



INTUC



राष्ट्रीय सुरक्षा कर्मचारी महासंघ - (इण्टक)

INDIAN NATIONAL DEFENCE WORKERS FEDERATION

ESTD 1959 (Recognised by Govt. of India)

R. Srinivasan

General Secretary

Indian National Defence Workers Federation.

Member National Council JCM, (Standing Committee).

Secretary (Staff Side) Departmental Council JCM, Ministry of Defence.

Secretary (Staff Side) JCM Illrd Level Council, O.F. Board, M of D

National Secretary, INTUC

Vice President, INTUC Tamilnadu Branch.

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INDWF/CIRCULAR/09/2014

Date: 17.11.2014

OBSERVATION OF NATIONAL PROTEST DAY ON 05.12.2014 BY UNIONS

To

All Affiliated Unions of INDWF

Dear Colleagues,

Central Trade Unions in India (INTUC, BMS, CITU, HMS, AITUC, TUCC, AICTU, UTUC, SEWA, LPF and all Federations of Banks, Railways (NFIR & AIRF) Defence Federations (INDWF & AIDF) Insurance, Central/State Government and other Service Establishment employees have resolved to absorb "**NATIONAL PROTEST DAY**" on **5th December, 2014** all over India at Delhi demanding the Government of India to resolve the 10 Charter of Demands. All the Unions affiliated to INTUC/INDWF are **requested to observe the National Protest Day by conducting MASS Demonstrations and MASS Protest meetings and Rallies** in their respective establishments in order to show the strength of the employees and to urge the Government of India to settle these demands.

All the affiliated unions of INDWF/INTUC are directed to observe the Mass demonstrations and Mass protest meetings and Rallies jointly with other unions on 05.12.2014. The unions which are in and around Delhi (National Capital Region) NCR may also join in the Capital (New Delhi) for the Joint meetings and Demonstrations organized by the Central Trade unions.

Demands:

1. Central Govt. should desist from its unilateral move to amend Labour Laws and consult and honour the views of Central Trade Unions.
2. Withdraw the retrograde move in allowing and hiking foreign Direct Investment (FDI) in Defence, Railways and Insurance Sectors.
3. Minimum Bonus ceiling from Rs.3500/- should be raised to Rs.10000/-.
4. Contractual/Casual workers deployment should be stopped in permanent and perennial jobs and payment of wages and benefits to the Contract workers at the same rate as available to the regular workers of the Industry/Establishment.
5. Gratuity Act should be amended by raising to 30 days salary for one year service from the existing 15 days wages.
6. No disinvestment in the profit making Public sector undertaking industries.
7. Merger of DA beyond 50% as part of Pay and grant 25% of Salary and pension as Interim Relief to the Central Government employees.
8. Assured Pension for all, withdraw New Pension Scheme.
9. Amendment of Minimum wages Act to ensure universal coverage irrespective of the schedules and fixation of statutory minimum wage at not less than Rs.10000/- linked with cost price index.
10. Compulsory registration of Trade Unions within a period of 45 days and immediate ratification of ILO Core Conventions 87 & 98.

All the Affiliated Unions are directed to observe the **Protest Day on 05.12.2014** and the report of the activities to be sent to the Federation.

Yours Sincerely,

(R.SRINIVASAN)
General Secretary

Copy to:

1. Dr.G.Sanjeeva Reddy, ex-MP
President, INTUC, 4, Bhai Veer Singh Marg,
New Delhi 110 001
2. Shri Ashok Singh, President, INDWF New Delhi.

} for information, please



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INDWF/Circular/012/2014

Date: 17.11.2014

To

All Office Bearers & Working Committee Members,
INDWF.

Sub: Holding of National Convention of the National Council (JCM) Staff side - reg

Ref: National Council (JCM) Staff side circular No.NC.JCM/2014/SC Dated 25.10.2014

Dear Colleagues,

National Council (Staff Side) JCM for Central Government employees demanded and submitted a memorandum on Interim Relief and merger of DA to the 7th CPC and also to the Ministry of Finance. A reply has been received by the Secretary (Staff side) National Council (JCM) from Ministry of Finance which is indicative of a refusal of both the demands. The 7th CPC have so far not communicated to us the decision they have taken on the memorandum submitted by the Staff side, National Council (JCM)

- The NDA Government has adopted the same plea made by the UPA II Government to reject our demands.

From the steps so far taken by the BJP Government, it is unambiguous that they would be pursuing the neo-liberal economic policies with much more intensity than even the UPA Government. Having got a clear majority in the Parliament, they would be able to push through necessary legislations to pursue reforms. The outsourcing of Railway functions, privatisation/Corporatisation of Defence manufacturing units, increased FDI inflow in various core sectors of economy, dismantling of the administrative price mechanism, de-nationalisation efforts in the Banking, Insurance and coal sectors and above all the adherence to New Contributory Pension Scheme are some of the bold anti-worker steps taken by the New Government.

The National Council (Staff Side) when they met during October, 2014 at New Delhi it was unanimous opinion to pursue the issues through organizational methods. Accordingly, it was decided to hold a NATIONAL CONVENTION, eliciting the participation of the representatives of all Service organisations participating in the JCM to discuss the emerging situation and decide upon future course of action. Incidentally, we must mention that the JCM conceived as a negotiating forum has been made in-effective by the Government over the years by not convening its meetings periodically.

It was decided that the National Convention will be held at

Venue MPCU Shah Auditorium,
Sree Gujarathi Samaj,
Raj Niwas Road, Civil lines (Opposite Civil lines Metro Station), Delhi

Date 11th December, 2014 from 12 noon to 1600 Hrs
150 Delegates from Defence Federations (INDWF & AIDEF) are permitted to participate.

Around 75 Delegates from INDWF have to participate and therefore all the Office Bearers and Working Committee members are invited to participate in the convention. Those who are participating are required to intimate to the undersigned so that the Delegate Passes/Badges on their names will be arranged to participate in the convention.

Treat this as an important matter which will decide the issues of 7th CPC (merger of DA & IR) as well as the present trend of the New Government on the future of Central Government Employees particulars about Defence Civilian Employees.

Yours Sincerely,

(R.SRINIVASAN)
General Secretary

Note:

The Office Bearers/Zonal Reps are requested to organise the Unions to convey this message and decide the number of delegates participating in the National Convention at Delhi.

Copy to:

1. Dr.G.Sanjeeva Reddy, ex-MP

President, INTUC, 4, Bhai Veer Singh Marg, New Delhi 110 001 - for information, please

2. Shri Ashok Singh, President, INDWF New Delhi. - Kindly make it convenient to attend the National Convention.



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INDWF/CIRCULAR/08/2014

Date: 13.11.2014

INDWF CIRCULAR

To

All Affiliated Unions of INDWF

Dear Colleagues,

You are aware that the three Recognised Federations in Defence have jointly submitted 25 Charter of Demands on 19.09.2013 to Ministry of Defence and intimated the action programme including an Indefinite Strike. Accordingly, agitation programme was organized including conducting of Strike Ballot and serving of Strike notice on 09.12.2013 declaring Indefinite Strike w.e.f. 17.02.2014.

After serving Strike notice by all affiliated unions, a meeting was convened by Ministry of Defence inviting three Federation representatives on 06.02.2014 at New Delhi. During the meeting, all the issues were discussed and following Two (2) demands were agreed and necessary orders were issued.

1. Co-relation of Piece work on 6th CPC Pay scales for Piece worker, Order was issued on 06.02.2014 and implemented positively.
2. Partially allowing the Artisans to grant 3rd MACP Rs.4600 for those who got ACP II in the Pay scale of Rs.5000-8000 upto 31.12.2005 but not agreed to grant 3rd MACP for MCM/ACP after 01.01.2006.

On the remaining demands, though it was agreed to make necessary progress but no progress was intimated to us. Based on the discussions and the assurance given by M of D to us, three Federations have jointly decided to defer the Indefinite Strike and accordingly the Strike was deferred

On 19.09.2014, INDWF sent a letter to M of D reminding to conduct a meeting to discuss the remaining demands. Accordingly, a meeting was convened by M of D on 12.11.2014 under the Chairmanship of Joint Secretary(E) and all the points were discussed.

The brief of discussion and the outcome is given below for the information of all our affiliated unions.

	AGENDA POINT	DECISION
1	Setting up of a permanent negotiating Machinery (PNM) in the Ministry of Defence at par with Railways for having regular meetings with the Recognised Federations	At the level of Joint Secretary and Directorate level a nodal officer will be appointed and a structure will be framed to conduct such meetings for which necessary approval is required at the highest level and the progress will be communicated after obtaining the approval
2.	Amendment in the Rules of Recognition of unions of Workers employed in M of D installations and Federations of such unions	Comments/Views have been received from Federations. Proposals from Directorates have not been received. It will be finalised soon and a meeting will be called for discussion with Federation.



INDIAN NATIONAL DEFENCE WORKERS FEDERATION

3.	Extension of CSD Canteen facilities to the retired/retiring Defence Civilian employees	After putting up the arguments that paramilitary forces and CSD employees are now provided and the same should be extended to retired/retiring employees. It was agreed to review the earlier decision to get a favorable decision
4.	Government Decision to allow 49% FDI in Defence Industries and to grant license to Indian and Foreign private companies to manufacture Defence equipments against the interest of our Government Defence Industries like Ordnance Factories, DRDO, DGQA, EME workshops and other establishments under Army, Navy, Air Force and the provisions in DPP-2013 which affects the future of the Governments Defence Industries.	Federation leaders have strongly protested the proposal of raising FDI from 26% to 49% in Defence. It was demanded that the views of M of D on this FDI and its proposal for investment, the impact on the Defence Industries are need to be clarified by M of D. It was agreed to hold a meeting with Secretary (DP), M of D to discuss the issue in detail.
5.	Withdrawal of new pension/exemption of Defence Civilian employees from the New Pension Scheme	It was demanded that all the Federation have submitted the proposals to M of D that civilians also b e excluded from NPS as the service personnel are not in NPS. Since civilians are working alongwith service personnel. It was agreed to forward the proposal to M of Finance for review.
6.	Co-relation of the hourly rates of Piece workers of ordnance w.e.f. 01.01.2006 in the 6 th CPC Scale	The proposal has been forwarded to Defence Finance for approval
7.	Grant of Time wages/DOT to the Industrial workers deployed in the Piecework system in Ordnance Factories w.e.f. 01.04.2006	The proposal of Ordnance Factory Board is awaited for deciding the issue.
8.	Settlement of all outstanding cadre review proposals of all the categories in various Directorates under M of D before 31.12.2014	Position about the proposals in cadre review from each Directorate has been given. Action will be taken to progress the pending proposals.
9.	Delay in revision of Night Duty allowance in spite of the judgment of the Hon'ble Supreme Court to extend the revised Night Duty Allowance rates in 6 th CPC pay scales to all similarly placed Defence Civilian Employees (recently CAT Madras bench in more than 16 cases has directed the M of D to revise the NDA rates	DOP&T now took a stand not to honour the court/CAT judgements and delaying the matter. M of D agreed to pursue the case to implement the court orders to avoid contempt action by not linking with OT.
10.	Revision of Risk Allowance to the Defence Civilian Employees from 01.09.2008 and extension of left out operations left out organisations and left our categories.	It was agreed to collect the data on each category and will be processed with DOP&T for getting Cabinet approval.



INDIAN NATIONAL DEFENCE WORKERS FEDERATION

11.	Revision of Fixed Medical Allowance to the Defence Civilian Employees and extension of the benefit of CS(MA) Rules, 1944 to those employees who are posted in isolated and border areas	Ministry of Health and Family Welfare vide their ID No.14025/9/2011-MS dated 14 th August, 2014 has proposed that, <u>"FMA being granted to CS(MA) beneficiaries be stopped and they should be governed by the provisions of CS(MA) Rules 1944 under which Medical Re-imbursement for outdoor treatment as well as Indoor Treatment is permissible as per the rules"</u> . Comments from Federation were sought accepting the proposal. After receiving from the Directorates, case will be progressed.
12.	Payment of 20% PRIS to DRDO employees	Performance related Incentive Scheme (PRIS) to the DRDO employees has not been agreed to by Ministry of Finance.
13.	Grant of ACP/MACP benefits to the Artisan Staff in the Grade Pay fo Rs.4200/- and thereafter in the Grade Pay of Rs.4600/- by ignoring the placement from HS Grade to HS-I as upheld by the Hon'ble CAT Principle Bench, New Delhi and CAT, Calcutta Bench. Also grant of 3 rd MACP in Grade Pay Rs.4600/-	The proposal forwarded by M of D to DOP&T was not agreed by Federations to resolve the issue by placing MCM not in the hierarchy and treating MCM as Feeder grade for Foreman/JWM. Alternatively, it was proposed three alternative proposals for consideration. 1. Treating HS I promotion as placement and not to count for ACP and grant MACP in Rs.4200/- Grade Pay. 2. Merger of HS II and HS I and grant Rs.2800/- designating as HS Grade. 3. HS I worker may be given option either to become MCM or Chargeman. MCM & Chargeman may be given Rs.4200/- Grade Pay on promotion from MCM & Chargeman to JWM/Foreman/JTO they may be granted Rs.4600/-. Any one of the proposal may be considered so that MCM will get Rs.4600/- on III MACP. Official side agreed to consider the proposal.
14.	Grant of 1 st ACP in Grade Pay Rs.1900/- 2 nd ACP in Grade Pay Rs.2400/- and 3 rd MACO in Grade Pay Rs.2800/- for the erstwhile labourer, Mazdoor (Unskilled) by granting relaxation of Trade Test (DDP has taken up the case with DOP&T for Trade Test relaxation)	The proposal of Staff side was forwarded to DOP&T for Trade Test relaxation.
15.	Restoration of the opportunity of Chowkidars and Safaiwalas in MES for re-designation as Mate(SS) as per the judgment of Hon'ble CAT, Ernakulam Bench in OA No.109/2012 Dt 12.12.2012	E-in-C's Directorate already considered to re-designate the Safaiwalas and Chowkidars those who have passed Trade Test for the post of Mate (SSK) till August 2013. Now this issue will be reviewed for future.
16.	Removal of Discrimination and Grant of Skilled pay scale of Rs.260-400/-950-1500 to non-petitioners Valve man of MES by implementing various court cases and extension of the benefits in pay scale/ACP/MACP benefits to Lift operator of MES at par with CPWD	Already speaking order was issued to those non-petitioners rejecting their plea. SLP dismissed. D(Works) moved to Defence Finance and observation was sent to MES. However, it was agreed to review the issue.



INDIAN NATIONAL DEFENCE WORKERS FEDERATION

17.	Implementation of higher pay scale and grade pay structure for similarly placed cooks of all Defence Establishments as granted to the cooks of Air Force.	Case has already been sent to all the Directorates to frame the Cadre review being common category in M of D. Action will be taken to follow up as was done in AF Directorates.
18.	Grant of Four grade structure to the Ammunition Mechanics of NAD under Navy.	The case was returned by Ministry of Finance (Expenditure) and was advised to refer the case to 7 th CPC.
19.	Grant of Four Grade Structure to the Meter reader of MES at par with Artisan Staff.	M of D referred to 7 th CPC.
20.	Stop all types of Outsourcing/contract and regularize all the existing contract/casual workers.	Government of India after lifting the ban on recruitment from 2009 allowed to fill 100% wastage vacancies. Further M of D sanctioned around 10000 posts from the frozen vacancies between 2001 to 2009 to avoid the contract and outsourcing employees.
21.	Fillup all the posts lying vacant in all the Defence establishments and restoration of the posts abolished under ADRP in Ordnance Factories, Navy, EME, IAF, MES DGQA and other Defence Establishments	D(Apptments) issued 10000 posts sanction on frozen vacancies and allowed to fill the vacant posts after 01.04.2009

After the meeting with the Ministry of Defence, three Federations have discussed and felt that there was no considerable progress as was expected and therefore **decided to observe the call attention programme from 16.12.2014 to 18.12.2014 by adopting the following agitation programmes jointly to draw the attention of the Ministry of Defence on our pending Charter of demands.**

- | | |
|------------|---|
| 16.12.2014 | Publication of pamphlets explaining and educating the workers about the Charter of Demands |
| 17.12.2014 | Wearing of black badge. |
| 18.12.2014 | Joint gate meetings in all the Defence Establishments and submission of Memorandum to Hon'ble Defence Minister through proper channel urging to settle the demands. |

After the above protest programme the Federations will meet and fix up the dates for commencement of the Indefinite Strike.

The above information/decision taken may be widely published for the information of all employees and organize them to fight for the cause.

Kindly acknowledge the letter.

Yours Sincerely,

(R. SRINIVASAN)
General Secretary

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President, INTUC, 4, Bhai Veer Singh Marg,
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