

**INCOME TAX  
EMPLOYEES  
FEDERATION**



**President: Ashok Kr Kanojia**  
**9013850795**

*Since 1953*

**CENTRAL HEADQUARTERS**

A2/95, Manishinath Bhawan,  
Rajouri Garden, NEW DELHI-110027  
Tel.011-2510 5324; 2593 7462  
Website: [www.itefchq.org](http://www.itefchq.org)  
Email. itefcentral@gmail.com

**Secretary General: Rupak Sarkar**  
**8902198000**

Dated: 10<sup>th</sup> October, 2017

NOTICE

Notice is hereby given for the Secretariat meeting of the ITEF on 10<sup>th</sup> November, 2017 at 4 PM at Manishi Nath Bhawan, A-2/95 Rajouri Garden, New Delhi to discuss the following agenda.

Agenda:

- a. Review of implementation of the programme called by the Confederation.
- b. Discussion on pending issues including Recruitment Rules of Executive Assistant and Inspector.
- c. Chalk out agitation programmes, if there is no progress on the pending issues within 31<sup>st</sup> October, 2017, as per discussions of last working committee meeting at Nagpur.
- d. Any other matter with permission of the chair.

All secretariat members, the auditor and advisory committee members are requested to attend the meeting positively. In absence of any Secretariat members, the Circle Presidents/Secretaries may attend the meeting to ensure representation of the Circles.

All Circle Secretaries are requested to follow the circulars of Confederation (enclosed herewith) and participate in all the programmes actively. Kindly send volunteers for relay dharna as per list annexed.

Yours comradely,

(Rupak Sarkar)  
Secretary General

**Relay Dharna programme from 9<sup>th</sup>-11<sup>th</sup> November, 2017 called by the Central Trade Unions,**

The number of volunteers may deploy from the Circles:

SL NO	CIRCLES	NUMBER OF VOLUNTEERS			Number of
		9 <sup>th</sup> Nov, 2017	10 <sup>th</sup> Nov, 2017	11 <sup>th</sup> Nov, 2017	Volunteers
					From Casual Workers Assoc.
1	<b>A P &amp; Telengana</b>		5	5	2
2	<b>Bengal</b>		5	5	2
3	<b>Bihar</b>		2	2	2
4	<b>Delhi</b>	150	25	25	50
5	<b>Gujarat</b>	10	10		2
6	<b>Karnataka</b>		5	5	2
7	<b>Kerala</b>		2	2	2
8	<b>M P &amp;CG</b>		5	5	2
9	<b>Mumbai</b>		10	10	2
10	<b>N E R</b>		2	2	2
11	<b>N W R</b>	10	50	10	40
12	<b>Orissa</b>		2	2	2
13	<b>Pune</b>		2	2	2
14	<b>Rajasthan</b>	5	5	50	10
15	<b>Tamil Nadu</b>		5	5	2
16	<b>East UP</b>	5	25	5	50
17	<b>West UP</b>	10	10	50	50
18	<b>Vidharba</b>		2	2	2

**Confederation Circular dated 07-09-2017**

**1. Confederation Charter of Demands - Organise Next Phase of agitation with large participation of employees & Pensioners:**

- (1) 19th September 2017 (Tuesday) - Mass dharna at all District Headquarters.
- (2) 17th October 2017 (Tuesday) - Mass dharna at all State Capitals.
- (3) 2017 November 9th, 10th & 11th - Three days "Maha Dharna" at New Delhi along with Central Trade Unions and other independent Federations.
- (4) Indefinite strike in 2018 jointly with Central Trade Unions and other independent Federations.

**2017 November 9th, 10th, 11th - Delhi Maha Dharna:**

The following quota is fixed for Delhi Maha Dharna for each day. All affiliated organisations and C-O-Cs are requested to ensure participation of employees as per quota fixed. Quota fixed is minimum and maximum effort may be made for participation of employees more than the quota.

	<b>09-11-2017</b>	<b>10-11-2017</b>	<b>11-11-2017</b>
1. National Federation of Postal Employees (NFPE)	600	600	600
2. Income Tax Employees Federation (ITEF)	200	200	200
3. All India Audit & Accts. Association	100	100	100
4. All India Civil Accounts Employees Association	100	100	100
5. National Federation of Atomic Energy Employees	100	100	100
6. All India Central Ground Water Employees Association	100	100	100
7. Geological Survey of India Employees Association	50	50	50
8. All other affiliates	20 each	20 each	20 each
9. C-O-C Delhi	50	50	50
10. C-O-C UP	50	50	50
11. C-O-C West Bengal	50	50	50
12. C-O-C Kerala	20	20	20
13. C-O-C AP.Telengana	50	50	50
14. C-O-C Tamilnadu	50	50	50

15. C-O-C Karnataka	20	20	20
16. Rajasthan,Punjab, Haryana			
Himachal C-O-Cs	50 each	50 each	50 each
17. All other C-O-Cs	10 each	10 each	10 each
Grand total each day	2000	2000	2000
(approximate)			

All affiliates and C-O-Cs are requested to issue separate circulars fixing quota to each state and affiliates.

For Delhi Maha dharna and indefinite strike (2018) the following 12 points charter of demands approved by the National Convention of Workers will be Part-I and Confederation's 21 Point Charter of demands (see circular dated 16-8-2017 published in website and also sent by post) will be Part II of the Charter of demands.

**Part-I :- 12 point Common Charter of Demands of all workers**

1. Urgent measures for containing price rise through universalisation of public distribution system and banning speculative trade in commodity market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of Labour laws.
4. Universal social security covers for all workers.
5. Minimum wages of not less than 18000/- per month with provisions of indexation.
6. Assured enhanced pension not less than Rs.3000/- per month for the entire working population.
7. Stoppage of disinvestment and strategic sale in Central/State Public Sector Undertakings.
8. Stoppage of Contractorisation in permanent perennial work and payment of same wage and benefits for contract workers as regular workers for same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund; increase the quantum of gratuity.
10. Compulsory registration of Trade Unions within a period of 45 days from the date of submitting application and immediate ratification of ILO Conventions C-87 and C-98.
11. Against Labour law amendments.
12. Against FDI in Railways, Insurance and Defence.

## **PART II - 21 POINT CHARTER OF DEMANDS OF CONFEDERATION**

Please see Circular dated 09-08-2917.

Add the following:

Item (6) - (a) No Downsizing, Privatisation, Outsourcing and contractorisation of Government functions (b) Stop the proposed move to close down Govt. of India Presses.

Item (8) - (a) Withdraw the draconian FR 56(J) and Rule 48 of CCS (Pension) Rules 1972 which is being misused as a short-cut as purity measure to punish and victimise the employees.

(b) Withdraw all trade union victimisation and attack on trade union facilities.

Conventions, General Body Meetings, gate meetings etc. may be held in all offices/departments/state and intensive campaign and mobilisation work may be organised to make the above programmes a grand success. Notices and leaflets may be printed and circulated. Publicity may be given through local media and maximum use of social media may also be made.

Comrades, to defeat the anti-worker and anti-people policies of the NDA Government, maximum unity of the working class is the need of the hour. Only through a united struggle of the entire working class of the country these policies can be halted. Confederation being an organisation which is in the forefront of all struggles against the neo-liberal policies and also being the one and the only organisation which is continuously fighting for the demands of the entire Central Govt. employees and pensioners, has an added responsibility to make the struggle of the entire working class a grand success. An alternative policy is possible and only the working class can lead the struggle for an alternative policy and save the workers and also the common people of our country. Let us be proud to be part of such a patriotic struggle.

### **2. Towards 50th Anniversary of 1968 September 19th historic one day strike of Central Government Employees:**

2018 September 19th (next year) is the 50th anniversary of 1968 September 19th strike. Before independence and after independence, the Central Government employees had conducted many strikes. But 1968 September 19th strike is written in red letters in the history of Indian Working Class. It is because that the strike had raised the demand for a scientific wage revision based on the Need Based Minimum Wage formula approved by the 15th Indian Labour Conference held in 1957. Central Govt. employees fought for the demand of entire working class of India ie. Need Based Minimum Wage. The ruling class of India understood that if the demand of the Central Govt. employees is accepted, all other section of the working

class including those in private sector shall go on struggle for implementation of Need Based Minimum Wage to them also and ultimately it will result in changing their pro-capitalist economic policy itself, which they never want to change. The ruling class let loose all destructive forces and repressive measures at their command to crush the strike. The Central Government employees had to pay a heavy price -seventeen (17) comrades had been brutally murdered by the ruling class. In addition 40000 suspensions, 64000 termination notices, arrears, imprisonment, chargesheets, heavy punishments, transfers etc. Even today, the Central Government employees and other sections of the working class are on struggle path demanding Need Based Minimum Wage.

To make the beginning of the 50th anniversary of the historic strike, this year's Martyrs day on 19-09-2017 should be organised in a befitting manner at all places by hoisting flags, paying homage to martyrs etc. Before the 50th anniversary day on 2018 september 19th, seminars, honouring of those who are victims in the 1968 september 19th strike etc may be organised at all important centres. The details of other programmes to be organised in connection with the 50th anniversary will be decided in the next National Secretariat meeting of the confederation to be held at Mumbai on 10-01-2018.

### **3. All India Women's Trade Union Workshop.**

As already decided in the National Secretariat meeting, the All India Women's Trade Union workshop will be held at Mumbai. The C-O-C Maharashtra (Mumbai) has decided to hold the workshop on 11<sup>th</sup> & 12<sup>th</sup> January 2018 (Thursday and Friday). Details of venue etc will be finalised later.

The delegate fee is fixed as Rs. 1000/- (Rs one thousand only) per head. Food and accommodation will be provided by the Reception Committee. (Accommodation from 10th forenoon to 13th 6 AM. Food on 11th & 12th only). The following quota is fixed for each affiliated organisation and C-O-Cs for participation of delegates in the workshop. Each organisation and C-O-C is requested to ensure participation of delegates as per quota fixed. As train reservation commences four months before and there is every likelihood of heavy rush for Mumbai trains, all delegates may be instructed to book their travel tickets immediately. Non-availability of confirmed tickets should not be an excuse for non-attendance of delegates as per quota fixed. Dates of the workshop is declared well in advance, to facilitate booking of confirmed travel tickets. All affiliates should send their delegates without fail as per quota fixed.

### **Quota for the All India Women's Trade Union Workshop to be held at Mumbai on.11th & 12 th January 2018.**

- |    |  |   |    |
|----|--|---|----|
| 1. | National Federation of Postal Employees        | - | 80 |
| 2. | Income Tax Employees Federation                | - | 30 |
| 3. | All India Audit & Accounts Association         | - | 15 |
| 4. | All India Civil Accounts Employees Association | - | 15 |

5. National Federation of Atomic Energy Employees - 10
6. All other affiliated organisations (minimum) - 3 each
7. C-O-C Delhi - 5
8. C-O-C-West Bengal - 10
9. C-O-C Kerala - 10
10. All other state level C-O-CS - 5 each
11. C-O-C Mumbai - 50

The Women's sub committee members of Confederation should compulsorily attend the workshop. There will be a meeting of the women's sub committee on the first day evening of the workshop. All affiliated organisations should inform their women sub committee members nominated by them immediately. Confederation CHQ is not sending the circulars to the women sub committee members as only two organisations have furnished the full address of their nominees to the women sub committee.

**Hold state level women's convention and constitute women's sub committees at state level before the Mumbai workshop.**

All C-O-Cs and Affiliated organisations are requested to organise state level women's convention before the Mumbai workshop. State level women's sub committees may be constituted in the convention. A state level convention was organised at Hyderabad in connection with the state Conference of Andhra/Telangana C-O-C and a state level Women's sub committee was formed. Com Usha Boneppalli, Chairperson of the confederation, All India Women's sub committee attended the state level convention and took initiative for formation of state level women's sub committee.

**4. National Secretariat Meeting of confederation 10-01-2018-Mumbai**

National Secretariat Meeting of the Confederation will be held at Mumbai on 10-01-2018 (10th January 2018 Wednesday) from 10.30 AM onwards. All National Secretariat Members and Women sub-committee office bearers (Office bearers only) are requested to attend to meeting in time. Detailed notice will be issued later. Please book your travel tickets early.

**5. NPS & OUTSOURCING - JOINT PROGRAMME OF CENTRAL AND STATE GOVT EMPLOYEES (CONFEDERATION AND ALL INDIA STATE GOVT EMPLOYEES FEDERATION)**

All C-O-Cs are requested to keep in touch with State Govt. Employees Federation leaders and ensure implementation of the following decisions of the 2017 June 10th joint National Convention.

1. State level Joint conventions.
2. District/Taluk level joint conventions

3. Mass Dharna at all important centres including state capitals on 21-11-2017 (Tuesday). Dates of Rajbhavan March, All India Jathas, Parliament march etc. will be decided later. State level joint conventions are already held in Kerala, West Bengal and Odisha.

**6. WFTU-TUI MEET AT TRIVANDRUM AND KOLKATA**

Those organisations and C-O-Cs which have not yet remitted the quota fixed by the National Secretariat are requested to remit the same immediately. Trivandrum meet is on 11<sup>th</sup> & 12<sup>th</sup> September and Kolkata meet is on 9th & 10th October 2017.

Those who are remitting the money in the Bank Account of Confederation CHQ, should intimate the full details of remittance such as name of remitter, date of remittance, amount remitted etc to Com .Vrigu Bhattacharjee, Finance Secretary, confederation CHQ (Mob & WhatsApp 09868520926) Email ID- aicaeachq@gmail.com Otherwise it is not possible to issue receipt for the remittance, as Bank has informed that the full particulars of the remitters is not available with them.

Please remit the amount fixed without fail.

**7. UPDATING THE MOBILE, WHATSAPP AND E-MAIL ID OF ALL AFFILIATES AND C-O-CS.**

1. All affiliates and C-O-Cs are requested to send by email or whatsapp or SMS the following particulars before 15-10-2017.

- (a) Name of Organisation/C-O-C'
- (b) Mobile Number
- (c) WhatsApp number
- (d) Email ID.

2. All National Secretariat members are also requested to furnish the following details.

- (a) Name
- (b) WhatsApp number
- (c) Email ID.

3. In spite of repeated reminders only two organisations have given the full postal address (with pincode) of women sub-committee members of confederation nominated by each affiliate. All affiliates are one again requested to send the full address (with pincode) of the Women sub committee members nominated by them. At present for want of correct address, Confederation CHQ is not sending circulars by post to women sub committee members. Some Women sub committee members have complained non-receipt of circulars by post.

Yours Fraternally you,

**M.KRISHNAN**

Secretary General

Mob & WhatsApp : 09447068125



CONFEDERATION CIRCULAR DATED 16-08-2017

**NATIONAL SECRETARIAT DECISIONS DATED 09-08-2017**

1. National Secretariat Meeting of the Confederation of Central Government Employees & Workers held at Income Tax Bhavan Auditorium, Bengaluru on 09-08-2017, under the Presidentship of Com. K. K. N. Kutty, took the following decisions. Out of 39 National Secretariat members (including Women's Sub Committee office bearers) 28 attended the meeting. The following National Secretariat members were absent.

- |                                 |                                |
|---------------------------------|--------------------------------|
| 1. Com. Balasundaram (Leave)    | 2. Com. Gurpit Singh           |
| 3. Com. Subir Majundar          | 4. Com. Subhash Chandra Pandey |
| 5. Com. Mani Achari             | 6. Com. Jayasreeraj            |
| 7. Com. Manisha Majunder        | 8. Com. Nageswara Rao          |
| 9. Com. P.Panduranga Rao        | 10. Com. Saritha Divakaran     |
| 11. Com. Shantanu Bhattacharjee |                                |

**The meeting decided that the names of those National Secretariat members who are continuously absent from the National Secretariat Meetings for more than 50% meetings, without any valid reason, need not be considered for election as National Secretariat members to be elected in the next National Conference of Confederation.**

2. **7th CPC related issues - Review of agitational programmes organised by Confederation and the present position of the various demands raised in the charter of demands - Future course of action.**

The National Secretariat reviewed various agitational programmes independently organised by Confederation viz: Massive Parliament March on 15-12-2016, one day nationwide strike on 16-03-2017, Mass Dharna organised in front of Finance Minister's Office on 23-05-2017, Human Chain of Central Govt. employees on 22-06-2017 and Burning of the HRA orders on 25-07-2017. It is reported by all National Secretariat members that the employees and pensioners had participated in large number in all the above programmes.

The Government has already implemented Revised Pay Scales, Revised Allowances and Revised Pension based on 5th CPC recommended parity formula for pre-2016 pensioners. The assurances given by Group of Ministers on 30-06-2016 regarding increase in Minimum Pay and Fitment formula still remains unimplemented. Govt. has not considered the demand to restore HRA rate to 30%, 20% and 10% and implement it from 01-01-2016. All revised allowances are implemented prospectively from 01-07-2017 thereby denying arrears from 01-01-2016. The Option-I parity for pensioners recommended by 7th CPC is rejected by the Government, instead 5th CPC recommended parity is extended to all pre-2016 pensioners. The "very good" bench mark condition imposed for grant of MACP is not yet modified. Even though NPS Committee constituted by Govt. for streamlining NPS has submitted its report to Government, its recommendations are still not made public. The demand for withdrawal of Contributory Pension Scheme and guaranteeing minimum pension (50% of the last pay drawn) is still pending. All other demands raised in the confederation and NJCA charter of demands are also remaining unsettled.

Unfortunately, inspite of the totally negative attitude and non-honouring of the assurance given to NJCA by the BJP-led NDA Government, the dominant leadership of NJCA is not in favour of reviving the deferred indefinite strike and no serious agitational programmes was organised after 6th July 2016 (i.e. after deferring the strike) under the united banner of NJCA, which compelled the Confederation to demarcate and organise independent struggle programmes as mentioned above including one day nation-wide strike.

The National Secretariat meeting took note of the above situation and decided to request once again the Railway Federations which are leading the NJCA as Chairman (NFIR) and Convenor (AIRF) to chalk out serious agitational programmes including strike under the banner of NJCA. Confederation National

Secretariat strongly felt that to make the Govt. to honour its assurance on Minimum Pay and Fitment formula, to grant enhanced rate of HRA from 01-01-2016, to get Option-I parity implemented for pre-2016 pensioners, to modify the retrograde bench mark condition for MACP, to scrap NPS and ensure guaranteed minimum pension, to settle the justified demands of Gramin Dak Sevaks and Casual, Contract Workers, a united indefinite strike under the banner of NJCA (Railway, Defence & Confederation) is the need of the hour.

In the absence of a united struggle under the banner of NJCA, the Confederation National Secretariat decided to organise the following agitational programmes in a phased manner.

1. Mass dharna at all District headquarters demanding settlement of modified charter of demands of Confederation on 19th September 2017 (Tuesday).
2. Mass dharna at all state capitals on 17th October, 2017 (Tuesday).
3. Three days massive relay dharna in front of Parliament from 9th November to 11th November 2017 along with Central Trade Unions.
4. Indefinite strike in 2018 jointly along with Central Trade Unions. (Date will be finalised by the Central Trade Unions and independent Federations including Confederation).

All affiliated organisations and COCs are requested to make the above programmes a grand success. As the NDA Government is aggressively implementing the neo-liberal policies in all sectors, it is our responsibility to join hands with the entire trade unions and unitedly resist the onslaught. **If the Govt. is not ready to change its destructive policies, the workers have no option but to embark upon a prolonged struggle jointly with the suffering common people of our country, to change the Government.** It is in this background Confederation National Secretariat decided to join with the 3 days mass dharna at New Delhi and indefinite strike. In the meantime, if NJCA meets and take decisions for any agitational programmes, confederation shall implement the programmes of NJCA also. Modified charter of demands of the Confederation is also enclosed herewith.

3. **[2017 June 10th National Convention of Central and State Govt. Employees \(Confederation and All India State Government Employees Federation\) on "NPS & Outsourcing" - Review and implementation of the decisions taken by the National Convention.](#)**

The National Secretariat decided to implement the following decisions of the 2017 June 10th National Convention on "NPS & Out sourcing" jointly organised by Confederation and AISGEF. Confederation C-O-Cs should contact the AISGEF leaders of their respective states and chalk out detailed plan for implementing the decisions. Large scale participation of employees on behalf of Confederation should be ensured in all the programmes:

1. State level joint conventions by 31-08-2017 (date may be extended if required).
2. District /Taluk level joint conventions before 31-10-2017.
3. Mass Joint dharna at all important Centres including State Capitals on 21-11-2017 (21st November 2017 Tuesday).
4. Raj Bhavan March (Date will be finalised later).
5. Nationwide campaign Jathas covering all states. (Dates to be finalised later)
6. Massive Parliament March (date to be finalised later).

4. **[\(a\) WFTU-TUI meeting at Kolkata on 2017 October 9th & 10th and \(b\) Asia Pacific Regional meet and World Secretariat meeting of Trade Union International \(TUI\) Public Services at Thiruvananthapuram on 2017 September 11th & 12th.](#)**

(a) Meeting of a team of WFTU Secretariat led by Com. George Mavrikos, General Secretary and all TUIs (Trade Union Internationals) Presidents/General Secretaries will be held at Kolkatta on 2017 October 9th & 10th .

(b) Asia-Pacific Regional meet and World Secretariat meeting of TUI (Public Services) will be held at Thiruvananthapuram on 2017 September 11<sup>th</sup> (TUI meet) and September 12th (Secretariat meeting).

The Total expenditure for the above two meet is to be borne by the organisations which are affiliated to

WFTU- TUIs from India. Confederation's share amount is fixed as Rs.300000/- (3 Lakhs). After detailed discussion the National Secretariat decided that each affiliates of the confederation shall donate share amount as shown below.

1. National Federation of Postal Employees (NFPE) (all affiliates).	100000
2. Income Tax Employees Federation (ITEF)	50000
3. All India Audit & Accounts Employees Association	30000
4. Karnataka C-O-C (including/personal donations offered by NFPE leaders)	30000
5. National Federation of Atomic Energy Employees	15000
6. All India Civil Accounts Employees Association	15000
7. All India Ground water Board Employees Association	15000
8. Geological Survey of India Employees Association	10000
9. COC Tamilnadu	10000
10. COC Uttar Pradesh (Lucknow)	10000
11. COC West Bengal	5000
12. COC Kerala	5000
13. National Sample Survey Organisation Employees Association	3000
14. IBM Employees Association	5000
15. All other affiliates	Rs.500/- each

The above amount should be remitted to the Confederation Financial Secretary before 31-08-2017.

**Bank Account details of Confederation CHQ are furnished below.**

Bank - Indian Overseas Bank, Gole Market Branch, New Delhi-01  
 Account Number - 084001000015586  
 IFS Code - IOBA0000840

**5. National Convention of workers held on 8th August 2017 at New Delhi-Implementation of decisions.**

All the Central Trade Unions and Independent Federations (other than BMS) had Organised a massive National convention of workers on 8th August 2017 at Talkatora Stadium New Delhi against the anti-Labour and anti-people policies of NDA Govt. Confederation being a part of this convention, National Secretariat meeting unanimously decided to implement the following programmes decided by the National convention of workers.

- (a) To Work for achieving and accelerating united struggles in all sectors of the economy on respective demands, which has already begun.
- (b) To organise Block/District/Industrial Centres/States level massive campaign mobilisation and convention in preperation to Central mobilisation to be followed.
- (c) Massive three days dharna at National Capital on 9<sup>th</sup>, 10<sup>th</sup>, & 11<sup>th</sup> November 2017 to be attended by lakhs of workers from all over the country.
- (d) To prepare for indefinite countrywide strike action against the anti-people, anti-worker and anti-national policies of the NDA Government.

The following Central Trade Unions have participated in the Convention in addition to independent federations of various sectors including Confederation.

INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, SEWA, AICCTU, UTUC, LPF.

The National Secretariat decided that charter of demands adopted by the National convention of workers will be part-I charter of demands and confederation charter of demands will be part-II charter of demands for

campaign and mobilisation of Central Government employees and also for the proposed indefinite strike.

#### **6. All India Women's Trade Union Workshop-2017**

The National Secretariat decided to organise "All India Women's Trade Union Workshop-2017" in the month of November/December 2017. C-O-C Maharashtra (Mumbai) is requested to discuss and inform their readiness to hold the workshop at Mumbai as there is larger concentration of women employees in Mumbai. In order to reduce the financial burden of the Reception Committee it is decided that delegate fee will be Rs.1000/- (Rs. One thousand only) per head. As the train reservation commences four months before, the decision of the C-O-C Mumbai should be communicated to the CHQ before 21-08-2017. On confirming the place only quota to each organisation and C-O-Cs etc. are to be fixed. The C-O-C Mumbai is requested to communicate their decision immediately.

#### **7. Holding of a special convention/meeting of Autonomous body employees organisations and Autonomous body pensioners organisations.**

The National Secretariat discussed the situation arising out of abnormal delay in revision of pay of Autonomous body employees and also non-issuing of orders for revision of pension of autonomous body pensioners by the concerned Autonomous bodies/Administrative Ministries. In the case of Autonomous body employees, eventhough the Finance Ministry has issued orders extending the 7th CPC pay scales to autonomous body employees on 13-01-2017, the orders are not implemented in 95% of the autonomous bodies due to the stringent conditions imposed by the Finance Ministry. In the case of Autonomous body pensioners, the stand taken by Finance Ministry and Pension Ministry is that they will not issue any orders for revision of pension or grant of Dearness Relief to Autonomous body pensioners. Earlier during 5th CPC and 6th also they have not issued any separate orders, Once Govt. issues orders for revision of pension and grant of dearness relief to **Central Govt. Pensioners**, it is upto the autonomous bodies to issue orders based on that orders, in consultation with their Administrative Ministries. But no Administrative Ministry has taken action for revision of pension and grant of dearness relief to Autonomous body pensioners. In short a serious crisis has developed regarding revision of pay scales of Autonomous body employees and Revision of Pension and grant of dearness relief to Autonomous body pensioners.

In the view of the above it is decided to convene a special meeting of all Autonomous body employees organisations and Autonomous body pensioners organisations to discuss and decide future course of action. Date and venue of the meeting will finalised shortly.

#### **13. Problems of affiliated organisations of confederation.**

Issues relating to the following departments are discussed and suitable decisions taken.

- (1) Geological Survey of India
- (2) Printing, Publications & stationary.
- (3) Ground water Board.
- (4) DAVP
- (5) Civil Accounts
- (6) Passport

Meeting Commenced at 11 AM and ended at 6 PM.

Fraternally yours,  
M.KRISHNAN  
Secretary General  
Mob & WhatsApp : 09447068125

email: mkrishnan6854@gmail.com

## **CHARTER OF DEMANDS**

1. Honour the assurance given by the Group of Ministers to NJCA on 30<sup>th</sup> June 2016 and 6<sup>th</sup> July 2016, especially increase in minimum wage and fitment factor. Grant revised HRA at the rate of 30%, 20% and 10% with effect from 01-01-2016. Settle all anomalies arising out of implementation of 7<sup>th</sup> CPC recommendations, in a time bound manner.
2. Implement option-I recommended by 7<sup>th</sup> CPC regarding parity in pension of pre-2016 pensioners.
3. Scrap PFRDA Act and Contributory Pension Scheme and grant pension and Family Pension to all Central Government employees recruited after 01.01.2004, under CCS (Pension) Rules 1972.
4. Treat Gramin Dak Sewaks of Postal department as Civil Servants, and extend all benefits like pay, pension, allowances etc. of departmental employees to GDS.
5. Regularise all casual, contract, part-time, contingent and Daily rated mazdoors and grant equal pay and other benefits.
6. No Downsizing, Privatisation, outsourcing and contractorisation of Government functions.
7. Withdraw the arbitrary decision of the Government 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 of those employees who are not able to meet the bench march either for MACP or for regular promotion within the first 20 years of service. Grant MACP pay fixation benefits on promotional hierarchy and not on pay-level hierarchy. Personnel promoted on the basis of examination should be treated as fresh entrants to the cadre for grant of MACP.
8. Withdraw the draconian FR 56 (J) and Rule 48 of CCs (Pension) Rules 1972 which is being misused as a short cut as purity measure to punish and victimize the employees.
9. Fill up all vacant posts including promotional posts in a time bound manner. Lift ban on creation of posts. Undertake cadre Review to assess the requirement of employees and their cadre prospects. Modify recruitment rules of Group-‘C’ cadre and make recruitment on Reginal basis.
10. Remove 5% ceiling on compassionate appointments and grant appointment in all deserving cases.
11. Grant five promotions in the service career to all Central Govt. employees.
12. Abolish and upgrade all Lower Division Clerks to Upper Division Clerks.
13. Ensure parity in pay for all stenographers, Assistants, Ministerial Staff in subordinate offices and in all organized Accounts cadres with Central Secretariat staff by upgrading their pay scales. Grant pay scale of Drivers in LokSabha Secretariat to Drivers working in all other Central Government Departments.
14. Reject the stipulation of 7<sup>th</sup> CPC to reduce the salary to 80% for the second year of Child Care leave and retain the existing provision.
15. Introduce Productivity Linked bonus in all department and continue the existing bi-lateral agreement on PLB wherever it exists.
16. Ensure cashless, hassle free medical treatment to all Central Government employees & Pensioners in all recognized Government and Private hospitals.

17. Revision of Overtime Allowance (OTA) and Night Duty Allowance (NDA) w.e.f 01.01.2016 based on 7<sup>th</sup> CPC pay scale.
18. Revision of wages of Central Government employees in every five years.
19. Revive JCM functioning at all levels. Grant recognition to the unions/Associations under CCS (RSA) Rules 1993 within a time frame to facilitate effective JCM functioning.
20. Implementation of the Revised Pay structure in respect of employees and pensioners of autonomous bodies consequent on implementation of CCS (Revised Pay) Rules 2016 and Revised Pension Rules in respect of Central Government employees and pensioners.
21. Implementation of the “**equal pay for equal work**” judgment of the Supreme Court in all departments of the Central Government.