**INCOME TAX  EMPLOYEES  FEDERATION**

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Cir. No. 35/12-15                                                                   Dated: 4th December, 2013

Dear Comrades,

**Confederation Secretariat Meeting and decisions**.

The National Secretariat of the Confederation of Central Government Employees and Workers met at New Delhi on 28.11.2013 and reviewed the situation arising out of the Government’s announcement of Seventh Central Pay Commission and the subsequent developments thereon.  As has been reported earlier, the JCM staff side finalised and submitted the terms of reference to the VII-Pay Commission which includes our suggestions for- Date of Effect from 1.1.2014; Merger of Dearness Allowance; Grant of Interim relief; Inclusion of Postal GDS under the ambit of CPC; Statutory Pesion for all; Settlement of anomalies of VI-CPC etc.

Considering the past experience of the staff side in the matter of “terms of reference” to the  earlier CPCs, that the Government making  the “consultation with the staff side” a mockery in the matter and went on finalising the terms of reference” as suited to its design, the Confederation has every reason to believe that the scenario may not change this time also until sufficient pressure is built up.  Further the nonchalant attitude of the Government towards the settlement of other demands contained in the 15 point Charter of Demands on which the Government Employees under the auspices  of Confederation of CG Employees and Workers were on agitation was seriously taken note by the Secretariat.  In this situation the National Secretariat felt that no alternative is left with the employees other than reverting to the agitation and the following programmes of agitation including **strike action** were chalked out.  The Confederation Circular No. 10 dated 29.11.2013, detailing the situation and agitation programmes is enclosed herewith.

* **Hold Executive; Secretariate; General Body; lunch hour**

**Meetings to popularise our Charter of demands**

* **Day Long Dharna on 19.12.2013 at State**

**Capitals and other Important places**

* **Mass Rallies at State Capitals**
* **Relay Dharna for five days (30.12.2013 to 03.01.2014)**
* **Mass Dharna at New Delhi on 09.01.2014 by All India**

**Leaders and Leaders of Affiliates and COC**

**The National Executive of Confederation will meet at New Delhi on 10.01.2014 to decide the dates of Strike.**

All the Circle General Secretaries of ITEF are requested to carry out the programme in its required vigour and strength in coordination with the State Committees of Confederation or independently**.**Lunch Hour Demonstration be held on 09.1.2014 when the leaders will be sitting on Dharna at New Delhi.  A report on the implementation of the Programmes may be sent to the ITEF, CHQ.

**Implementation of Supreme Court order on Inter-se Seniority**:

On our persistent demand and discussions with the Chairperson and Member (P&V), for withdrawal of the Instructions issued by the CBDT on 15th October, 2013 and issuance of clear instructions to CCAs regarding the manner of implementation to bring about uniformity in the matter in all Charges, a meeting of ITEF and ITGOA representatives were convened by the DGIT (HRD) and other Officials on 3rdDecember, 2013.  In the meeting broad consensus were reached on many of the points to implement the Judgement.  In order to convey a clear cut and uniform instructions to the CCAs, the meeting felt that some more details are to be obtained from various agencies of the Government/sections of CBDT etc. and decided to meet again on 11th December, 2013 to finalaise the issue.  We are hopeful that the matter will be resolved in the said meeting and proper instructions issued thereafter to CCAs to implement the judgement in a uniform manner in all Charges and in all Cadres.

With greetings,

Yours fraternally,

(***KP Rajagopal***)

Secretary General

**CONFEDERATION OF CENTRAL GOVT. EMPLOYEES & WORKERS**

**1st Floor, North Avenue PO Building, New Delhi – 110001**

**Website: www.confederationhq.blogspot.com**

**CIRCULAR NO. 10                                                                                            DATED – 29.11.2013**

**GET READY FOR STRIKE**

**CONFEDERATION NATIONAL SECRETARIAT DECIDES TO ORGANIZE PHASED AGITATIONAL PROGRAMMES CULMINATING IN STRIKE**

**NO COMPROMISE ON THE TERMS OF REFERENCE OF 7th CPC SUBMITTED BY THE STAFF SIDE**

1.         The National Secretariat of the Confederation of Central Government Employees and Workers met at New Delhi on 28.11.2013 and reviewed the situation arising out of the Government’s announcement of Seventh Central Pay Commission and the subsequent developments thereon.

2.         Eventhough Government has announced constitution of 7th Central Pay Commission, the appointment is yet to take place. In the meanwhile one round of discussion was held with Secretary, DOP&T on terms of reference. Subsequently, the staff side, JCM National Council has submitted a unanimous proposal on the items to be included in the terms of reference of the 7th CPC, which includes (i) date of effect as 01.01.2014 (2) merger of DA with pay (3) grant of interim relief (4) inclusion of GDS under the ambit of 7th CPC (5) statutory pension for those entered into service on or after 01.01.2004 (6) settlement of anomalies of 6th CPC (7) cashless/hassle-free medicare facilities etc

Government while announcing the 7th CPC has made it clear that the date of effect will be 01.01.2016. Further nothing has been mentioned about DA merger and interim relief. Regarding GDS the declared stand of the Government is that GDS are not civil servants and in the past also every time when CPC is appointed, the Government refused to include them in the Pay commission. Last time also inspite of the strong protest and agitational programmes conducted by NFPE and Postal JCA, the Government has appointed a bureaucratic committee. Regarding statutory pension to those who entered into service on or after 01.01.2004, the Government’s stand is well known and it may refuse to include this item also in the terms of reference.

This being the position, our past experience shows that unless and until the demands raised in the staff side proposal submitted to Government on terms of reference of the CPC is backed by serious agitational programmes, rallying the entire Central Government Employees and create compulsion on the Government to accept our justified stand, there is every possibility of Government rejecting the above proposal.

Further all of us are aware that the political situation in the country is gradually getting in election mode. This is bringing forth before the working class movement a crucial task of front-loading our class issues in the ensuring political battle. We have to keep in mind that the corporate class and corporate controlled media has started making effort for relegating the working class issues and the economic policy related issues in particular to the background. It is our duty to bring the demands of the working class to the fore-front and conduct intensive campaign against those policies and also against those who are supporting the neo-liberal globalization policies. Confederation of Central Government Employees & Workers being the part and parcel of the mainstream of the working class of our country has got an added responsibility to rally the entire Central Government Employees in the joint struggle against the anti-people and anti-worker policies of the Government which shall ultimately lead to a change in the political equation ensuring implementation of pro-people, pro-worker alternative policy.

**Taking into Consideration all the above facts and circumstances, the National Secretariat of the Confederation of Central Government Employees & Workers met at new Delhi on 28.11.2013 took a unanimous decision to go for strike if the Government refuse to accept the staff side proposal on terms of reference. Confederation further decided to organize series of phased programme of action and campaign from now onwards so that the employees will be ready to go for strike on short notice.**

**It is further decided that Confederation shall not go for any compromise on the demands raised in the proposal submitted by the JCM Staff side on terms of reference of 7th CPC.**

**3.**      **The following are the important decision of the National Secretariat.**

1.      The earlier decision to defer the strike ballot after the announcement of the 7thCPC by the Government is ratified. Under the given circumstances the decision taken to defer the ballot was perfectly right.

2.      The modification made in the Confederation Charter of Demands regarding date of effect of the 7th CPC (i.e. from 01.01.2011 to 01.01.2014) is approved as it was necessitated for arriving at unanimity among the staff side on term of reference which will strengthen further the unity of all Central Government organizations including Railways and Defence.

3.      Approved the modified Charter of Demands of the Confederation which includes the terms of reference submitted by the Staff side to the Government (copy enclosed Annexure – I

4.      Decided to conduct the following phased programme of campaign and agitational programmes.

(a)   Convening the Managing bodies/Executive Committees of all affiliated organizations to discuss and ratify the Confederation decision to go for agitational programmes culminating in strike.

(b)   Sector-wise/organisation-wise intensive campaign among the employees by conducting squad work, General body meetings, conventions, postering and issuing printed pamphlets, lunch hour meetings etc, explaining the demands raised in the charter of demands and also the necessity to go for strike if our demands on terms of reference are not accepted. All India/State Leaders of the affiliated organizations shall under-take extensive tour as part of campaign programme.

(c)    The campaign tour programme finalized by the Secretariat meeting earlier is to be implemented. Whereever State level and C-O-C level conventions are yet to be held, it should be held before 20.12.2013. **All State Committees and C-O-Cs are requested to organize conventions immediately. The name of the Confederation National leaders who are attending the conventions is given in the enclosed circular. Date of the Conventions may be fixed in consultation with the concerned comrade.**

(d)   Decided to conduct nationwide **day-long dharna programme at** maximum centres, particularly at the state capitals **on 2013 December 19th**(19.12.2013) with massive participation of employees. Effort is to be made for maximum media coverage of the programmes.

(e)   Decided to organize **mass rallies at all State capitals** (and if possible at District Capitals also) before 31.12.2013. National leaders of the Confederation and other trade Union leaders may be invited to address the rallies. All effort should be made to make the rally a grand success ensuring maximum participation of employees.

(f)     Decided to conduct press conferences at all State capitals (other centres also if possible) by the State committees/C-O-Cs to explain the justification of demands and also the proposed strike action.

(g)   Decided to organsie nationwide **five days relay dharna** at various centres of each city during the period from 30th December 2013 to 3rd January 2014 (30.12.2013 to 03.01.2014)

(h)   **Mass dharna at New Delhi on 9th January 2014** by All India Leaders of Confederation and leaders of all affiliated organizations and C-O-Cs and also maximum number of employees from Delhi and nearby states.

(i)     **Extended National Executive meeting of Confederation will be held at New Delhi on 10.01.2014** (10th January 2014) for declaration of the strike date and also the duration of the strike. **All the National Secretariat members of the Confederation, All the C-O-C Representatives and all the Chief Executives of the affiliated organizations of Confederation shall attend the mass dharna on 9th January and the Extended National Executive meeting on 10th January 2014 WITHOUT FAIL.**(Please book the up and down ticket immediately to ensure the participation on both days i.e. on 9th & 10th January 2014) **If any organisation or C-O-C wants participation of more comrades in the extended National Executive as observers it will be allowed subject to a maximum of five) P**articipation in the Dharna is allowed without any limit

5.      Decided to extend full support and solidarity to the proposed strike action of NFPE & FNPO on demands of Gramin Dak Sevaks (GDS) and Casual, Part-time, Contingent employees. It is decided to request the Postal JCA to adjust the date of the strike so that it will be a strike of all Central Government Employees.

6.      Decided to file a case in the Kolkata High Court challenging the PFRDA Bill passed by the Parliament jointly with the All India State Government Employees Federation (AISGEF). The methodology for raising funds for meeting the expenses for the conducting of the case up to Supreme Court will be decided in the next meeting. C-O-C West Bengal is authorized to assist the National Secretariat in completing the formalities for filling the case in the Kolkata High Court in consultation with AISGEF.

7.      Decided to mobilize maximum employees for participating in the 12th December Parliament March organized by the Central Trade Unions against the anti-people, anti-worker policies of the Central Government. C-O-C Delhi and C-O-Cs of nearby states and also all affiliated organizations are requested to ensure large scale participation of the employees in the 12th December Parliament March. **It is decided that each organisation shall conduct workers meeting at all important centres in Delhi and nearby states for mobilizing maximum employees to participate in the march.**

8.      Decided to extend maximum support and solidarity to the 11th December 2013 Parliament March organized by the AIPEU-GDS (NFPE) demanding settlement of GDS demands. Delhi C-O-C is requested to extent maximum support for the successful conduct of the GDS Parliament March.

9.      The National Secretariat placed on record its sincere thanks to all the state committees/C-O-Cs and also all the affiliated organisations for making the All India Trade Union Education Camp conducted at Mumbai on 14th & 15th November 2013 and also the All India Women’s Convention held at Delhi on 25th & 26th November 2013 a grand success, **especially to the C-O-C Mumbai and C-O-C Delhi for providing all the infra-structural facilities in an excellent manner.**

10.  Decided to appeal to all affiliated organisations to clear the quota dues towards Confederation CHQ before 31.12.2013.  Financial Secretary shall issue separate notices to each organisation indicating the total dues to be remitted.

11.  It is decided that Com. M. Krishnan, Secretary General shall represent the Confederation as an official delegate in the International Congress of Southern Initiative on Globalisation and Trade Union Rights (SIGTUR) to be held at Perth, Australia from 2nd to 6th December 2013.

The National Secretariat meeting was presided over by Com. K. K. N. Kutty, the National President. Com. S. K. Vyasji, Advisor, was present and gave his valuable guidance for arriving at correct conclusion and decisions on each agenda items. Com. M. Krishnan, Secretary General, presented the organizational report.

Yours Comradely,

(M. Krishnan)

Secretary General

**ANNEXURE – I**

**MODIFIED CHARTER OF DEMANDS OF CONFEDERATION**

1.      Accept the terms of reference of 7th CPC, submitted by the staff side, National Council JCM.

(a)      To examine the existing structure of pay, allowances and other benefits/facilities, retirement benefits like Pension, Gratuity, other terminal benefits of various categories of Central Government Employees including Gramin Dak Sevaks (GDS) of Postal Department.

(b)      To work out the comprehensive revised pay packet for the categories of Central Government employees including GDS as on 1.1.2014.

(c)       The Commission shall determine the pay structure, benefits, facilities, retirement benefits etc. taking into account the need to provide minimum wage with reference to the recommendation of the 15th Indian Labour Conference (1957) and the subsequent judicial pronouncement of the honorable Supreme Court there-on, as on 1.1.2014.

(d)      To determine the Interim Relief needed to be sanctioned immediately to the Central Government employees including GDS.

(e)       To determine the percentage of Dearness allowance/Dearness Relief immediately to be merged with Pay and pension including GDS.

(f)        To settle the anomalies raised in various fora of JCM.

(g)      To work out the improvements needed to the existing  retirement benefits, like pension, death cum retirement gratuity, family  pension and other terminal or recurring  benefits maintaining parity amongst past, present and future pensioners and family pensioners including those who entered service on or after 1.1.2004.

(h)      To recommend methods for providing cashless/hassle-free Medicare facilities to the employees and Pensioners including Postal pensioners.

2.      Ensure every five year revision of wages of Central Government Employees in future.

3.      (a) Regularisation of Gramin Dak Sevaks of the Postal Department and grant of Civil Servant status, statutory pension and all other benefits at par with regular employees.

(b) Regularisation and revision of wages of casual and contract workers.

4.      Compassionate appointment – removal of restrictions imposed by Government.

5.      JCM and Anomaly Committee Functioning.

6.      Fill up all vacant posts and creation of new posts wherever justified.

7.      Stop downsizing, outsourcing, contractorisation and privatization of Government functions.

8.      Stop the move to introduce performance related Pay (PRP) system, Extend PLB Bonus for all, removing bonus ceiling.

9.      Revise OTA and Night Duty Allowance rates and clothing rates.

10.  Implement arbitration awards.

11.  Five promotions to all.

12.  Rescind the PFRDA Act. Ensure statutory Pension for all.

13.  Stop price rise. Revive and extend public distribution system for all.

14.  Stop trade Union victimization.

15.  Ensure Right to strike.

**ANNEXURE – II**

**CONFEDERATION NATIONAL SECRETARIAT MEMBERS DEPLOYED FOR CAMPAIGN PROGRAMME**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Territorial area to be covered** | **Name of CHQ Office Bearers** | **Mobile Nos.** |
| 1 | Kerala | K. K. N. Kutty,  M. Krishnan  C. P. Sobhana | **09811048303**  **09447068125**  **09446721330,** |
| 2 | Tamilnadu | M. Krishnan,  T. Narasimhan | **09447068125,**  **09440056969** |
| 3 | Karnataka & Goa | K. K. N. Kutty  M. Krishnan  V. Venkatasubramanian  R. Seethalaxmi | **09868145667**  **09440056969**  **09443735356**  **09448819821** |
| 4 | Andhra Pradesh | M. Krishnan  M. Duraipandian  B. Krishna Gaud  Mani Achari | **09447068125**  **09789833552**  **09866618391**  **09442155128** |
| 5 | Maharashtra | K. K. N. Kutty  Ashok B Salunkhe,  Giriraj Singh,  R. P. Singh,  Nilesh Nasre | **09811048303**  **09969233999**  **09811213808**  **09969080996**  **09850354898** |
| 6 | Gujarat | K. P. Rajagopal  I. S. Dabas,  K. V. Jayaraj | **09868277455**  **09968099272**  **09869501189** |
| 7 | Rajasthan | Giriraj Singh,  M.S. Raja | **09811213808**  **09868145667** |
| 8 | Madhya Pradesh | K. P. Rajagopal  I. S. Dabas  N. Somaiya  Nageshwar Rao | **09868277455**  **09968099272**  **09704562781**  **09912348233** |
| 9 | Chhattisgarh | M. S. Raja  P. Suresh  Yeshwant Purohit | **09868145667**  **09885077451**  **09406717191** |
| 10 | New Delhi | M. Krishnan  Ashok Kr. Kanojia,  Giriraj Singh  V. Bhattacharjee | **09447068125**  **09810206426**  **09811213808**  **09868520926** |
| 11 | Bihar | Giriraj Singh  V. Battacharjee | **09811213808**  **09868520926** |
| 12 | Jharkhand | K. K. N.Kutty  Pijush Roy | **09811048303**  **09433575577** |
| 13 | Uttar Pradesh | S. K. Vyas,  R. N. Parashar,  V. Bhattacharjee  T. Satyanarayana | **09868244035**  **0986819295**  **09868520926**  **09912348500** |
| 14 | Orissa | K. P. Rajagopal  P. Suresh | **09868277455**  **09885077451** |
| 15 | Bengal | K. K. N. Kutty  M. Krishnan  Pijush Roy | **09811048303**  **09447068125**  **09433575577** |
| 16 | Assam | K. K. N. Kutty,  Pijush Roy | **09811048303**  **09433575577** |
| 17 | Meghalaya & Tripura | K. P. Rajagopal  V. Bhattacharjee | **09868277455**  **09868520926** |
| 18 | Haryana & NCR (Gurgaon, Faridabad, Gaziabad, Noida, Meerut etc.) | R.N. Prashar  A. K. Kanojia  I. S. Dabas  V. Bhattacharjee  N. Somaiya | **0986819295**  **09810206426**  **09968099272**  **09868520926**  **09704562781** |
| 20 | Punjab | K. K. N Kutty  Giriraj Singh | **09811048303**  **09811213808** |
| 21 | Himachal Pradesh | M. Krishnan | **0944706812** |
| 22 | Uttarakhand | S. K. Vyas  M. S. Raja  Arup Chatterjee | **09868244035**  **09868145667**  **09874408310** |