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RMS SENTINEL

Editor : D. THEAGARAJAN

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WE ARE DISAPPOINTED

7th CPC has submitted its report to the Government in the month of November 2015.

The recommendation of the 7th CPC is a severe setback to the employees of the Central Government. All the demands placed by the FNPO and NFPE have summarily been rejected by the commission. The minimum pay of Rs. 18000/- fixed by the commission for the Central Government employees is against Dr. Aykroyd formula. There is no upward improvement in the case of annual increment. In the case of HRA, rationalization adopted by 7th CPC brought reduction of HRA. The important advances like Medical Advance, Festival Advance, Natural Clamaity Advance, LTC and TA advance are cancelled. This is an utterly detrimental step to employees.

The above are important and a few disappointing factors in the 7th CPC. Coming to the Postal employees, we are totally deceived and our Department of Posts did not submit note in favour of Postal employees to the Pay Commission. This is a big setback to us. For example, if any TSCL working in RMS is appointed as MTS in the Department, the salary of TSCL in the MTS cadre will be decreased. Salary in the entry cadre of TSCL is Rs. 16370/- as on date. After the appointment as MTS from TSCL Cadre, if one is provided with staff quarters, his salary will become

lesser by Rs. 320/- In the case of SA and PA, benefit after implementation of 7th CPC it is not even equal to two DAs. How can we remain silent seeing this retrograde recommendations. Our demand of Special pay for MMS Drivers, treating Artisans on par with Railways is totally rejected.

Our demand on PO & RMS Accountant has not been considered. How we can be a mute spectator seeing this?

NJCM met on 8-12-2015 and a Charter of Demands relating to Pay Commission on common issues submitted to the Government.

In regard to Postal demands, both the Federations submitted a joint Memorandum to the Secretary (Posts). Extracts from the Joint Memorandum on RMS and MMS issues are published elsewhere.

I appeal to Circle Secretaries, Divisional Secretaries and Branch Secretaries to kindly convene a meeting at your level and explain how we are disappointed by 7th CPC on common issues and how we are deceived on Postal matters. This is a prime duty of the office-bearers today.

The CHQ hopes you will take up the issues to rank and file and make them ready for confrontation if our requests are not considered by the Government.

JOURNAL OF THE NATIONAL UNION OF RMS & MMS EMPLOYEES, GROUP 'C'
CH 17-1-18, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

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ANALYSIS ASSESSMENT BY ON THE RECOMMENDATION OF 7TH CPC

MINIMUM PAY : Though the Commission claims to have adopted Dr. Aykroyd formula in calculating minimum wages, the rates of commodities based on which the recommendations of the commission is made is significantly deviating from the rates mentioned in the National Council of JCM proposal. The JCM proposal in this regard should be reiterated. A comparison between existing and proposed VII CPC minimum pay is given below. The retrograde nature of the commission's recommendations in this regard can be understood by this table.

Pay Elements	VI CPC	VII CPC	Difference
Basic Pay	7000	18000	11000
@125%DA	8750	0	-8750
Transport Allowance	1350	1350	0
Total	17100	19350	2250
HRA	1400	2800	1480
Total (With HRA)	18500	22230	3730
NPS deduction	-1575	1800	-225
CGEGIS deduction	-30	-1500	1470
Total deductions	-1605	-3300	-1695
Net Pay after deductions (with HRA)	16895	18930	2035
Net Pay after deductions (with out HRA)	15495	16050	555

From the above picture, it is clear that the VII CPC recommendations are not giving fair wages and the total pay increase is meager for next 10 years. Therefore, the minimum pay needs to be increased accepting the proposal of National Council JCM.

NEW PAY STRUCTURE: The present system of pay bands and grade pay has been dispensed With and a matrix has been recommended. The New system is an extension of system Of Pay Scales, albeit, with a progressive Increment of 3% instead of fixed Increments. Unlike VI CPC, Minimum pay fixed on promotion is at par with the initial pay fixed direct recruits in the same grade. However, the fixation benefits on promotion, particularly from Level 2 to 3, 3 to 4 & Level 4 to 5 is significantly less compared to VI CPC Structure. National Council JCM demand of fixation benefit of two increments should be reiterated or at least 5% should be ensured. A comparison of the promotion benefit for the after 10 years of service in their respective grades is given below.

Existing benefit on promotion	% to VI CPC Basic Pay	Benefit proposed by 7th CPC	% to VII CPC Basic Pay
MTS to LDC	340	4.0	1000 4.1
LDC to UDC	830	6.8	1100 4.1
UDC to OS	1830	11.4	1100 3.2

FITMENT: The fitment of the pay in the new pay structure is recommended at 2.57 times of the Basic Pay drawn, which has been arrived based on the Minimum Pay of VI CPC and the proposed Minimum Pay by VII CPC. The NC JCM proposal of Minimum Pay and Fitment ratio should be reiterated.

Annual Increment: The rate of annual increment is being retained at 3 percent. The Demand of 5% should be reiterated. Further, it is seen in the Pay Matrix recommended by the commission the increment is below 3% in certain stages. It appears that the commission has rounded the value to the nearest 100. It is demanded that at least 5% increment can be ensured.

Modified Assured Career Progression (MACP) : The continual of upgradations in 10, 20 and 30 years is disappointing and improvement as demanded by NC JCM should be reiterated. The demand of granting MACP upgradations in the promotion hierarchy has been recommended. Implementation of the same is to be ensured. The retrograde recommendations of enhancing the benchmark for MACP has been 'Good' to 'Very Good' and withholding of annual increments in the case of those employees who are not able to meet the benchmark either for MACP or a regular promotion within the first 20 years of their service is to be withdrawn totally.

CADRE REVIEW : The commission has recommended a new system, supposedly to hasten the process of cadre reviews and reduce the time taken in inter-ministerial consultations. It may be demanded that as soon as the concerned department finalizes a proposal in consultation with representative members from the DoP&T and the Dept. of Expenditure, a provisional recruitment rule may be published with the assent of the President of India (excluding any increase or decrease in the total number of posts in the cadre) such that the provisional Rule satisfies statutory requirements. Therefore, the concerned departments or the cadre review committee may assess the proposal in detail and initiate proceedings for a permanent recruitment rule.

COMMON CATEGORIES:

DRIVERS: The Commission has refused to recommend any changes in the cadre structure. It may be demanded that at least Drivers who have completed 55 years of age and in the special Grade holding Rs.4200/- GP may be allowed transfer to any other administrative grade such as charge man (NT), OS etc.

.WORKSHOP STAFF: The Demand of the NJCA to upgrade the pay of semi-skilled workers from GP Rs.1800 to Rs.1900 and consequent upgradations of other higher posts have been rejected by the Commission on the grounds that VI CPC has stated

that the posts of skilled and highly skilled workers have an established relativity with the posts of LDC's and UDC's respectively and had recommended retention of this relativity. This is an erroneous argument since one can never equate the qualifications, skill level etc. required for these posts. A semi-skilled worker is paid at least the pay of an LDC and the skilled & highly skilled workmen paid correspondingly higher pay. The HS II & I grade has to be merged and should be treated as a feeder grader for charge man.

The commission has also further misguided the government that master craftsman is a feeder post of charge man. As per the SRO of charge man, its feeder grade is highly skilled Grade I, falling which highly skilled Grade II. The master craftsman grade was created during the 3rd CPC period equivalent to the chageman post to avoid loss of skilled workmen. This whole history has been conveniently ignored by the commission.

NOTE: with regard to fire-fighting staff and workshop staff it may be demanded that a sub-committee of the national council JCM may be instituted to study the demands and finalize the pay structure of these cadres within three months.

ALLOWANCES:-

1.HRA:-

Reduction of the percentage of HRA for X,Y,Z classified cities from 30,20,10 to 24,16,8 to be withdrawn and at least the existing percentage should be retained.

2.RISK ALLOWANCE:

The commission has wrongly understood that the Risk Allowance paid at present is only Rs.60/- Risk Allowance is at present paid @ Rs.120/- per month to compensate employees for performing work involving serious health hazards, which might also lead to the death of the employee. Risk Allowance should be retained and included in at least R2H3 cell of the Risk and Hardship index.

3.TRANSPORT ALLOWANCE:

The commission has rejected any increase in Transport Allowance and has only recommended a merger of the DA component with the Allowance. The ground that since TA is fully indexed with DA for refusing any increase is illogical. By extending the same logic, it can be said that since the pay of employees are fully indexed to the consumer prices by way of grant of DA, there is no requirement of pay commissions. Attempts may be made to reduce the slabs from the present three

to two, i.e., one slab for level 8 & below and another for Level 9 and above. In this regard, 1.5 times increase in the existing TA may be demanded as given below.

Pay Level	Higher TPTA Cities	Other Places
Level 9 & above	10800 + DA	5400 + DA
Level 2 & 3	5400 + DA	2700+DA
Level 1 & 2	2700 + DA	1350 + DA

4.Children's Education Allowance:

The recommendation regarding simplification of procedures is welcome and implementation of the same may be ensured. Extending the benefit of CEA upto graduate/Post Graduate and professional courses to be taken up.

5.Dearness Allowance:

There is no detail regarding the base year for computing DA after 01.01.2016. The Base Year of 2001=100 to be taken up.

6.Family Planning Allowance:

The commission has recommended abolition of the same. It against the government's policy of two child norms. At least 3% of the minimum of the pay level corresponding to the grade occupied by the employee during the Family planning procedure should be given. For example as per the recommended pay of the commission, if an employee had undergone the procedure when he was in highly skilled grade (Level 5 – Minimum Pay Rs.29200/-), he should be eligible for at least Rs.900 (876 rounded to Rs.900) as FPA, Double rate of FPA may be demanded for employees undergoing the procedure after one child.

7.Fixed Medical Allowance:

Status quo has been recommended by the commission for Fixed Medical Allowance. This allowance is an optional Allowance taken only when the pensioner opts to forego facilities under CGHS. This allowance has to be increased to at least Rs.2000/- per month as demanded.

ADVANCES:-

The recommendation of the commission to abolish all advances excluding HBA and computer Advance is an unwelcome gesture. It is very clear that the commission was driven by an urge to curtail benefits of the employees without any application of mind. It can be seen that the commission has also abolished critical advances such as Medical Advance and LTC Advance

without understanding their significance. All the Advances have to be retained and fixed rate advances should be increased by at least by 2 times. As an alternative, it may be demanded that a General Interest free Advance of Rs.20,000/- every year and a General Advance of Rs.1,00,000/- with 9% interest every 5 years may be granted to all employees covering all reasons other than HBA.

About 52 types of Advances have been abolished including small Family Allowance which is an injustice.

With regard to HBA, the Commission has recommended increase in the ceiling of HBA, which would only benefit employees in the Higher pay level. The construction costs have skyrocketed and the employees are compelled to seek loans from other financial institution at higher interests. While the cost ceiling recommended for any employee newly recruited in Level 1 is more than 24 lakhs, the ceiling in the Amount of Advance eligible for the employees at 34 times the Basic pay is illogical. It may be demanded that the amount of advance payable for an employee be fixed based on the repaying capacity of the individual subject to his/her repaying capacity. Further, the loan may also be extended to purchase of plots even if construction is not planned immediately.

CHILD CARE LEAVE:

The retrograde recommendation of the commission to curtail pay for CCL by 20% during the second year is not in line with the CCL to the women employees. The status quo to be maintained if no improvement is possible.

CGEGIS:-

The recommendation of the commission to increase the monthly deduction, though the insurance amount has been substantially increased is problematic. When the monthly deduction is made compulsory, this further depreciates the take home pay, particularly for the employees covered under the New Pension Scheme. Compulsory monthly deduction has to be reduced to not more than Rs.150/- per month and a provision for an optional scheme on the lines of the recommendation of the commission may be introduced.

MEDICAL FACILITIES:-

The recommendation of the commission to introduce health insurance should be opposed tooth and nail. The health of the central government cannot be left at the mercy of insurance companies

and their machinations. The strengthening of the existing CGHS and CSMA facilities is the need of the hour. The commission's recommendations regarding empanelment under CGHS of hospitals empaneled under CSMA and the extension of CGHS facilities to other cities is welcome. Further, it is seen that the rates prescribed for treatment under CGHS & CSMA are way below the prevailing market rates. It should be demanded that the same may be reviewed and brought at par with market rates and the same should be reviewed every 6 months to reflect the fluctuations in the market.

PENSION:-

More than 10 proposals were submitted before the commission on behalf of the employees, However, the commission rejected every proposal except parity between pre and post 7th CPC retirees, increasing the Gratuity ceiling from 10 to 20 lakhs, grant of death gratuity at the rate of 20 times monthly emoluments for employees dying in harness between 11 years and 20 years of service. Others demands has to be re-iterated. The recommendations regarding parity of pre and post 7th CPC retirees are welcome and implementation of the same should be ensured.

NPS:-

The demand of the NC JCM to scrap the scheme has been rejected by the commission and it has recommended certain tinkering with the existing scheme. We have to continue to oppose the scheme in Toto and demand to oppose the NPA should be applicable to all employees. In the mean time we have to forcefully demand that the pension and family pension which is eligible to employees appointed before 2004 should be ensured by the government to all employees at present covered under NPS, whether NPS is in vogue or not. We need to fight with determination to achieve this.

BONUS:

The commission has recommended a performance Related pay on the lines of performance Related incentivize employees performing well, the move to abolish PLB is not agreeable. PLB is equal to the Bonus paid under payment of Bonus Act. Historically, Bonus is considered as deferred wages and not an incentive and a minimum bonus is prescribed even for loss making companies under bonus act. Any incentive scheme, which abolishes the existing PLB, should be opposed tooth and nail Increasing/lifting bonus ceilings as demanded should be re-iterated.

Circle Conference NUR-C Haryana Circle

Circle Conference NUR-C Haryana Circle was held on 26-11-2015 to 28-11-2015 at CH 17-1-18, Atul Grove Road, New Delhi-110001 under the president ship of Shri J.S. Sodhi. the following office bearers were elected unanimously for the next two years-

President	Shri Dinesh Kumar Yadav SA	HRO'D' Division New Delhi
Vice President	1. Shri Sunil Kumar SA	HRO'HR' Division Ambala
	2. Shri Anuj Kumar SA	HRO'HR' Division Ambala
	3. Shri J.S. Sodhi LSG SA	HRO'D' Division New Delhi
	4. Shri Manoj Kumar SA	SRO'HR' Division Kurukshetra
Circle Secretary	Shri Sohan Lal SA	HRO'HR' Division Ambala
Asstt.Secretary	1. Smt.Sudesh Rani SA	HRO'D' Division New Delhi
	2. Shri Rohit Kumar SA	SRO'D' Division Gurgaon
	3. Shri Mukesh Saini LSG Sup.	HRO'D' Division New Delhi
	4. Shri H.S. Yadav SA	SRO'D' Division Rewari
Cashier	Shri Ashok Kumar SA	HRO'D' Division New Delhi
Asstt.Cashier	Smt. Reena Kumari SA	SRO'D' Division Rohtak
Org. Secretary	Shri Brij Lal SA	SRO'D' Division Faridabad
Asstt. Org. Secretary	Shri S.M. Gupta SA	HRO'HR' Division Ambala
Auditor	Smt. Pushpa Kalwani SA	HRO'D' Division New Delhi\

PROCESS TO EXAMINE THE RECOMMENDATIONS MADE IN THE REPORT OF 7TH CPC REPORT – MODIFICATIONS SOUGHT FOR RMS & MMS

I. PAY STRUCTURE

1. Sorting Assistants

Please refer to Chapter VI & VII of our memorandum submitted to 7th CPC (Copy enclosed). We have explained in detail the job evaluation of PA/SA and has demanded enhancement of existing grade pay of 2400 to 4200 and minimum qualification for direct recruits from class XII to Graduation. Commission has recommended that there is no justification for the upgrade sought (Para 11.8.24)

Modification sought for: - As the department is implementing the IT Modernisation project including Core Banking Solution and Core Insurance Solution, the nature of work of PA/SA cadre has become highly complicated and high-tech. In addition there are other duties performed by PA/SA cadre which we have elaborately explained in Chapter VI and VII of our memorandum. As there is enough justification for upgradation of Grade pay of PA/SA from 2400 to 4200, we demand the Department to take up the case with Government to grant the enhanced pay scale, modifying the recommendations of the Pay Commission.

2. Lower Selection Grade (LSG), Higher Selection Grade-II (HSG-II) and Higher Selection Grade-I (HSG-I)

Chapter VIII and IX of the memorandum may please be referred. Consequent on our demand to upgrade PA/SA grade pay from 2400 to 4200, the grade pay of LSG, HSG-II and HSG-I may be upgraded to 4600, 4800 and 5400. Seventh CPC has rejected our demand with the remark – “There is no justification for the upgrade sought.” (para 11.8.24).

Modification sought for: - Taking into consideration, the arduous nature of supervisory duties performed by the LSG, HSG-II and HSG-I officials as explained in chapter VIII and IX of our memorandum the upgraded pay scale corresponding to grade pay 4600, 4800 and 5400 may be granted to officials promoted to the above supervisory posts.

4. PO & RMS Accountants

Our demand for placing the PO & RMS Accountants at par with Organised Accounts cadre is rejected by the 7th CPC (Para 11.8.30) stating that the proposal is in the nature of cadre restructuring, which is not in its ambit (Para 11.8.31).

Notwithstanding our claim to treat PO & RMS Accountants at par with organised Accounts cadre, we have requested the 7th CPC that PO & RMS

Accountants be declared equal to LSG and their pay scale be fixed to the proposed grade pay of 4600/-. Further promotion to the Accountant may be under the ratio 50:30:20 in higher grades and granted pay scales equivalent to grade pay 4800 and 5400. (HSG-II and HSG-I). A separate channel of promotion for advancement of their carrier should be considered. (Chapter XI Para 11.7.4 of our memorandum)

Further we have demanded the 7th CPC that the special allowance granted to PO & RMS Accountants may be counted towards fixation of pay on promotion with effect from 01.01.1996 and set aside the anomaly existing (Chapter XI-Para 11.7.5 (i) of our memorandum).

Unfortunately both the above demands has not been considered at all by the 7th CPC. In view of the above we request that the following demands of the PO & RMS accountants may be considered favourably by the Government while implementing the 7th CPC recommendations.

(i) PO & RMS Accountants may be granted LSG pay scale and separate promotional channel at the ration of 50:30:20 (LSG, HSG-II & HSG-I).

(ii) The Special allowance drawn by the PO & RMS Accountants may be counted for pay fixation at the time of promotion.

PO & RMS Accountants Special Allowance stands abolished by 7th CPC

Your kind attention is drawn to para 8.2.5 of 7th CPC report under chapter “Allowances”, which reads as follows:

Para 8.2.5 – “Any allowance not included here (and hence not reported to the commission) shall cease to exist immediately. In case there is any demand or requirement for continuance of an existing allowance which has not been deliberated upon or covered in this report, it should be re-notified by the Ministry concerned after obtaining due approval of the Ministry of Finance and should be put in the public domain.”

We have gone through the entire chapter “Allowances” of 7th CPC. There is no mention about the “PO & RMS Accountants Special allowance” in this chapter and hence 7th CPC has not deliberated upon it and no recommendation for enhancement is given. It means that Department of Posts has not reported this allowances to 7th CPC. Hence as per the recommendation of the Pay Commission the PO & RMS Accountants Special allowance will stand abolished immediately. This should not happen under any circumstances. Due to an omission on the part of the Department of Posts, the PO & RMS

Accountants should not be made to suffer, Hence we request that the Department should convince the government that PO & RMS Accountant special allowance is to be continued and also enhanced as per the 7th CPC formula.

12. Mail Motor Service (MMS):

(a) MMS Drivers – In Chapter XVIII para 5 of our memorandum submitted to 7th CPC, we have requested that MMS Drivers shall not be equated with staff car drivers as MMS drivers are driving heavy duty vehicles in most of the cases. Further they are exchanging valuable mails such as mail bag, Parcel bag, Cash bag, stamps bag, Speed Post bags etc. from post offices and handing over the same to RMS under acquittance. They are responsible for transportation of mail between RMS offices and post offices. Hence we have demanded upgradation of pay scale of MMS Drivers with GP 2800.

Unfortunately, the 7th CPC has not examined our demand. Hence we request the Department to consider the demand favourably.

(b) Despatch Riders (MMS) – The Recommendation of the 7th CPC is furnish below:

Para 11.8.34 - A demand has been made for merger of the post of Despatch Riders with MMS Drivers as the nature of their work is similar.

Para 11.8.35 – The Commission is of the view that this is an administrative matter and it is for the department to take a view.

As 7th CPC has clearly stated that Postal department can take a decision regarding merger of Despatch Riders (MMS) with Drivers (MMS), we request the department to accept our demand and issue orders accordingly.

(C) Artisans: The recommendations of the 7th CPC is furnished below:

Para 11.8.42 – A demand has been made to upgrade the levels of Artisans at par with those in Railways and Defence. In their memorandum the staff side has pointed out that the 5th CPC had clubbed both pay scales of Artisan Grade-I (1320-2040) and feeder posts of Artisan Grade-II (1200-1800) into one pay scale of 4000-6000. This anomaly, as the staff side pointed out was rectified in respect of Artisan staff of Railways and Defence whereby Artisan Grade-II were placed in the pay scale of 4000-6000 and Artisan Grade-I were placed in the pay scale of 4500-7000.

Accordingly the staff side has urged that the pay scales as implemented for Artisans of Railways and Defence be given to Grade-I and Grade-II Artisans of MMS of Department of Posts.

Para 11.8.43 – The Commission has observed that the 6th CPC has upgraded the post of Artisan

Grade-I to GP 2800 as a consequence of which the anomaly in the hierarchical structure of artisans in the Department of Posts had got resolved. The Commission is of the view that no anomaly exists in the present pay structure of these posts. The cadre of artisans in the Department of Posts shall accordingly be extended only corresponding replacement level of pay.

Notwithstanding the recommendations of the 7th CPC, We request the department to consider and implement the agreed proposals of the Cadre Review Committee in respect of Artisans of MMS.

(d) Technical supervisors: The recommendations of the 7th CPC are furnished below:

Para 11.8.46 – A demand has been submitted to grant higher grade pay to the isolated post of Technical Supervisors of Mail Motor Service (MMS) to which the entry is presently GP 4200 with minimum qualification of diploma in Mechanical/Automobile Engineering with two years of experience.

Para 11.8.47- The commission notes that the existing level of Technical Supervisors in MMS is in line with the 6th CPC recommendations that posts carrying minimum qualification of Diploma in Engineering should be placed in GP 4200. Hence they are placed at the appropriate level and no upgrade recommended.

Notwithstanding the recommendations of 7th CPC we request the Department to implement the agreed proposal of Cadre Review Committee in respect of Technical Supervisors in MMS.

(e) Eventhough we have explained and submitted our demand regarding the following categories of MMS staff also to the 7th CPC in Chapter XVIII of our memorandum, the pay Commission has not examined our demand.

- | | |
|---------------------|-------------------------------------|
| 1. Cleaner | 6. Store Officer |
| 2. Charge hand | 7. Foreman |
| 3. Inspector | 8. Head Clerks |
| 4. Asst. Manager | 9. Manager |
| 5. Office Assistant | 10. Postal Machine Assistants (PMA) |

(f) Superintendent Sorting (Gazetted) –There are 4 Posts of Superintendent Sorting (Gazetted) in the Grade Pay of Rs.4600/- . This is a promotional post from HSG-I which is also in the Grade Pay of Rs. 4600/- (Non-Gazetted) Promotion to Gazetted Cadre from non- Gazetted cadre is in identical Pay Scale. This is an anomaly. Grade Pay of Superintendent sorting may be upgraded to Rs. 4800/-.

We reiterate our demand and request department to consider it favourably.

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GENERAL SECRETARY'S LETTER

Reached Delhi on 26-11-2015

X FEDERAL CONGRESS : Tenth Federal Congress was held from 3-11-2015 to 6-11-2015 at Kolkata under the Presidnetship of Sri T.N. Rahate. Details of the Congress and related matters have already been published in the Federal Sentinel and also posted in our Website (www.fnpo.org).

S/Sri T.N. Rahate, D. Theagarajan, D. Kishan Rao and Brij Mohan have been unanimously elected as President, Secretary-General, Deputy Secretary General and Finance Secretary respectively.

7TH CENTRAL PAY COMMISSION

The Chairman 7th CPC has submitted his report on 18-11-2015. The 7th CPC has rejected all the demands of FNPO and NFPE.

In regard to RMS and MMS our joint objection is printed elsewhere. Joint Memorandum on postal issues and common issues (NJCM level) is printed in Federal Sentinel and our website. www.fnpo.org

FNPO APPEALED TO THE DG POSTS : After seeing the 7th CPC's recommendation, the FNPO has appealed to the Secretary (Post) to finalise the Cadre Restructuring for PA/SA/MMS.

MEETING WITH POSTAL BOARD MEMBERS

The SG FNPO met Members of the Postal Services Board on 26-11-2015 and discussed the following matters.

1. Finalisation of Cadre Restructuring of all cadres.

2. Copy of the note submitted to the 7th CPC from the Dept. of Posts.

BLACK DAY OBSERVED : The NJCM has decided to observe 27-11-2015 as Black Day in protest against the 7th CPC recommendation. This was observed throughout the country. Reports received by the CHQ that many circles observed Black day on 27-11-2015 in a vigorous manner.

BILL ON BONUS ACT : It is informed by the Prime Minister that Bill on Bonus Act will be tabled in the Parliament to amend the Bonus. Act with a view to enhance the bonus to the working class. Let us hope our demand in this regard will be considered positively.

APPEAL TO CIRCLE SECRETARIES :

Circle Secretaries are requested to meet their Circle offices to ascertain exact membership position as well as working strength of staff and intimate the same to the CHQ as early as possible.

**WITH HAPPY NEW YEAR
GREETINGS TO OUR MEMBERS.**



Yours fraternally,

(D. Theagarajan),
General Secretary

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

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