarily delaying its stand in accepting the scheme. Moreover, they have stated that the Government is now offering three promotions, while we now have two promotions only. Therefore there will be no bigger loss in accepting the MACP.

Meanwhile we have received numerous SMS and mails from our rank and file to accept the MACP without any condition. No one is inclined even to discuss the Pros and Cons of MACP. Finally, the FNPO accepted the modified ACP scheme bowing to the consensus of the members.

ANOMALIES IN MACP AND OUR STEPS :

MACP benefits not extended to promotees : Under MACP Scheme, promotion from one cadre to another by way of competitive examination is also taken into account as promotion. On account of this a large number of officials who were promoted by way of examination are denied third promotion. For example postmen to PA cadre, Group 'D' to S.A. Cadre and Group 'D' to Postman/Mail Guard. A person namely Sri M.A. Sattar Khan, BCR Postmen, Hyderabad GPO was promoted from Group 'D' cadre to postman cadre. The present gross salary of the official is Rs. 22911, while his junior Sri Azamatullah Khan, a Direct Postman has got three promotions under MACP and his present salary is 25848/- The difference of pay is Rs. 2937/-.

In the case of PA/SA, the direct recruits get gross salary of Rs. 37000/- on attaining third promotion,

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JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS
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ANNUAL SUBSCRIPTION RS. 30/-

while promotees though completed 30 years of service in PA/SA cadre get Rs. 32000/- only making a difference of pay of Rs. 5000/- between them.

Our Federation took up the issue with the staff side leader, JCM (National Council) for redressal. Our suggestions made in this regard are that-

Officials who were promoted by way of departmental examination should not be denied benefits of MACP.

2. Extending hierarchical benefit to the staff under MACP Scheme.

In some cases, higher grade pay is not granted. For example, the new scale of pay for work-shop staff in MMS as per VI CPC is Rs. 5200-20200 with GP Rs. 1900/- For them, the next promotion grade pay should be Rs. 2400/-. But due to the MACP scheme, they became entitled grade pay of Rs. 2000/- only.

We have taken up the above anomaly with staff side leader of the JCM.

3. Benchmark : As per MACP order, the Benchmark 'Average' in the CRs of the officials is not taken into account for financial upgradation in respect of officials drawing Grade pay over and above Rs. 2800/-.

FNPO has taken up the above issue with JCM. Further, based on the clarification issued by the Ministry of Railways for their employees about the bench-mark, we also took up the matter with the Department of post. When we met the Secretary, Dept. of Posts, on 19-5-2010 we discussed the issue in depth. **In turn, the Secretary, Dept. of Posts agreed to recommend to the Department of Personnel, that bench-mark 'Good' is not compulsory for according financial upgradations to the officials upto the level of Grade pay of Rs. 4600/-.**

4. MACP FOR MMS DRIVERS

Originally FNPO affiliated union NUR 'C' has given a letter to the Department in refusing to accept MACP scheme to the Drivers of MMS on the pretext that the scheme is not beneficial to the Drivers. If we accept MACP for drivers, no driver will get Rs. 4200/- grade pay on promotion. Now at

least 5% of drivers are getting Rs. 4200/- grade pay in the present scheme.

In the recent meeting of the Anomaly committee, it has been decided to give Postmen scale of pay to the MMS Drivers (i.e. 5200-20200+Rs. 2000 GP). If it is accepted by the Ministry of Finance, FNPO affiliate NUR 'C' will demand extending MACP to MMS Drivers also.

Meanwhile the FNPO has taken up anomalies in pay structures in respect of Drivers and work-shop staff through our National Council Leader, Sri M. Raghaviah.

5. Dispensing with the promotion of LDC to UDC in MACP scheme :

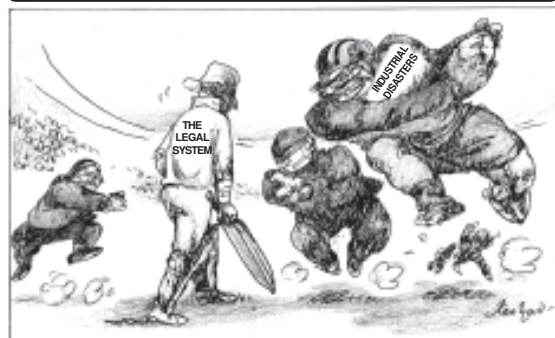
The Department has accepted for merging of both LDC and UDC cadres into one cadre as P.A. Now the administration refuses to extend benefits of MACP to those officials who had been appointed as LDC in Circle office/SBCO. This issue was also taken up by FNPO with the Department of Posts for redressal.

MACP Scheme is beneficial to all Central Govt. Employees except some itches which are unavoidable while introducing a new scheme.

Now the Government has appointed on Anomaly Committee to remove the loopholes in the MACP Scheme under the Chairmanship of Sri M. Raghaviah.

FNPO hopes and trusts that all the anomalies raised by the staff will be set right by the Government in due course.

Contradictory clarification – set right by the Department vide File No. 4-7/(MACP) 2009-PCC dated 20-5-2010. (Third Financial upgradation of completion of 30 years of service of ten years from the last promotion/upgradation).



Courtesy : The Hindu

DISMISSAL OF WRIT PETITION AND VACATION OF INTERIM INJUNCTION

IN THE COURT OF JUDICATURE AT MADRAS
DATED: 26-04-2010

Mr. K.M. Ramesh for R6&R7
No Appearance for R5

CORAM:

THE HONOURABLE MR. JUSTICE
F.M. IBRAHIM KALIFULLA

Writ petition No-5848 of 2010

Bharatiya Postal Employees Union
No. 2322/1978 (Class III)
rep; By its General Secretary
Mr. M. K. Khamborkar
T-21, Atul Grove Road,
New Delhi-11 0001.

... Petitioner

vs.

1. Union of India
rep. by its Secretary
Ministry of Communications
Government of India
Dak Bhavan, New Delhi-110001
2. The Secretary
Department of posts,
New Delhi 110001
3. The Director (Staff Relations)
Department of Posts
Dak Bhavan, New Delhi-110 001
4. The Chief Post Master
General Tamil Nadu Circle
Chennai-600002
5. All India RMS/MMS Assistant
Superintendents and Inspectors Association
rep. by its General Secretary.
6. All India Postal Employees Union
Group C (CHQ)
rep. by its General Secretary
Dada Ghosh Bhawan
No.1, Patel Road, New Delhi-110008.
7. National Union of Postal Employees
Group C (CHQ)
rep. by its General Secretary
T-23, Atul Grove Road,
New Delhi-110001

... Respondents

Prayer : Writ petition filed under Article 226 of the Constitution of India praying for the issuance of a Writ of Mandamus as stated therein.

For Petitioner : Mr. V. Prakash,
Senior Counsel
for M/s. Aiyar and Dolia

For Respondent : Mr. M. Gopikrishna
CGSC for R1 to R4

ORDER

1. By consent of both sides, the writ petition itself is taken up for hearing.

2. The petitioner seeks for a mandamus forbidding the first respondent and its agents from extending the trade union facilities such as channel of communication, immunity from transfer, special casual leave, supply of copies of orders to respondents 5 to 7 pending finalization of verification process with regard to recognition of trade unions in the Postal Department.

3. While entertaining this writ petition and ordering notice to the respondents as to admission, an order of interim injunction was initially granted for two weeks on 24.03.2010, which was extended by order dated 09.04.2010 while granting time for filing counter till 09.06.2010.

4. The petitioner earlier approached this Court once by way of writ petitions in WP.Nos. 4704 to 4707 of 1999, and the Postal Department filed a writ appeal in WA. No, 2333 of 2003 against the order dated 09.04.2003 passed in Writ Petition No. 20598 of 2000 filed by All India Rural Postal Employees Union, Tirunelveli. The issue involved in that proceedings related to the competence of persons, who can deal with the verification of members. The Division Bench in the common order dated 06.01.2009, made it clear that Officers, who are members of any of the Unions should not be entrusted with the task of verification process in order to rule out the possibility of any allegation of bias or prejudice. The Division Bench, therefore, directed that the task of verification should be entrusted to an independent officer in the rank of Divisional Superintendent, who is not concerned with or connected with any of the Unions with reference to whose member verification, the Department has to ascertain for the purpose of either granting the recognition or renewing the recognition as per the Central Civil Services (Recognition of Service Associations) Rules, 1993 (in short, 'RULes'). There was some delay in working out the process of verification and it is stated that now the Postal Department has issued a Notification dated 17.04.2009 for re-verification of membership of Associations. The petitioner is one of the Associations seeking to represent Class-III Employees of the Postal Department. As far as the earlier verification is concerned, from the cursory

glance of the earlier results of the verification, it transpires that more than two lakh employees are in the service of the Postal Department in different categories. In fact Class-III alone is not less than one lakh and fifteen thousand employees, who are in service representing different States. In such circumstances, it is imperative that the healthy trend of representation of the employees through the recognised Unions shall be maintained in order to ensure that the service conditions of the employees of the Postal Department are safeguarded without causing any prejudice to any of them.

5. In this context, a reference to Rules 7 and 8 of the 1993 Rules will be relevant for our purpose, which reads as under:-

7. Verification of Membership:

(1) The verification of membership for the purpose of recognition of a Service Association shall be done by the check-off System in pay-rolls at such intervals and in such manner as the Government may be order prescribe.

(2) The Government may at anytime, order a special verification of membership if it is of the opinion, after an enquiry, that the service Association does not have the membership required under sub-clause(i) of clause (d) of rule 5.

8. Withdrawal of Recognition:

If, in the opinion of the Government, a Service Association recognised under these rules has failed to comply with any of the conditions set out in rule 5 or rule 6 or rule 7, the Government may after giving an opportunity to the Service Association to present its case, withdraw the recognition accorded to such Association."

6. While under Rule 7, the verification of membership for the purpose of recognition is to be done under the Check-Off System in pay-rolls, Rule 8 makes it clear that once recognition is granted, the withdrawal should not be made without giving due opportunity to the recognised Union. The respondents 5 to 7 are the recognised Unions while the petitioner Union is aspiring to get itself recognised based on the membership it possesses as on date. A perusal of the verification carried out in the years 1996, 1997, 1999, 2000 and 2006 disclose that the said respondents 5 to 7 have satisfied the norms prescribed under the Rules for the purpose of recognition and based on the verification carried out as per the Rules, due recognition was accorded to them. In such circumstances, unless and until the process of verification for the subsequent period of recognition is duly carried out as per the Rules and based on such re-verification, ultimate decision is taken by the Postal Department, it will not be appropriate to upset the status of recognition existing based on the verification held in the earlier years. In any event, such a stop of de-recognition cannot certainly be

made by passing any orders by this Court at the instance of the petitioner-Union, which itself is waiting for acquiring the status of recognition as from the date of its registration, which is stated to have commenced in the year 1978 and is yet to acquire such status till this date. In fact, the figures placed before this Court disclose that even for the status of second highest membership, a minimum of 15% of membership has to be shown, which the petitioner was not able to demonstrate in the previous years when the verification was carried out. In such circumstances, the interim injunction granted cannot be continued, as that would upset the very concept of recognition of Trade Unions and representation of employees by recognised Trade Unions, more so, when the recognition of Trade Unions in the Postal Department is duly governed by specific set of Rules, which has acquired more or less statutory status. The statistics also disclose that at least more than 50% of Class-III employees were being represented by respondents 5 to 7 in the past years between 1996-2006. Therefore, it will have to be held that unless and until the process of verification for the current year is concluded, which according to the learned Central Government Standing Counsel for the respondents 1 to 4 is being carried out and is likely to conclude in a period of 3 to 4 months, having regard to the large number of employees of more than two lakhs in the Postal Department, no direction can be issued. Therefore, until such a verification process is concluded, respondents 5 to 7, who have already acquired the status as recognised Trade Union of the employees of the Postal Department, are entitled to enjoy such status and all the benefits, which are attached to that status. Having regard to the specific Rules, such recognised Trade Unions are enjoying the benefits as available to them under the said Rules, it will not be appropriate for this Court to issue any contrary direction for withdrawing such benefits at the instance of the petitioner-Association. Therefore, I do not find any scope to grant the relief as prayed for in the writ petition and the interim order granted on 24.03.2010, cannot also therefore be allowed to operate any further.

7. For all the above said reasons, while directing the respondents 1 to 4 to expedite the process of verification under Rule 7 of the Rules and announce the results expeditiously preferably within three months from the date of receipt of copy of this order, the interim order dated 24.03.2010, which was extended by order dated 09.04.2010 stands vacated. Writ petition is dismissed. No costs. Connected Miscellaneous petitions are closed.

Sd/-

Asst. Registrar

Sd/-

Sub Asst. Registrar

STRIKE TOUR BY POSTAL JCA

ANDHRA : HYDERABAD DATE : 27-6-2010	
FNPE	DESIGNATION
1. R. Sivanaryana	P3
2. S.K. Humayyun	P4
3. S. Jothimani	P4
4. M. Kannaiyan	R3
5. B. Narsimulu	R4
6. T. Ramesh	Admn.
7. A.P. Sastry	Postal Accts.
8. P. Panduranga Rao	GDS
ASSAM : GUWAHATI DATE : 29-6-2010	
1. G. Shankar Goud	FNPO
2. Gulam Rabbani	P4 FNPO
3. N. Ramappa	R4 FNPO
4. G. Satyanarayan Reddy	NUGDS
5. Mohammed Ali	R3 FNPO
6. Raj Babu	P IV FNPO
7. Deputy CS	
ASSAM : GUWAHATI DATE : 29-6-2010	
1. Somenath Mukherjee	P3
2. Mohinool Haqu	P4
3. S.K. Bardan	R3
4. Sayan Chakraborti	R4
5. B.C. Deka	Admn.
6. P.K. Das Gupta	Postal Accts.
7. Dhiraj K. Karup	GDS
BIHAR : PATNA DATE : 26-6-2010	
1. Khetra Bhattacharya	P4 FNPO
2. Abhijit Sen	P3 FNPO
3. Harich Dutta	R3 FNPO
4. Hajarika	R3 FNPO
BIHAR : PATNA DATE : 26-6-2010	
1. R.C. Mishra	P3
2. Vikram Singh	P4
3. R.N. Dhal	R3
4. K.K. Sharma	R4
5. Sohan Prasad	Admn.
6. R.P. Singh	Postal Accts.
7. Subash Sahu	GDS
CHHATTISGARH : RAIPUR / BILASPUR DATE : 27-6-2010	
1. S.K. Mishra	P3 FNPO
2. Yadunandan Singh	R3 FNPO
3. Baban Singh	P4 FNPO
4. Ramanandan Singh	NUGDS FNPO
5. Prem Chand Singh	NUGDS
CHHATTISGARH : RAIPUR / BILASPUR DATE : 27-6-2010	
1. S.K. Nema	P3
2. D.B. Mohanty	P4
3. Anuj Kumar	R3
4. V.P. Dhangre	R4
5. K. Ramachandran	Admn.
6. R.S. Bagnel	Postal Accts.
7. Narain Chaudhary	GDS

GUJARAT : AHMEDABAD DATE : 27-6-2010	
FNPO	DESIGNATION
1. D. Kishen Rao	General Secy.
2. Goswami	Circle Secretary
3. P.K. Roy	Circle Secretary
4. G.P. Verma	Circle Secretary
DELHI : MEHDOOT BHAYAN : 1.00 P.M. LUNCH HOUR	
Secretary General NFPE & All General Secretaries of NFPE Unions & Secretary General NFPE & Secretary General FNPO & All General Secretaries of FNPO Unions.	
GUJARAT : AHMEDABAD DATE : 27-6-2010	
1. D.K. Rahate	President
2. K.B. Barot	Working President
3. Sarad Tairaiya	Org. Gen. Secy.
4. M.P. Barot	AGS
5. S.C. John	AGS
6. G.S. Pawade	Vice President
7. B.M. Jadeja	Vice President
HARYANA : AMBALA CANTT DATE: 28-6-2010	
1. T.N. Rahate	President
2. Waghale	AGS
3. K.B. Desai	AGS
4. Mohan Bai Patel	AGS
5. C.P. Nayi	President
HARYANA : AMBALA CANTT DATE: 28-6-2010	
1. Raj Kumar	Treasurer
2. Balwinder Singh	Financial Secy.
3. Inshwar Singh Dabas	General Secy.
4. K.P. Singh	Asst. Gen. Secy.
5. Harinder Singh	Circle Secretary
6. Maya Ram	Financial Secy.
7. Jaswir Singh	Asst. Gen. Secy.
8. Lakhinder Pal Singh	Asst. Treasurer
HIMACHAL PRADESH : PATHANKOT DATE :30-6-2010	
1. O.P. Khanna	General Secy.
2. Ashok Pawa	Circle Secretary
3. Jaipal Singh	Circle Secretary
4. Virendra Manchanda	Circle President
5. R.N. Yadav	Circle Secretary
HIMACHAL PRADESH : PATHANKOT DATE :30-6-2010	
1. H.P. Diwakar	Asst. Fin. Secy.
2. Mahabir Singh	Financial Secy.
3. Jagdeesh Prasad	Financial Secy.
4. K.K. Sharma	Treasurer
5. Bhag Singh	AGS
6. Kuldeep Singh Rana	Fin. Secy.
7. Datta Ram	AGS
HIMACHAL PRADESH : PATHANKOT DATE :30-6-2010	
1. O.P. Chauhan	AGS
2. Mohan Lal Gupta	AGS
3. Puran Bharadwaj	Circle Secretary

JAMMU & KASHMIR		DATE : 1-7-2010
NFPE	Treasurer	NFPE
1. Raj Kumar	09868853970	P3
2. Balwinder Singh	09968099272	P4
3. Ishwar Singh Dabas	09910628097	R3
4. Jagdeesh Prasad	94169332277	R4
5. Maya Ram		Admn.
6. Datta Ram		GDS
FNPO		
1. G.M. Wani	9419022132	P3 FNPO
2. Damodar Sodhi	9858449106	P4 FNPO
3. R.L. Pandita	9419350761	P4 FNPO
4. R.C. Samial	9622206276	R3 FNPO
JHARKHAND : RANCHI DATE : 27-6-2010		
NFPE	Circle Secretary	P3
1. U.K. Tiwari	09431646096	P4
2. B.R. Kumbhkar	09425566324	R3
3. Anuj Kumar	09437225600	R4
4. K.K. Sharma	09213355900	Admn.
5. M.Z. Khan	09431588532	GDS
6. Madan Mohan Suri		Circle President
FNPO		
1. Vinod Kumar Yadav	9430319460	P3 FNPO
2. Ashok Kumar Singh		R3 FNPO
3. S.K. Mishra		P3 FNPO
4. Nawal Kishore Mandal		CS
9431586036		R IV FNPO
KARNATAKA : BANGALORE DATE : 27-6-2010		
NFPE	Vice Presi. (CHQ)	P3
1. C.P. Shobana	09446721330	P4
2. Seethalakshmi	09448819821	R3
3. P.V. Rajendran		R4
4. K. Lakshmiapati		Admn.
5. M. Jagdish	09886366914	GDS
6. P. Rajanayagam	09868451466	Postal Accts.
7. S.S. Mahadevaiah	09811577701	GDS
FNPO		
1. B. Sivakumar	9448061962	P3 FNPO
2. Chitrasena	9448742049	NUGDS
3. K.C. Gangala	9449986669	P4 FNPO
4. M. Sreenivasulu	9448415698	R3 FNPO
KERALA : THIRUVANANTHAPURAM DATE : 29-6-2010		
NFPE	President CHQ	P3
1. M. Krishnan	09447068125	P4
2. T.M. Peer Mohammad	09995283183	R3
3. P. Kamieshan	09448022644	R4
4. P. Sugdesh		Admn.
5. Satish Kumar	09447255583	Postal Accts.
6. P. Rajanayagam	09003407240	GDS
7. K. Murugan	09446829969	GDS
FNPO		
1. P.U. Muralidharan	GS	NUGDS
2. Johnson D Avokkaran	AGS	P3 FNPO
3. Trivikram Nair	AGS	P IV
4. D. Christu Das	CS	R3 FNPO
5. Sunil Kumar	CS	Postal Accts.

MAHARASHTRA : MUMBAI		DATE : 7-7-2010
NFPE	General Secy.	P3
1. K.V. Sridharan	0986854552	P4
2. Ishwar Singh Dabas	09968099272	R3
3. Giriraj Singh	09818801178	R4
4. P. Suresh	09885077451	Admn.
5. Pranab Bhattacharya	09432208901	Postal Accts
6. G.S. Pawade	09423111152	GDS
7. D.N. Giri	09421742339	GDS
FNPO		
1. T.N. Rahate		FNPO
2. B.S. Khasid		FNPO
3. M.P. Gadekar		R3 FNPO
4. V.K. Shinde		R4 FNPO
5. Ashok Pawar	9892003006	P4 FNPO
6. Smt. Suretra Savang	9867471659	Admn. FNPO
7. H.L. Ramtek		Postal Accts.
MADHYA PRADESH : BHOPAL DATE : 29-6-2010		
NFPE	Asst. Gen. Secy.	P3
1. Mangesh Parab	09869476944	P4
2. B.K. Chalke	093222108443	R3
3. C.S. Shanbagh		R4
4. N.R. Malivya	9826218609	Admn.
5. K. Ramchandran	09347336343	Postal Accts.
6. R.S. Baghal		GDS
7. Mahinder Pratap		GDS
FNPO		
1. D.K. Dubey		President
2. Prahlad Jaiswal		AGS
3. Arif Mohd. Khan		AGS
4. P.L. Jawalkar		CS
ORISSA : BHUBENESHWAR DATE : 29-6-2010		
NFPE	Org. Gen. Secy.	P3
1. U.K. Tiwari	09431646096	P4
2. Subaroto Banerjee	09432987368	R3
3. Maya Saha	09432084191	R3
FNPO		
4. Shashank Samant		Admn.
5. Nand Kishore		Postal Accts.
6. Nirmal Singh		GDS
7. Kamal		R4
FNPO		
1. B.C. Parida		P3
2. P.N. Mahapatra		R3
3. Gowtham Das		CS
4. Bamdev Tripathi		CS
PUNJAB : LUDHIANA DATE : 28-6-2010		
NFPE	Fin. Secy.	P3
1. Balwinder Singh	09868853970	P4
2. Amarjit Singh Lakhia	09463064937	R3
3. K.P. Singh	09911126375	Admn.
4. Bhag Singh	09417850548	Postal Accts.
5. D.S. Chauhan	09868254736	GDS
6. Lakhwinder Pal Singh		Asst. Treasurer
7. Tirath Prakash		R4

REPLY TO FNPO BY THE DEPARTMENT OF POSTS

No. ST/GDS/Dte/2008-2009 Dt. 15-4-2010

Sub : Regularisation of services of Casual Labourers.

**Ref : Your letter No. 9/TSCL/18/2010
Dt. 3-2-2010**

Sir,

I am directed to inform you that instructions from the Directorate regarding relaxation of eligibility conditions including nomination from Employment Exchange for absorbing part time employees in GDS MM Vacancies are still awaited.

Since no clarificatory orders were received from Directorate, the SRM, 'Y' Division initiated the process of recruitment from oper. market. As per the request of Service Unions the same has been kept in abeyance.

In the meanwhile, some of the PTC employees approached Hon'ble CAT, Hyd through OA No. 25/2010. The Hon'ble CAT passed interim orders with directions not to proceed with proposed selection until further orders. The matter is still pending in Hon'ble CAT.

The case will be decided on finalization of the CAT case.

Yours faithfully,

(T.R.K.M.M. Niranjan Rao)
Asst. Director(Per.,Admn. & SR),
For Chief Postmaster General,
A.P.Circle, Hyderabad - 500 001.

No. 16/17/2010-SR Dated the 20th April, 2010

Subject : Alleged intimidation by the Administration to the subordinate low grade staff (Postman and others) and preferring bogus complaints by obtaining fake signatures from the subordinate staff - case of Rajasthan Circle.

I am directed to refer to your letter No. NU/P-IV/Intimidation by Admn. & fake & Bogus Com./Raj./2/2010 dated 24.02.2010 on the above mentioned subject.

2. The matter has been examined in consultation with the Circle Office As reported, Shri Jwala Singh had to be transferred to Vidhyadhar Nagar Sub Post Office because of his misconduct which stood fully established as result of enquiry conducted in this regard. Further, with the transfer of Shri Jwala Singh out of Jawahar Nagar Head Post Office, which is a Project Arrow Post Office, its functioning has improved considerably and the Staff is working in a tension free atmosphere. In view of the above, the matter is being closed.

Yours faithfully,
(Subhash Chander)
Director (SR & Legal)

Copy to : The Secretary General, Federation of National Postal Organizations, T-24, Atul Grove Road, New Delhi-110001 with reference to letter No. 9/54/NUPE-IV/Raj/2010 dated 16.3.2010 for information.

LETTERS FROM THE FEDERATION (APRIL 16th TO MAY 30th, 2010)

1. Promotion to HSG II Cadre in CO - Case of Smt. M. Jotheewari - LSG SS - Circle office.
2. Merger of Single-handed TSOs with 'A' class, 'B' Class and LSG Post office and in down-gradation of unjustified HOs into MDGS
3. Non-grant of promotion under MACP scheme.
4. Autocratic attitude on the part of the Chief PMG, Maharashtra Circle.
5. Subject for Discussion in the ensuing meeting for improvement of PLI.
6. Reconsidering merger of delivery work of ICF Colony P.O.with Aynavaram P.O. (Chennai City North Dn.)
7. Revision petition for the withdrawal of notice dated 17-12-2008 given for voluntary retirement.
8. Irregular transfer of Circle Secretary NAPE 'C' Punjab Circle.
9. Open favouritism by APMG (Staff) Tamil Nadu Circle.
10. Non grant of appointment under Relaxation of Recruitment Rules -case of Sri Bikash Khan W.B. Circle.
11. Pre-mature retirement under FR 56(J) in Delhi & Gujarat Circle.
12. Accepting Authorisation form beyond the prescribed date.
13. Suggestions from FNPO for the improvement of PLI Business.
14. Mis-use of official position of CPMG Maharashtra Circle, Sri Faiz-Ur-Rehman
15. Anti-employees' attitude of Chief PMG, Maharashtra Circle.
16. Transfer of Sri R.R.P. Singh, Chief PMG Jharkhnad Circle to Rajasthan Circle
17. Corrupt activities of Sri U.N. Pandey, S.S.P. Ranchi
18. Recommendations of Nataraja Murli Committee on Gramin Dak Sevaks in the matter of recognition of service associations and grant of trade union facilities - views thereon.
19. Revision of norms for CRC.
20. Non-recruitment of OBCs under Roster-point in Postman Cadre - Orissa Circle
21. Misintpretation of Union's name during the verification.

NEWS IN NUT-SHELL

1. National Anomaly committee met on 27 March 2010. It has been decided to constitute a joint committee to examine the anomalies pertaining to MACP. Based on that a committee was constituted vide O.M. No. 11/1/2010-JCA dated 3-5-2010. Details available in our website.

2. Model Recruitment Rules for Multi-skilled Employees was issued by the Dept. of Personnel on 30-4-2010 under O.M. No. AB-14017/6/2009-Estt.(RR). Details available in our website.

3. The minutes of the meeting of the National Anomaly Committee held on 27 March 2010. Available in our website.

4. Workshop on PLI :The PLI Directorate conducted a workshop on 14-5-2010. FNPO was represented by the SG FNPO, President FNPO and the General Secretaries, Sri Kishen Rao, A.H. Siddique, O.P. Khanna and Sri T.K. Govindarajan, Deputy General Secretary. FNPO presented a paper on the improvement of PLI. (Please see our website for details).

5. Agitation in Maharashtra Circle : The former Chief PMG, Maharashtra Circle selected better quality uniform cloth for Postmen & Group 'D' after consultation with staff side. But the present Chief

PMG, cancelled the orders of the previous Chief PMG and selected inferior quality of uniform cloth. The decision of the new Chief PMG was not accepted by the staff side. An agitation was organized by the JCA, Maharashtra Circle. Postmen delivered the letters by wearing half-nailed dress. The matter was seriously viewed by electronic media and print media of Maharashtra state. Even then the present Chief PMG did not call for leaders for discussion. The FNPO took the issue very seriously. We met the Honourable Minister of MOS and the Secretary, Department of Posts. Telegrams and savingrams were also got issued by the FNPO. At last the Secretary directed the Chief PMG to have a dialogue with staff side leaders. In the negotiation, both staff side and official side reached a consensus.

6. ADHOC PROMOTION IN HSG I

Orders were issued by the DG Posts vide letter No. 4-16-2002 dated 18-5-2010.

7. 46TH MEETING OF NATIONAL COUNCIL (JCM)

Subjects discussed and decisions arrived at of the above meeting are hosted in our website. The meeting was chaired by Cabinet Secretary, Sri K.M. Chandrasekaran.

GOVERNMENT ORDERS

The following Govt. orders were issued during last month of April 2010. Details of the full text are available in our website. (www.fnpo.org.)

1. Enhancement in the Financial Powers of Ministries Departments with regard to expenditure on Non-Plan Schemes/Projects.

(MOF O.M. No. 1(9)/E.II(A)/07 Dt. 6-4-2010)

2. Grant of financial upgradation under the Modified Assured Career progression Scheme.

(No. 22/22/2009-CS.I (CR) Dt. 12-4-2010)

3. Constitution of a high-power Committee to review Fixed Stationery Charges for Post Offices and Sub-divisional Inspectors.

(DG(P) No. 23-1/2008-PAP Dt. 19-3-2010)

4. Expenditure management-Economy Measures and Rationalization of Expenditure.

(DG(P) F.No. 9-1/2008-FC (Posts) Dt. 1-2-2010)

5. Implementation of Recommendations of One-man Committee on Gramin Dak Sevaks - Revision of security to be furnished by the Gramin Dak Sevaks.

(DG(P) No. 6-18/2010-PE.II Dt. 7-5-2010)

6. ACRs with below benchmark grading considered in past DPCs-reg.

(DOPT O.M. No. 21011/1/2010-Estt.A Dt. 27-4-2010)



DIVISIONAL SECRETARIES

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

Sri BRIJ MOHAN

Secretary (Finance)

District Court Post Office, Delhi - 110 054.



POSTAL JOINT COUNCIL OF ACTION

NATIONAL FEDERATION OF POSTAL EMPLOYEES
FEDERATION OF NATIONAL POSTAL ORGANISATIONS
ALL INDIA POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION
NATIONAL UNION OF GRAMIN DAK SEVAKS

JCA/2010

Dated 4th June, 2010

To

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

NOTICE

Sir/Madam,

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 indefinite strike from 13.07.2010. The demands for acceptance of which the employees embark upon this indefinite strike are detailed in the Charter of Demands enclosed.



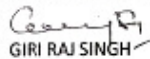
K. RAGAVENDRAN
SECRETARY GENERAL NFPE



K.V. SRIDHARAN
GENERAL SECRETARY P3 [NFPE]



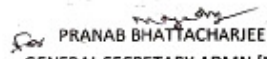
ISHWAR SINGH DABAS
GENERAL SECRETARY P4 [NFPE]



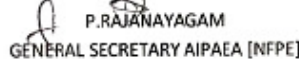
GIRI RAJ SINGH
GENERAL SECRETARY R3 [NFPE]



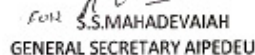
P. SURESH
GENERAL SECRETARY R4 [NFPE]



PRANAB BHATTACHARJEE
GENERAL SECRETARY ADMN [NFPE]



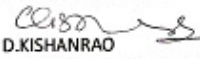
P. RAJANAYAGAM
GENERAL SECRETARY AIPAEA [NFPE]



S.S. MAHADEVAIAH
GENERAL SECRETARY AIPEDEU



D. THEAGARAJAN
SECRETARY GENERAL FNPO




D. KISHANRAO
GENERAL SECRETARY P3 [FNPO]



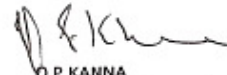
T.N. RAHATE
GENERAL SECRETARY P4 [FNPO]



D. THEAGARAJAN
GENERAL SECRETARY R3 [FNPO]



A. SIDDIQUE
GENERAL SECRETARY R4 [FNPO]



D.P. KANNA
GENERAL SECRETARY ADMN [FNPO]



P.U. MURALIDHARAN
GENERAL SECRETARY NUGDS

PROGRAMME OF ACTION

Dear Colleagues,

The patience of Postal Employees is grossly misunderstood by the Postal Administration as our weakness and a licence to impose whatever retrograde policies they could think of. Time has come to unite as one mand and raise our strong voice against all kinds of humiliation. Let us mentally get prepared for a sustained struggle by accepting all sacrifices. No advanceemnt was achieved without sacrifices and no advancement is possible without further sacrifice. We have presented a united platform of struggle and it is now the responsibility of the rank and file to get organised with all their ideological and other differences left aside in the common interest of all of us. We call upon you to undertake all measures unitedly by forgetting all local differences and stand as one Man with full determination. Our each and every programme decided by the Postal JCA has to be taken to the last employee of the department. Every programme has to be converted into a total success.

On 4th June when the CHQ issues Notice of Indefinite Strike to Department, all levels of our Organisations shall serve the copy of Strike Notice to respective Administration by organising massive demonstrations.

All India Strike Campaign Tour by CHQ leaders (Details published elsewhere).

The Postcard Campaign and Meet the Public Representatives like M.Ps/M.L.As shall be a tremendous success to put pressure on the Department. (Text of Postcard Campaign enclosed as Annexure.) The Honourable Members of Parliament and Members of Legislative Assemblies may be submitted a copy of this JCA Letter seeking their kind intervention to write to Shri A. Raja Honourable MOC & IT for settlement of our justified demands.

Black Badge wearing and Demands Highlights Day on 29th June, 2010 to draw the attention of the Government about our determination to go on strike. (Text Badge is supplied in the Annexure)

The Non-cooperation Programme from July 5-9 shall show to the Government / Department that without our cooperation it willnot be possible for the Department to run the show anywhere including Project Arrow Offices and Speed Post Centres etc. The Non-cooperation programme should clearly prove that if we work according to Rules then the functions and operations will come to a standstill. This Programme should be a prelude to the success of the indefinite Strike from 13th July.

Indefinite Strike from 6.00 Hrs. on 13th July 2010.

<p style="text-align: center;">TEXT OF POST CARD CAMPAIGN</p> <p>To Shri A. Raja Honourable MOC & IT Government of India Electronic Nikethan CGO Complex, Lodi Road, New Delhi - 110 001.</p> <p>Respected Sir,</p> <p>Postal Employees request your kind intervention to direct the Postal Board to discuss the Charter of Demands of Postal Joint Council of Action for reaching settlement of our justified issues.</p> <p>Thanking you Sir,</p> <p style="text-align: right;">Yours Faithfully,</p> <p>Name : Designation : Office : Date :</p>	<p style="text-align: center;">TEXT OF BLACK BADGE Demands Highlights Day 29-6-2010 We Demand immediate Settlement of Charter of Demands Submitted by Postal JCA</p>
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From the Desk of Secretary General

DEPT. OF POSTS RESTORED THE TRADE UNION FACILITIES

The Department restored the trade union facilities to NAPE 'C', AIPEU C III all All India RMS & MMS ASP & IP Association which were withdrawn on the interim order of Madras High Court in writ petition No. 5848/2010. Details available in our website.

19TH CIRCLE CONFERENCE OF NUR IV T.N. CIRCLE

NUR IV Circle Conference was held in Madurai from 5-5-2010 to 7-5-2010. The Circle Secretaries of FNPO affiliates, SG FNPO and Secretary (Headquarters) Sri G.K. Padmanabhan addressed and greeted the conference. Sri D. Rajendran has been re-elected as Circle Secretary.

MEETING WITH THE CHAIRMAN, POSTAL SERVICES BOARD

On 12-5-2010, SG FNPO and President FNPO met the Chairman, Postal Board and discussed issue on autocratic attitude on the part of the Chief PMG, Maharashtra Circle. The DG has assured that report will be called for based on our complaints.

MEETING WITH THE DDG (EST.) ON 12-5-2010 & DISCUSSED THE FOLLOWING ISSUES :

1. Unrealistic norms for postmen.
2. Non-grant of promotion under MACP scheme

The DDG assured that issues will be sorted out.

MEETING WITH THE DDG (P) ON 12-5-2010

Discussed the subject of premature retirement FR 56(J) Gujarat & Delhi Circles.

Reply : Report will be called for.

POSTAL JCA

Postal JCA met on 14-5-2010 at FNPO office under the Chairmanship of Sri T.N. Rahate and decided to go on strike from 13-7-2010. (Details available in our website).

WITH THE HON'BLE MINISTER OF STATE FOR COMMUNICATION

The SG FNPO met MOS on 19-5-2010 and discussed the unjust premature retirement of officials in Gujarat and Delhi Circles. The Minister has called for reports

from the Department. The team discussed the following issues.

1. Irregularity in procuring uniform cloth in Maharashtra Circle.
2. Filling of vacant posts in M.P. Circle.
3. Non-conducting of departmental council meeting and periodical meeting.
4. Non-filling of residual vacancies.

FNPO expects that there will be good response from the Minister.

The team consisting of SG FNPO, Sri D. Kishen Rao, O.P. Khanna, Devendra Kumar and Sri Narendra Kumar.

MEETING WITH DDG (EST.)

On 31-5-2010 the SG FNPO and GS NAPE 'C' met DDG (Est) and discussed the following.

1. MACP anomalies
2. Absorption of RMS GDS Employees

FNPO suggested that RMS GDS employees cadre may be declared as dying cadre and they may be made absorbed as Group 'D' as a one time measure. The DDG agreed with our views and he assured to discuss this issue with Federations and unions for arriving at a positive solution.

CIRCLE CONFERENCE OF KERALA IN KOLLAM

P III and P IV, R III and R IV and NUGDS unions of FNPO Circle Conference were held in Kollam from 27-5-2010 to 29-5-2010. INTUC State President inaugurated that Conference. The Secretary-General and the General Secretaries, NAPE 'C', NUPE PM & Gr. 'D' and NUGDS attended and greeted the Conference. S/Sri Johnson Avokaran, D. Christudas, Trivikrama Nair and P.U. Muralidharan were re-elected as Circle Secretaries. Sri Vinod was elected as Circle Secretary R IV. Good wishes to new office-bearers.

Yours fraternally,
(D. THEAGARAJAN)

Visit www.fnpo.org

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