



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS' ASSOCIATION
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Dated: 23rd August, 2017

To,
The Presidents/General Secretaries,
All Units/Circles of ITGOA/ITEF.

Dear Comrades,

Minutes of the All India Convention of Income Tax Casual Workers' Association
held on 14.08.2017 at Multipurpose Hall, Aayakar Bhawan, Kolkata

A historic event for the interest of the casual workers in the Income Tax Department took place on 14th August, 2017 under the auspices of the Central JCA, New Delhi and hosted by the Casual Workers' Association, West Bengal with the support of the JCA, WB.

Amidst profound enthusiasm, the first All India Convention of the Casual Workers of the IT Department was held at Aayakar Bhawan, Kolkata (Com. Rajarshi Das Gupta Nagar, Com. Sujit Ganguly Manch). 98 delegates and observers from 16 regions (except Kerala and Gujarat) of the country, who are working as Casual Worker/Daily Paid Labourer/Contingent Labour in the Income Tax Department, took part in it, shared their experience and pledged for achieving their minimum demands.

Com. A.K. Kanojia, President, ITEF, CHQ hoisted the red flag and wreaths were laid at the martyrs' column. Com. Mrinal Kanti Chanda, Chairman, Reception Committee and former President, ITGOA, WB Unit delivered welcome speech greeting all. He formed a presidium incorporating Com. A. K. Kanojia and Com. Amitava Dey, Vice-President, ITGOA as members. Leaders of the various service associations of I.T. Department, both former and current, were felicitated. Veteran respected leader of JCA, Com. Debnath Mukherjee inaugurated the proceeding with his brief speech. The other leaders on the dais apprise the house of the new alarming trend in the form of Govt. Policy to contracturise the jobs of these CLs/DPLs/Contingent workers. The leaders observed that it becomes a Call of the Day to organise the members of these category so that they can wrest their legitimate demands from the unwilling hands of the Govt. The initiative to form an All India organisation of the Casual workers in the IT department across the country is felt as the predominant need of the day. The effort of the Central JCA to organize the convention for discussion and constitution of the 'Preparatory Committee' was thus considered as a very forceful step to place their demands in one single loud voice. The Convention was also addressed by Com. A.K. Kanojia, Com Amitava Dey, Com. Rupak Sarkar, Secretary General, ITEF and Com K.K.N. Kutty, President of the Confederation of CG Employees and Workers and they briefly stated about the attitude of the Govt. against the working class as also against the employees.

The delegates and the observers thereafter shared their experiences. In many regions no rule, as prescribed, is at all followed and in one office of the Southern part of the country, no salary is being received by one attending delegate for about three years, as reported. One DPL even committed suicide, which however did not create any impact upon the Administration. In many regions, the DPLs have not been getting their wages on the following month, though it was assured by the then Chairman of the CBDT during a video conference that the same would be paid by the 10th of the following month. No arrear has yet been received in most of the regions, even as per recommendation of the 6th CPC, not to speak of the 7th CPC.

It was reported that in a region, while the requirement of casual workers is only of hundred (100), the Administration engaged two hundred (200) casual workers. First group of 100 workers work for only three months which is followed by the other group of 100 workers for next three months and such rotation continues. In another I.T building in another region, a working casual labour was suddenly placed under the disposal of a contractor. As a result the said casual labour now receives payment of a paltry sum of Rs.4000/- a month, while the contractor draws from the Department much higher an amount. The experiences shared by the delegates have shown that 'Equal pay for Equal work' is still a lure.

A draft Constitution of the Association was accepted by the house and handed over to all the delegates, attended from different regions, for confirmation in the general body meeting which is to be organised within one year.

Resentment all over the country amongst the casual workers has long been flared up; but the voices couldn't be raised due to the lack of an organization. This has prompted the leaders of the JCA to deeply ponder it and unite them under one platform. Accordingly, a preparatory committee is formed from the convention as under:

PREPARATORY COMMITTEE
OF
ALL INDIA CASUAL WORKERS ASSOCIATION
NOMINATED FROM THE PRELIMINARY CONVENTION
HELD ON 14TH AUGUST, 2017 AT KOLKATA

PRESIDENT	:	COM. K K N KUTTY
WORKING PRESIDENT	:	COM. ASHOK KANOJIA
VICE PRESIDENT	:	COM. RAJESH (UP WEST)
	:	COM. SANJAY PANDEY (UP EAST)
	:	COM. PIJUSH AICH (BENGAL)
GENERAL SECRETARY	:	COM. AJMER SINGH (NWR)
ADDL. SECRETARY	:	COM. PRADEEP (DELHI)
JOINT SECRETARIES	:	COM SHEW KUMUR (UP WEST)
	:	COM. AMIT BHARDWAJ (UP EAST)
ORGANISING SECRETARIES	:	COM. SANDEEP GANGUDE (PUNE)
	:	COM. NARESH KUMAR (AP & TS)
	:	COM. MRIDUL MUKHERJEE (WEST BENGAL)

	: COM. ASHOK (MUMBAI)
FINANCE SECRETARY	: COM. RAM KUMAR (DELHI)
ASST. SECRETARIES	: Com. SARVANAN (KTK & GOA)
	: COM. SHANKAR LAL SHARMA (RAJASTHAN)
	: COM. ASHOK VERMA (MP & CG)
	: COM. BIJAY KR SINGH (BIHAR)
	: COM. BIJAY KR. JANA (ODISHA)
	: COM. MADAN LAL (NWR)
	: COM. LAXMI BARMAN (NER)
	: COM. GOUTAM MUKHOPADHYAY (WEST BENGAL)
AUDITOR	: COM. PRAMOD (DELHI)
CHIEF ADVISOR	: COM. DEBNATH MUKHERJEE (ITGOA)
ADVISORS	: COM. MRINAL CHANDA (ITGOA)
	: COM. Y. PUROHIT (ITEF)
	: COM. RAJENDRA MEENA (ITEF)
	: COM. BARUN GHOSHAL (ITEF)
	: COM. ASIT CHOUDHURY (ITEF)
	: CONVENORS, CENTRAL JCA

From the convention it is decided to form a unit where more than 10 numbers of casual workers are working and region level organisations should be formed through organizing conferences by March, 2018. The first all India Conference of this organisation will be organised within one year. Primarily, the casual workers engaged prior to the OM dated 10th December, 2008 of DoPT and still working in the Department will be eligible for taking membership of this organisation. In the first conference, the issue for extending membership to the casual/contract workers engaged after the above mentioned OM of DoPT will be discussed. The Joint Conveners of JCA of each Region/Circle are requested to extend your co-operation to form region level organisation of above mentioned casual workers within March, 2018.

The following resolutions on demands were accepted in the convention:

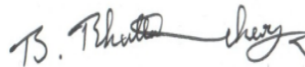
- a) Withdraw the order dated 13thMay 2013 of V&L, CBDT and cancel the contracterisation.
- b) Equal wage and equal service conditions for similar and equal nature of job.
- c) Extension of similar benefits of grant of Temporary Status Scheme, 1993 to Casual Workers serving continuously for more than 1 year.
- d) Extension of Employees State Insurance Scheme.
- e) Introduction of any scheme for payment of Pension.
- f) Payment of Gratuity under Gratuity Act, 1972.
- g) Introduction of scheme for absorption in the MTS Grade.
- h) Filling up of 25% of vacant posts in Direct Recruitment quota in MTS Grade.

- i) Revision of rate of wages with effect from 01.01.2006 and 01.01.2016 in terms of Recommendations of VI & VII CPC, wherever it is pending.
- j) Raising income ceiling of wages for the purpose of Ad-hoc Bonus.
- k) Grant of One weekly paid-off in terms of the Govt. Instruction.
- l) Issuance of Identity Card.

Com. Amitava Dey, Vice-President, ITGOA proposed vote of thanks and Com. Ashok Kumar Kanojia, while declaring the formal conclusion of the deliberation, also thanked all for the contribution made in enriching the discussions.

With fraternal greetings,

Yours comradely,



(Bhaskar Bhattacharya)



(Rupak Sarkar)

Joint Convenors