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RMS SENTINEL

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RMS JCA R-III & R-IV (FNPO & NFPE)

No. RMS /AGTN/2018

Dated: - -2018

To

Secretary (Posts)
Department of Posts,
Dak Bhawan,
New Delhi-110 001

Sub: Problems pertaining to RMS & MMS
Employees

Respected sir,

The Joint meeting of RMS R-III & R-IV (NFPE & FNPO) discussed the resentment and unrest among the RMS & MMS employees over the non settlement of the long pending issues like Cadre restructuring, non payment of Outstation Allowance to the staff working in sections, non revision of Over Time Allowance etc. The meeting decided to organize agitational programme, One Day Massive Dharna in front of Dak Bhawan on 4th September, 2018 for the settlement of the below mentioned burning issues of RMS/ MMS Employees.

CHARTER OF DEMANDS

1. NON-PAYMENT OF OUT STATION ALLOWANCE AND ACCOUNTANT ALLOWANCE:

Out station allowance to sectional staff and Special allowance of PO & RMS Accountants were withdrawn as part of implementation of 7th CPC recommendations. It is observed that the staff are much agitated on being deprived of their genuine entitlement enjoyed hitherto. Request immediate action for payment of OSA to the staff arranged in sections and special allowance to PO/ RMS Accountants and also request to provide food allowance to the staff working in sections till the OSA issue is settled.

2. DISCRIMINATION TO RMS/ MMS EMPLOYEES IN CADRE-RESTRUCTURING:-

The CWC voiced profound concern over the undue delay in cadre restructuring of RMS/MMS employees and other left out categories. It was an agreement in the JCM Departmental Council that cadre restructuring will be implemented to RMS/ MMS employees in the same proportion of PA cadre, but it is not yet materialised. Unrest and protest developed among the rank and file over the undue delay in

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sanctioning cadre restructuring in RMS wing.

3. REVISION OF OVERTIME ALLOWANCE: RMS and MMS employees are compelled to work beyond duty hours and the OTA rate they are getting is Rs. 15.85 per hour. The rate was last revised in the year 1989 and even after the implementation of 7th CPC, the OTA rate is not revised. It is high time that the authorities will look into the revision of OTA rate for those cadres, who are compelled to work beyond normal working hours.

4. PROPOSED PNOP IN RMS: As per the proposed PNOP, 49 PH and 126 SPH only will do the parcel work through out the country. More than 200 L2 RMS offices will not have the parcel work and it will become a threat to the existence of L2 offices. Large scale back routing and accumulation of parcels will be the result, as it was happened at the time of implementation of MNOP. CWC resolved to request that PNOP will be implemented only after discussion with staff side at Directorate and Circle level. Sufficient infrastructure will be provided before its implementation. Geographical situation of Mail Office should also be considered for PNOP. No Mail Office should be closed or merged due to PNOP introduction.

5. Filling up the posts of SA, MG, MTS, GDSMM, MMS Drivers, P/A Artisans, Managers and other category in MMS.

Acute staff shortage arised in all offices due to the delay in completion of recruitment process. Denial of legitimate leave, weekly off and accumulation of mails occurred in many offices

6. Frame clear and scientific norms for processing Speed Post, CRC, Parcel and

Express Parcels. Provide MDW and Due Mail list in all offices.

7. Timely repair and maintenance of RMS & MMS buildings. Construct new building and renovate the damaged buildings. Utilise MNOP funds properly for improving the working condition of RMS.

8. Replace the condemned vehicles in MMS. Introduce more MMS schedules for conveyance of parcels.

9. Provide good quality Computers, scanners, printers, UPS and generators in all RMS & MMS offices..

10. Regularise all part time casual labourers and contingents working in RMS and also the daily rated mazdoors and grant them equal pay and allowances. the Casual Labourers/DRM who have performed duty for Five years without imposing any cut-off date. That 1993 bar in regularising of casual labourers/DRM should be withdrawn and all casual labourers/DRM should be regularised immediately. The modifications may be made in the latest MTS recruitment rules. And GDS MM Vacancies priority may be given to All five years service eligible casual labours/DRM.

Revised MTS recruitment rules 25% casual labourers That 1993 bar in regularising of casual labourers should be withdrawn and all casual labourers should be regularised immediately. And the Department to settle the following demands of casual, part time and contingent employees as these issues are pending since long time and in spite of repeated requests and submission of the report by the committee appointed to consider these issues long back. The delay in settlement of the genuine demands of these downtrodden cadres is deplorable and requires immediate sympathetic consideration and justice.

All the Casual Labour either full time or part time may be granted paid W/OFF, Post office Holiday including national holidays.

All the part time contingent posts may be converted as GDS posts and the present incumbents working in that posts may be converted as GDS.

All the PTCL may be absorbed against MTS/GDS vacancies by implementing AP High Court Judgment in W.P. no 17048 of 2000 dated 7-9-2010

The modifications may be made in the latest MTS/GDS recruitment rules. Against 25% priority may be given to All five years service eligible casual labours.

The condition of prior to 1993 in respect of PTCL may be removed keeping in view AP High Court Judgment in WP NO.17048 mentioned above.

It may be recommended to issue identity cards to all CL irrespective of their working hours.

All the CL may be included in provident fund, gratuity and pensioner benefits as granted to unorganized sector workers. All the welfare measures granted to regular employees may be extended to casual labor also.

11. No outsourcing and contractisation of RMS & MMS functions.

12, Stop all type of harassment and victimization under contributory negligence factor and trade Union victimization.

13. Withdraw NPS and guarantee 50% of last pay drawn as minimum pension.

14. Withdraw arbitrary decision of the Govt. to enhance the Bench Mark for performance appraisal for promotion and financial upgradations under MACP from "Good" to "Very Good" and also decision

to withhold annual increments in the case the employers who are not able to meet the Bench Mark either for MACP or for regular promotion within the first 20 years of service.

15. Provide full/Minimum 40 seats RMS compartments for smooth functioning of RMS sections.

16. Drop the proposal shifting of Headquarter of RMS 'SH' Dn. from Saharanpur to Ghaziabad.

17. DRESS ALLOWANCE - 7th CPC has recommended that all uniform related allowances should be subsumed in a single Dress Allowances (including shoes). It has also recommended the rates of Dress Allowance for various categories of uniformed staff in Para 8.16.14 of its report. In that para no mention is made about the Dress Allowance of uniformed staff of Postal Department viz; Postmen, Mailguard, MTS, and MMS Staff. "While the Committee has recommended that other categories of staff who are supplied with uniform and required to wear them regularly should be provided Dress Allowance at the rate of Rs.5000/- per year, the Ministries/Departments may take a decision on whether the rate should be Rs.5000/- or Rs.10000 per year". From the above recommendation it is clear that the Department of Posts can take a decision to enhance the Dress Allowance to Rs.10000/- with the approval of Finance Ministry. In view of the of the above, We request the Secretary, Department of Posts to take immediate necessary action to raise the Dress Allowance of Postmen, Mailguard, MTS, and MMS Staff at least Rs.10000/- per year, as per the recommendation of 7th CPC.

18. Providing adequate man power to all RMS/MMS units Present existing staff are

facing much difficulties. After the reduction ADR 2001 to 2009. but in RMS /MMS work increasing in RMS units, Transit Sections and MMS workshops consequent introduction of New Schemes in our Department.

19.Canvas Bags - Supply of good quality canvas/polythene bags to the units. Due to shortage of Departmental canvas bags second hand polythene bags of every kind including those used to pack fertilizers and dangerous chemicals, are being supplied to R.M.S. offices. Such bags are causing not only instantaneous affects like nausea and dizziness to the staff but also leading to some long range problems. So, necessary action to procure and supply only standard canvas bags to all R.M.S. offices through P.S.D.s may kindly be taken early. Meanwhile it may be ensured that only good quality Canvas / polythene bags which are got manufactured by the Department are supply.

20. Review the MACP clarifactory orders and rectify the issues like, non drawal of spl allowance on acquiring MACP, wrong interpretation of Illrd MACP to departmental promotes only after 30 years, Counting as double promotions as MTS & Mailguards even in the case of promotion to Mailguard on GDS quota, non counting of training period for MACP, ignore promotions acquired on Departmental exam for MACP.

21. Providing for procuring an uniform size bags for handling business mails in RMS offices. The Department of Post has introduced business mail with an intention to earn more revenue by attracting business mail .Unfortunately while handling the business mail proper steps have not been taken for closing of business mail in proper bags for conveying the mail. The mails are being closed in unsized bags, over weight bags and some times in wooden boxes which is resulting inconvenience to the RMS staff while handling the mail. We demands that to procure uniform size bags so that the business mail can be handled with proper care. It is hoped the suggestion would be appreciated by the department

AGITATIONAL PROGRAMME

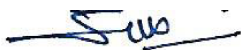
One Day Massive Dharna in front of Dak Bhawan on 4th September, 2018

We appeal the Secretary, Department of Posts to settle the problems mentioned above within the time frame, failing which we will be compelled to resort higher form of trade Union actions without further notice. We hope that the Deptt will take immediate actions for the settlement of the issues so that the peace , tranquility and relations between the Staff Side and administration may I remain settled.

With regards.

Yours sincerely,

(Giri Raj Singh)
General Secretary R-III



(P.Suresh)
General Secretary R-IV

(Nirjesh Tyagi)
General Secretary NUR-III



(Prithviraj Bavekar)
General Secretary NUR-IV