**CHARTER OF DEMANDS  OF J.C.A.**

1. PROMOTIONS  :
2. ITO to ACITPromotion Quota out of chain vacancies consequent to ah-hoc promotion to the grade of JCIT, Supplementary vacancy for panel year 2011-12 due to VRS & Regular Vacancy of 2012-13 to be filled-up immediately.
3. ACIT to DCIT

Promotions to DCIT as on 1.1.2011 & 1.1.2012 to be granted immediately.

1. DCIT to JCIT Promotion to JCIT for 2003 batch of IRS Officers to be effected immediately.
2. IMMEDIATE IMPLEMENTATION OF CADRE COMPOSITION PROPOSAL SUBMITTED BY THE ITEF  AS PER THE INSTRUCTIONS OF THE GOVT.:

1. CADRE REVIEW & RESTRUCTURING :
2. Posts of PPS/Sr.PPS and AO-Grade-I/AO-Spl. Grade must be created commensurate to the number of Officers in SAG/HAG/HAG+/Apex Scale.
3. 207 posts in the Grade of DCIT reduced by DOPT, be revived.
4. All new posts consequent to Cadre Review/Restructuring to be filled up by promotion, by relaxing the Recruitment Rules, in line with CRE-2001.
5. Implementation Committee for Cadre Restructuring to be constituted immediately with representation to JCA.
6. ALL INDIA SENIORITY LIST OF ITO :

This should be finalized, especially w.r.t. Officers of Post-restructuring, i.e., after 2001, expeditiously and in any case before 30.04.2012. Here, all CCIT(CCA) must be directed to adopt uniform norms for determining seniority.

1. GRANT FINANCIAL BENEFIT TO OFFICE SUPERINTENDANT & STENOGRAPHER GR.-I ON PROMOTION :

1. ADVANCE INCFREMENT TO SR.T.A./STENOGRAPHER GR.-II ON PASSING DEPARTMENTAL EXAM. :

1. GRADE PAY OF INSPECTOR, A.0.-III & P.S. AND ITO AND REMOVE ANOMALLY  IN FIXATION :

Grade Pay of Rs.5400 to ITOs after 4 years should be in PB-3 instead of PB-2. Grade Pay of A.O. Gr.-III & P.S. to be at par with that of ITO, as both are Group-B Officers, Grade Pay of Inspectors to be at par with CBI Inspectors. Issue clarification in the matter of fixation in the Scale of Rs.7450/- of Inspectors, AOs and PSs.

1. IMPLEMENT HON`BLE SC`S ORDER OF S.K. SHUKLA UNIFORMLY :

i)              Order of Hon`ble SC w.r.t correct date of promotion as DCIT to be implemented in case of all similarly placed Officers.

ii)             Issue Instructions for fixing Inter-se-Seniority of Inspectors as per DOPT orders.

1. CASUAL EMPLOYEES TO BE REGULARISED AGAINST MTS VACANCY & STOP TRANSFERING THE CASUAL WORKERS TO PRIVATE CONTRACTORS WHO ONLY EXPLOIT SUCH EMPLOYEES:

1. SPECIAL PAY & DEPUTATION ALLOWANCE TO MSTU OFFICIALS :

Special Pay to be granted to all Officers & officials in Investigation, Central Circles, Audit etc. for arduous nature of work, who were being given such special pay earlier, especially as PRP provided for by 6th CPC has not become functional.

Grant Deputation Allowance to officials of MSTU @ 30% in line with DTRTI.

1. GRIEVANCE RELATING TO TRANSFER POLICY & TRANSFERS :
	1. Posting in the Directorates attached to CBDT be treated as outside Delhi and Officers on transfer back to Delhi after cooling-off period should not be posted in Directorates without their consent.
	2. Officers opting to be retained in highly deficient region, must be allowed.
	3. Principal Office bearers of ITGOA/ITEF (both CHQ. & UNITS) must be allowed to continue in the region from where they are elected, till their term of office and must not be transferred without their options.
	4. Grievances relating to Transfers of JCIT/DCIT/ACIT be resolved in AGT.
2. IMPLEMENT THE AGREEMENT WITH JCA ON CPC-FUNCTIONING :

1. IMPLEMENT CAT-MUMBAI`s ORDER FOR NOTIONAL EFFECT FROM 1.1.1996 :

Order of CAT-Mumbai granting notional effect w.e.f. 1.1.1996 to the revised Pay scale of ITO & ITI immediately.

1. AMENDMENT TO IRS RULES 1988 :

Vacancies in the Grade of JCIT(JAG) & ACIT(JTS), whenever it exceeds 10% of the sanctioned strength, be filled up by ad-hoc promotion of ACIT with 6-years and ITO of 3 years, which will be regularized after completion of required residency period.

1. STOP OUTSOURCING OF REGULAR NATURE OF WORK AND HIRING OF DEOs IN LIEU OF STENOS :

1. 1% INCREMENTAL INCENTIVE :
	1. Laptops to AO & PS/Sr.PS & Inspector and new Laptops to newly promoted ITOs.
	2. Replacement of Laptops to Officers, where it was issued 5 years back with a provision to retain the old Laptops.
	3. Operational Vehicle to be granted to ITO-5 per Range.
	4. Provide Mobile handsets to all employees.
	5. Implement the report of Committee for utilization of Incentive pertaining to F.Y. 2009-10 and discuss with JCA before spending the 1% Incentive amount pertaining.

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1. On 12th July, 2012- Lunch hour demonstration in all CCIT and CIT stations and adopting of resolution seeking the intervention of the Revenue Secretary in the matter.
2. From 13th July 2012- Non-preparation and Non-submission of Statistical reports to any higher authorities followed by Black Flag Demonstration whenever the Chairman or Member (P&V) visit any station or office.
3. On 19th July, 2012 -Half day walk-out from office after lunch recess as a mark of protest.
4. On 30th& 31st July 2012, Black Badge wearing at work place in protest against the attitude of the Authorities.
5. From Ist August, 2012- Apart from not sending statistical reports, desisting from working beyond office hours and on holidays, Not allowing outsiders to work in office.
6. On 23rd August, 2012- Walk out from office  for the whole day.

Confederation

**Charter of Demands**

1. Revise wages of CGEs with effect from 1.1.2011 and every five years thereafter by setting up the 7th CPC;
2. Stop price rise; strengthen the PDS.
3. (a) Regularize  the daily rated workers, contingent and casual workers  and bring in a  permanent scheme of regularization.
4. Merge DA with Pay for all purposes including pension with effect from 1.1.2011;
5. Remove restriction imposed on compassionate appointment  and  end the discrimination on compassionate appointments between the Railway workers and other CGEs)
6. Revive the Joint Consultative machinery.  Convene the meeting of the Departmental Counts in all Ministries/Departments. Settle the anomalies raised in the national anomaly committee as also in the Departmental Anomaly Committees.  Convene the National Council meetings as specified in the JCM Constitution. Grant recognition to all Associations/Federations, which have complied with all the formalities stipulated in the CCs(RSA) Rules.
7. Fill up all vacant posts and create posts on functional requirements
8. Stop downsizing, outsourcing, contractorisation, coporatisation and privatization of Governmental functions;

(b) Promote all eligible GDS of Postal Department against 50% Postmen vacancies and 100% MTS vacancies without resorting to direct recruitment from the open market. Raise the bonus ceiling of GDS employees on par with other workers in the country.

1. Stop the move to introduce the productivity linked wage system; Performance related pay; introduce PLB to in all Departments; remove the ceiling of emoluments for bonus computation.
2. Scrap the New Pension Scheme and extend the statutory defined benefit pension to all Central Govt. employees irrespective of the date of recruitment.
3. Revise the OTA and Night duty allowance and clothing  rates of uniforms
4. Implement all arbitration awards
5. Vacate all Trade Union victimizations.
6. Make the right to strike a legal right and stop curtailment of T.U. rights