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FEDERAL SENTINEL

Editor : D. THEAGARAJAN

Vol. I No. 10 - 12

OCTOBER - DECEMBER 2011

INDUSTRIAL UNREST UNAVOIDABLE

We are forced to issue strike notice on 15-12-2011 and hunger-strike on 26-12-2011 and strike from 17-1-2012.

Every Postal employee is aware that we issued strike notice on 25 points charter of Demands. Hectic discussion took place and the unions were assured that the Department would settle all the issues except MNOP.

For implementing MNOP also, the Department appointed a committee. Because of the positive approach on the part of the then Secretary, Posts, the unions deferred indefinite strike. But the assurances given by the Dept. weren't kept up.

Let us analyse the charter of Demands of July 2011 strike and the present position.

1. The Dept. agreed to not to close any P.O. during strike negotiation.
- a. Further we were promised that if at all closure is necessitated, it will be done only after finding substitute location. But this promise was not kept up. Many non-delivery post offices were closed during the six months.

- b. MNOP : Separate committee was appointed. Details of discussion in the meeting published in RMS Sentinel Dec. 2011 issue.

Sorting Postmen Problems.

- c. Of course, as promised the Dept. issued clarificatory orders on the nomenclature of Sorting postmen.
2. GDS issue : No GDS issue was settled.
3. The Dept. appointed a committee under the chairmanship of the Chief PMG, Assam Circle to examine the contingent and casual Labour problems. Till date no positive decision has come up.
4. The Dept. revised the OSA rates. But no revision of OTA rates is made so far.
5. There are many pending Departmental Council items which were discussed. On 23-8-2010. The follow-up action and favourable orders were issued after the strike negotiation.
6. Cadre Re-structuring : A Committee was appointed. The Committee met two times. No favourable decisions have so far been taken.

Please visit our website : www.fnpo.org for day-to-day news.

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS
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| <p>7. Postal Accounts and PLI and RPLI issues are not yet settled.</p> <p>8. Actions were initiated by the Dept. to fill up all vacant posts.</p> <p>9. Dept. did not keep up its promise.</p> <p>10. This has not yet been settled (system Administrator and Marketing executive)</p> <p>11. Postmen issues were discussed by the committee but no fruitful results have come up so far.</p> <p>12. MTS issue : Not yet finalized.</p> <p>13. & 14. No significant development (Drivers of MMS and SBCO issues)</p> <p>14. During strike period a meeting was conducted. Thereafter no development on the issue. (issues of civil wing and Electrical wing)</p> <p>15. DAP – Separate meeting was conducted. The minutes were not implemented properly.</p> <p>16. No development. (RTP service)</p> <p>17. Implementing Apex court judgment on RR candidates who did not move the court. It was not agreed by the Dept. even during the negotiation.</p> <p>18. The Dept. agreed to stop harassing and victimisation of innocent officials under</p> | <p>contributory negligence and orders thereof have been issued.</p> <p>19. PO & RMS Accts. Issue has not yet been settled.</p> <p>20. Enhanced LR strength – not yet settled.</p> <p>21. Child Care Leave – instructions were issued.</p> <p>22. The Dept. agreed to issue clarifications some clarifications were also issued on MACP. But it has not helped the employees.</p> <p>23. The Dept. agreed not to resort to transfer under Rule 37 and Rule 9.</p> <p>24. The Dept. accepted our view. Still meetings and melas are going on in some places.</p> <p>From the above, it is seen that there is no significant improvement in the charter of demands. That is why, the Postal JCA met on 3-12-2012 and decided to go on indefinite strike from 17th Jan. 2012 onwards. The strike notice and related matters are published elsewhere.</p> <p>The Federation requests all the FNPO affiliated Circle Secretaries to undertake tour in their circles and explain the above Charter of Demands and meet rank and file in order to make the strike a great success.</p> |
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In Contn. P.No. 7

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| <p>certain specific services. There is no registration fee or license fee. Licensing conditions involve adherence to quality, guarantee relief to customers in case of any deficiency in service and commitment to ensure confidentiality and security of letter. All operators will require registration for providing any type of courier service in India. But license will be required only for reserve area, USO and letter mail.</p> <p>6. Registering Authority :</p> <p>It is proposed that Central Government shall appoint Registering Authority, in</p> | <p>such manner and to perform such functions, as may be prescribed.</p> <p>7. Appellate Authority :</p> <p>An Appellate Authority is proposed for redressal of grievances of any person aggrieved by an order of Registration Authority.</p> <p>8. Setting up Extra Territorial Offices of Exchange (ETOE) and International mail Processing Centres (IMPC) abroad:</p> <p>Central Govt. may establish ETOEs/ IMPCs in other countries for providing international Mail Services including express and parcel services subject to arrangements with such Postal Administration regarding terms and conditions.</p> |
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**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
NEW DELHI**

No: JCA/AGTN/2011

Dated 05.12.2011

To

Ms. Manjula Prasher,
Secretary Department of Posts,
Dak Bhawan, New Delhi-110 001.

Subject: Non implementation of assurances and revival of postponed Indefinite Strike.

Respected Madam,

The meeting of the Central JCA held on 03.12.2011 at New Delhi, have reviewed the post-5th July deferred strike settlement situation and have come to unanimous conclusion that Postal Board has failed to implement the assurances given by the Secretary [Posts] on agreed demands, even after a lapse of four months. Further it is going ahead with the unilateral implementation of the Mail Network Optimization Project [MNOP] in spite of vehement opposition of the Staff Side.

During the discussion with the Secretary [Posts] on 5th July deferred strike demands, it was assured that there will be no closure/merger of Post Offices, other than simultaneous relocation. But orders in this regard are yet to be communicated to the Heads of the Circle. Orders on Sorting Postman need further modification.

On GDS issues no favourable orders are issued on any of the items till this date. Payment of Pro-rata wages and absorption of Casual labourers and Part Time contingent employees still remains unsettled, even though it was assured that orders on payment of pro-rata wages to pre-1993 appointees will be issued within a month.

JCM Departmental Council meeting is indefinitely delayed. Cadre-restructuring Committee has not yet finalized its final proposals. Issues relating to Postmen, Mail guard and MTS are still in the negotiating stage and no settlement in sight. Demands of the Circle / Regional Offices administrative staff, Postal Accounts, SBCO and Civil Wing employees are not given serious consideration. In short, abnormal delay is taking place in settlement of the genuine demands raised in the Charter of Demands.

On contrary, even when most of the burning issues of the employees are totally neglected or remains unsettled, the Postal Board is going ahead with implementation of the retrograde recommendations of the McKinsey on Mail Network Optimization Project [MNOP]. In the Committee constituted under the Chairmanship of Member [Operations] for reviewing the issues arising out of the implementation of speed post Hubs and proposed L1, L2 in first class mails, the Staff Side representatives have vehemently opposed the implementation of L1, L2 in first class mails as it will adversely affect the efficiency of the services resulting in abnormal delay thereby leading to erosion of public faith on the postal services. Further it will also result in large-scale dislocation / transfer of employees and will adversely affect their promotional prospects. In spite of our objection and disagreement, the Postal Board has made it clear that they are going ahead with the implementation of the MNOP Project.

In the above circumstances, the Staff Side is left with no alternative, but to revive the postponed strike decision and resort to the agitational path once again. The Central JCA after in depth analysis of the entire situation, have decided to go on indefinite strike from 17th January, 2012. It was also decided to serve the strike notice on 15.12.2011 and to conduct mass demonstrations / dharnas in front of all Chief PMG / PMG Offices and Divisional Offices on that day. As a second phase of the agitation, the Secretary Generals of NFPE and FNPO and the General Secretaries and CHQ Office Bearers of Federations / All India Unions / Associations of the JCA shall sit on hunger fast in front of Dak Bhawan on 26.12.2011.

We hope that the Postal Board shall come forward for a negotiated settlement on all the issues mentioned above.

Detailed charter of demands and strike notice will be served on 15-12.2011.

Yours faithfully,

M. Krishnan
Secy. General, NFPE
S. S. Mahadevaiah
GS APEDEU

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

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

No: JCA/AGTN/2011

Dated 05.12.2011

**CENTRAL JCA DECIDES TO SERVE STRIKE
NOTICE
FOR ALL INDIA INDEFINITE STRIKE FROM
17.01.2012
STRIKE NOTICE WILL BE SERVED ON
15.12.2011**

- * Against Unilateral Move to Implement Mail Network Optimization Project [L1 and L2] in RMS;
- * Against Violation of Assurances and Non-implementation of Agreed Demands of 5th July, 2011 Deferred Strike
- * ORGANISE MASS DEMONSTRATIONS / DHARNAS IN FRONT OF ALL CIRCLE / REGIONAL / DIVISIONAL OFFICES ON 15.12.2011.
- * ALL INDIA LEADERS OF CENTRAL JCA WILL SIT ON HUNGER FAST IN FRONT OF DAK BHAWAN ON 26.12.2011.

MAKE THE INDEFINITE STRIKE A GRAND SUCCESS

Dear Colleagues,

The meeting of the Central JCA held on 03.12.2011 at New Delhi, have reviewed the post-5th July deferred strike settlement situation and have come to unanimous conclusion that Postal Board has failed to implement the assurances given by the Secretary [Posts] on agreed demands, even after a lapse of four months. Further it is going ahead with the unilateral implementation of the Mail Network Optimization Project [MNOP] in spite of vehement opposition of the Staff Side.

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The Central JCA calls upon the entirety of the Postal and RMS employees to implement all the above agitational programmes in the true spirit and make the indefinite strike from 17th January, 2012 a grand success.

If the Postal Board is not ready to come for a result-oriented and time-bound negotiated settlement,

the entire Postal and RMS Service should be paralyzed from 17.01.2012. All Circle Secretaries are requested to immediately circulate this circular to all the divisions and branches without any delay to facilitate effectively organizing the programmes and the strike.

It is again a struggle for our survival.

It is a struggle of life and death to lakhs of Postal Workers.

Let the Postal, RMS, Administrative, Postal Accounts, GDS, SBCO and Civil Wing employees come together to stage another glorious indefinite strike.

Fraternally Yours,

-/Sd/

All General Secretaries affiliated with NFPE & FNPO

-/Sd/

Secretary General NFPE & FNPO

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ALL INDIA POSTAL EXTRA DEPARTMENTAL EMPLOYEES UNION
NATIONAL UNION OF GRAMIN DAK SEVAKS
NEW DELHI**

No: JCA/AGTN/2011

Dated 15.12.2011

To,

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

Ishwar Singh Dabas
GS PM, MTS & Gr. 'D'

T. N. Rahate
GSNAPE PM, MTS & Gr. 'D'

Giriraj Singh
GS, AIRMS & MMSE EU Gr. 'C'

D. Theagarajan
GS NUR 'C'

NOTICE

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 17.01.2012. The demands for acceptance of which the employees embark upon this indefinite strike are detailed in the Charter of Demands enclosed.

P. Suresh
GS, AIRMS & MMSE EU Gr. 'D'

A. H. Siddique
GS NUR 'D'

Pranab Bhattacharjee
GS, AIPAOEU Gr. 'C' & 'D'

O.P. Khanna
GS AIPAOA

S. S. Mahadevaiah
GS AIPEDU

P.U. Muralidharan
GS NUGDS

T. Satyanarayana
GS AIPAEA

H.L. Ramteke
GS AIPAOA

M. Krishnan
SG, NFPE

D. Theagarajan
SG, FNPO

S. Appanraj
GS AIPSCOEA

N. Sivakumar
GS NASBCO

K. V. Sridharan
GS, AIPU Gr. 'C'

D. Kishan Rao
GS, NAPE Group 'C'

S. A. Raheem
GS AIPCWEA

Pratha Pratim Ghorai
GS NUCWE

INTERNATIONAL SCENE

US MAIL HITS A FINANCIAL CRISIS

Ailing United States Postal Service faces \$6 billion loss.

The American postal service is battling economic collapse in the face of falling mail volumes, rising costs and increased competition. News that the United States Postal Service (USPS) is shedding jobs and may cut deliveries to five days a week shows that the challenges faced in the UK by Royal Mail are shared internationally.

The 230 year old American company serves millions of customers in the world's most powerful economy, but that has not protected it from an uncertain future.

The USPS postmaster general John E. Potter has warned the US government that the service could run out of money to pay its workforce by September. The company is also offering early retirement to 150,000 employees, making 1400 managers redundant and closing six of its district offices.

FALLING VOLUMES

Like other universal service providers around the world, it is suffering the effects caused by fewer letters being posted. Mail volumes in the USA are down by 9.3% - a total of 5.2 billion items - in just one year, and are expected to fall even faster as the global recession gets worse.

The USPS predicts a drop in US mail volumes of between 12 and 15 billion items in the year ahead. It is also facing more competition from emails and text messages, and a costly employee welfare programme.

It is suffering far worse than any other mail provider. Its operating revenue for the first quarter of 2009 alone is down by a total of \$1.3 billion - a drop of 6.5%.

'If current economic trends continue, we could experience a net loss of \$6 billion or more this fiscal year, despite the most aggressive effort in our history to take cost out of our system', said Mr. Potter.

DELIVERIES TO GO

The USPS is asking the US government to let it drop deliveries on one of its less busy days, such as Tuesday or Saturday. It has also asked if it can pay retired employees' healthcare out of its pension trust fund rather than out of its operational budget.

Over the past year it has already cut 50 million work hours, stopped construction of new postal facilities, frozen salaries for postal executives, sold off unused facilities and cut post office opening hours.

CANADIAN WORKERS SET TO STRIKE

As voice went to press, postal workers in Canada were preparing to strike against management plans to cut pay, pensions and other rights for new employees.

After their repeated attempts at seeking meaningful negotiations were rejected by stubborn Canada Post bosses, members of Canadian postal workers' union CUPW-STTP voted by 94 percent for action last month and, unless a settlement is reached, strikes could begin this week.

Under Canadian law, there is a statutory period of mediation and conciliation from the time when a ballot takes place. In this instance, if no settlement is reached by May 24, strike action can legally be taken.

According to union president Denis Lemelin, the dispute is over company plans to "pay new employees 30 per cent less, reduce their benefits, weaken their job security and provide an inferior pension, attack retiree benefits, sick leave and turn back the clock on many other contract provisions.

"They want to destroy our collective organization," he added.

Union negotiators have met company chiefs during the mediation period, "but," Mr. Lemelin told Voice earlier this month, "with no real progress having been made so far, I would say that there is a big chance that there will be strike action.

"And, in that case, our national executive board will decide what form this will take."

CWU head of international affairs John Baldwin told Voice that the dispute was "another example of a universal service provider attempting to increase profitability on the backs of postal workers.

"Across the world, we are seeing the spread of the myth that postal workers are paid too much and their overall benefits packages are too generous.

"In their pursuit of competition by paying the lowest wages possible, the citizens who are reliant on postal services are ignored or forgotten. Our legislators have a great deal to answer for," he added.

POSTAL BILL

Highlights of Draft Post office Bill 2011

1. Opening of market by reducing the exclusive privilege of Central Government :

Gradual opening of the market by phase wise removal of the monopoly proposed. Exclusive privilege reduced upto 150 gm. In case of letters and upto 50 gm. In case of express mail. Couriers can carry letters even within 150 gm and 50 gm (the reverse area) subject to them charging twice the postal rates for letter and twice the rates for express service.

2. Sunset clause :

A 15 years SUNSET clause for complete removal of exclusive privilege in express service and Parliamentary Review of exclusive privilege in case of letters is proposed.

3. Universal Service Obligation of the Central Government:

As proposed, USO is defined as the obligation of the Central Government to provide, through the Department of Posts, basis postal services at reasonable access, affordable price and with specified service parameters throughout the country. Commitment to provide postal service, delivery and access to post office 6 days of the week except holidays.

4. Definitions :

Definitions of certain 'terms' are proposed keeping in view the definition adopted by different countries, as also the requirement of customers i.e.

- a. "Postal Services" means services provided by the Central Governemtn or on its behalf and includes services related to
 - i. Handling of addressed letters,
 - ii. Handling of addressed parcels and packages,
 - iii. Handling of addressed press products,
 - iv. Handling of these articles as registered or insured mail,

- v. Express services for these articles,
- vi. Handling of unaddressed articles.
- vii. Value payable post
- viii. Money remittance
- ix. Post Office Counter Services
- x. Services on behalf of any Ministry or Department of the Central or State Government, or services on behalf of any other organization
- xi. Other services not specified elsewhere:
 - b. "courier services" means services related to the handling of articles of mail i.e. collection, sorting, dispatch, conveyance and delivery including
 - i. handling of addressed letters subject to provisions in Section 4.
 - ii. Handling of addressed parcels and packages,
 - iii. Handling of addressed press products,
 - iv. Express services for the sea articles subject to provision in Section 4
 - v. Handling of unaddressed articles,
 - c. "express services" means postal/courier services related to handling of articles of mail and expedited delivery within a clearly specified and declared time limit with confirmation of receipt and with or without end to end integration to ensure track and trace and are cord of delivery;
 - d. "Registered Courier" means any person registered as such under Section and includes his employee or agent or assignee;
 - e. "Licensee" means a Registered Courier who has been given license under Section
5. Registration and Licensing :

The Central Government may grant registration to any person undertaking the provision of any courier service in India, who shall be called a Registered Courier. The Central Government may also grant license to any Registered Courier. Who shall be called a licensee, for providing

Contd. P.No. 2

FROM THE DESK OF SECRETARY-GENERAL

The Federation published Accounts and monthly statement relating to its expenditure in the Dec-April 2011 issue and Sept. 2011 issue. Even after our repeated requests, there is no significant improvement in the receipt of quota.

The Secretary-General has spent more than Rs. 35000/- from his pocket. This is not a healthy trend for the Federation. I feel ashamed for this state of affair prevailing in our Federation.

KR BIRTH CENTENARY

As decided by the Federal Working Committee KR's Birth Centenary was celebrated promptly by the Circles. A.P. Circle 13-9-2011 Delhi Circle 22-10-2011 and W.B. Circle 16-11-2011, Orissa Circle will celebrate in December 2011.

I congratulate all the Circle leaders who have organized the celebration.

NEW POSTAL BILL

Highlights of new Postal Bill are published elsewhere.

MAHARASHTRA CIRCLE RMS STRIKE

Maharashtra Circle administration has issued order abolishing two sections. Immediately the staff of two RMS Divisions went on strike from 31-10-2011. Subsequently the strike spread throughout the Circle. The strike was called off by Circle JCA on 9-11-2011. Details were published in the RMS Sentinel of Dec. 2011 issue.

WALL STREET CRISIS

A short note on wall street crisis was posted in our website on 7-11-2011.

RECRUITMENT RULES

New Recruitment Rules for PA/SA have been published in office gazette on 3-11-2011. It will come into force w.e.f. the date of publication in the official gazette. D

Details of Recruitment Rules were posted in website and also printed in RMS Sentinel in Dec. 2011 issue.

Limited Departmental competitive Examination for promotion to the Cadre of Postmaster, Grade I

The following Circles issues revised lists 1. Orissa 2. A.P. 3. Karnataka 4. Tamilnadu. The other circles have not sent the lists of names of candidates who declined.

FILLING OF THE POSTS OF LSG (ACCTS) IN POS & RMS

Orders were issued vide DG Posts No. 06-12/2010-SPB (ii) Dt. 30-11-2011. Orders were also posted in website and published in RMS Sentinel.

MERGER OF DA:

Mos clearly stated in the Parliament that there will be no merger of DA with basis pay for Central Govt. employees.

JAPAN LC SEMINAR

7 Japanese Trade Union leaders of various sector visited India on 22-11-2011. They conducted Seminar in Tata Institute of Fundamental Science, Mumbai. The SG FNPO and GS NUGDS participated and addressed the seminar.

GOVT. ORDERS

Govt. orders are not published in our Federal Sentinel due to financial constraint. But all the Govt. orders are posted in our website in published in RMS Sentinel, Postal Sentinel and Postal Prakash.

APPEAL TO AFFILIATED

All the FNPO affiliates are requested to send their due quota to the Federation for the smooth functioning.

Xmas and new year greetings.

Yours fraternally,
(D. Theagarajan), Secretary-General

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