



CONFEDERATION OF CENTRAL GOVT. EMPLOYEES & WORKERS

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

Website: www.confederationhq.blogspot.com

Email: confederationhq@gmail.com

President

K. K. N. Kutty
09811048303

Secretary General

M. Krishnan
09447068125

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Dated – 26.07.2016

IMPORTANT CIRCULAR

To

- 1) All National Secretariat Members (CHQ Office bearers)
- 2) General Secretaries of all state C-O-Cs
- 3) Chief Executives of all affiliated organisations
- 4) All Women sub-committee members

NATIONAL SECRETARIAT DECISIONS

The National Secretariat of the Confederation of Central Govt. Employees & Workers, met on 24.07.2016 at New Delhi under the presidentship of Com. K. K. N. Kutty, National President. The following important decisions are taken.

(1). 2ND SEPTEMBER 2016 – ALL INDIA GENERAL STRIKE:

The Joint platform of Central Trade Unions (CTUs) of the Country along with Independent National Federations of employees of different industries and services including Confederation of Central Govt. Employees and Workers, have decided to organize All India General Strike on 2nd September 2016, against the anti-people, anti-workers policies and authoritarian attitude of the NDA Government. Intensive campaign and preparation to make the general strike a resounding historical success is going on in full swing throughout the country. The attitude of the NDA Government is profoundly negative and hugely challenging to the working class including Central Govt. employees. The issues in the Charter of demands submitted by the Trade Unions to the Govt. relate to basic interest of the country's economy and also issues concerning the livelihood of the working people of both organized and unorganized sectors.

Govt. has not taken any meaningful step to curb price rise of essential commodities and to generate employment except making tall baseless claims. Govt. is mysteriously

silent on the question of retrieving the black money stashed abroad and recovering lakhs of crores of rupees of bad debts of public sector banks. Whole range of social security measures are under severe attacks including the pension of post – 2004 entrants in Central Govt. Services. Govt. has launched atrocious attack of drastic cut in interest on small savings deposits. Totally ignoring the united opposition of the working class, the Govt. has been moving fast to demolish existing labour laws thereby empowering the employers with unfettered rights to “hire and fire” and stripping the workers and trade union of all their rights and protection provided in laws. Alongwith the peasantry and agri- labourers are also under severe attack. Attack on public sector has been pushed to unprecedented height with Govt. announcing mega strategic sale and also allowing unlimited FDI in strategic sectors like Railways, Defence and financial Sector as complimentary to the move of privatization and Public Private partnership etc. The anti-worker and authoritarian attitude of the Government is also nakedely reflected in their refusal to implement the consensus recommendations of 43rd, 44th and 45th Indian Labour Conference for formulations of minimum wages, equal wage and benefits of regular workers to the Contract workers.

The neo-liberal economic policies pursued by the Govt. has landed the entire national economy in distress and decline affecting the working people the most.

Central Govt. Employees worst affected:

The policy offensives of the Govt. like downsizing, outsourcing, contractorisation, corporatization and privatization has affected the Central Govt. departments and employees in a worst manner. Ban on creation of new posts and non-filling up of about six lakhs vacant posts had increased the work load of the existing employees and adversely affected the efficiency of the services. The New Pension Scheme (NPS) implemented with affect from 01.01.2004, is nothing but a “**No Pension Scheme**”, as it is fully dependent on the vagaries of share market forces. The Govt. is not ready to grant civil servant status to Gramin Dak Sevaks and to regularize the services of causal, contingent and contract workers. The 5% ceiling on compassionate appointment is not yet removed. The bonus ceiling enhancement from Rs.3500/- to Rs. 7000/- is not made applicable to Central Govt. Employees. Govt. is not ready to modify the 7th CPC recommendations, which is worst ever made by any pay commissions. The assurance given to the staff side regarding enhancement minimum pay and fitment formula is yet to be implemented. All other retrograde recommendations like reduction in the percentage of HRA, abolition of 52 allowances etc. are yet to be modified. Overall the attitude of the Modi Govt. is totally negative towards the Central Govt. employees and pensioners.

The National Secretariat is of the firm opinion that unless the policy of the Govt. is changed, more attacks are likely to come on the Central Govt. employees and working class. To change the policy the united struggle of entire working class is required. It is in this background the Confederation of Central Govt. employees and workers has

decided to join the General Strike along with other sections of the working class of our country.

The Confederation National Secretariat calls upon the entirety of Central Govt. employees to make intensive campaign and preparation for making the 2nd September 2016 strike a grand success. Along with the 12 Point charter of demands of the working class, the Confederation has decided to submit the demands pertaining to the Central Govt. employees also as Part-B of the Charter of demands to the Govt. The Charter of demands (Part A and B) is furnished below:

2016 September 2nd General Strike 12 Point Charter of Demands of Joint Platform of Central Trade Unions submitted to government:

PART – A

1. Urgent measures for containing price rise through universalization 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 cover for all workers.
5. Minimum wage of not less than 18000/- per month with provisions of indexation (for unskilled worker).
6. Assured enhanced pension not less than 3000 p.m for the entire working population (including unorganized sector workers).
7. Stoppage of disinvestment 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 that of regular workers for the same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund and increase in 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. No FDI in Railways, Defence and other strategic sectors.
12. No unilateral amendment to labour laws.

PART – B

Demand of the Central Govt. Employees

1. Avoid delay in implementing the assurances given by Group of Ministers to NJCA on 30th June 2016, especially increase in minimum pay a fitment formula. Implement the assurance in a time bound manner.

2. Settle issues raised by the NJCA, regarding modifications of the 7th CPC recommendations, submitted to Cabinet Secretary on 10th December 2015.
3. Scrap PFRDA Act and New Pension System (NPS) and grant Pension/Family Pension to all Central Government employees under CCS (Pension) Rules 1972.
4. No privatization, outsourcing, contractorisation of Government functions.
5. (i) Treat Gramin Dak Sevaks as Civil Servants and extend all benefits on pay, pension and allowances of departmental employees.
(ii) Regularise casual, contract, contingent and daily rated workers and grant equal pay and other benefits.
6. Fill up all vacant posts by special recruitment. Lift ban on creation of new posts.
7. Remove ceiling on compassionate appointments.
8. Extend benefit of Bonus Act amendment 2015 on enhancement of payment ceiling to the Adhoc bonus/PLB of Central Govt. employees with effect from the financial years 2014-15. Ensure payment of revised bonus before Pooja holidays.
9. Revive JCM functioning at all levels.

All affiliated organisations and C-O-Cs are requested to plan phased campaign programme during the month of August 2016 by conducting squad work, general body meetings, conventions, and printing and circulating notices, pamphlets and posters. **Each affiliated organization** should issue their own separate circulars and instructions to all their units endorsing the decision of the Confederation National Secretariat.

Serve Strike Notice on 12.08.2016

Strike notice should be served to all Departmental heads by the affiliated organisations on 12th August 2016. On that day demonstrations should be conducted in front of all offices and copy of the strike notice may be served to all lower authorities also. Confederation CHQ will also serve strike notice to Cabinet Secretary on 12th August 2016.

Campaign Programme

National Secretariat decided to organize campaign programme of National Secretariat members during August 2016 as follows:

CAMPAIGN PROGRAMME OF NATIONAL SECRETARIAT MEMBERS

Sl.	Place	Date	Name of National Secretariat members
1.	Trivandrum	28.08.2016	M. Krishnan, M. S. Raja
2.	Bangalore	23.08.2016	M. Krishnan, K. P. Rajagopal
3.	Chennai	25.08.2016	M. Krishnan, Nageshwar Rao, T. Narasimhan, Durai Pandian
4.	Hyderabad	23.08.2016	K. V. Jayaraj, T. Satyanarayana, Sommaiah N. Mani Achary.

5.	Ahmedabad	11.08.2016	Giriraj Singh, T. Satyanaryana, Venkatesh Subramanian
6.	Bhopal	11.08.2016	R. N. Parashar, T. K. R. Pillai, Yashvant Purohit
7.	Mumbai	11.08.2016	K. K. N. Kutty, R. P. Singh, M. S. Raja, Ashok B. Salunkhe
8.	Bhubaneshwar	22.08.2016	Vrigu Bhattacharjee, Giriraj Singh
9.	Ranchi	22.08.2016	Pijush Roy, R. N. Parashar
10.	Kolkata	23.08.2016	R. N. Parashar, Pijush Roy, Rupak Sarkar
11.	Guwahati	26.08.2016	Pijush Roy, Rupak Sarkar
12.	Agartala	11.08.2016	Pijush Roy, R. Seethalakshmi
13.	Patna	29.08.2016	Vrigu Bhattacharjee, Giriraj Singh
14.	Chandigarh	22.08.2016	K. K. N. Kutty, R. Seethalakshmi
15.	Ambala	26.08.2016	M. S. Raja, Giriraj Singh
16.	Jaipur	23.08.2016	K. K. N. Kutty, P. Suresh
17.	Dehradun	22.08.2016	Arup Chatterjee, R. N. Parashar
18.	Raipur	29.08.2016	R. N. Parashar, P. Suresh
19.	Delhi		K. K. N. Kutty, Vrigu Bhattacharjee, Giriraj Singh, R. N. Parashar, Ashok Kanojia
20.	Nagpur	07.08.2016	M. Krishnan, Nilesh D. Nazare
21.	Lucknow		R. N. Parashar, K. K. N. Kutty
22.	Shimla		R. N. Parashar, M. S. Raja

(2). (a) REVIEW OF THE DEFERRED INDEFINITE STRIKE FROM JULY 11TH 2016

The National Secretariat conducted a detailed review of the July 11th deferred indefinite strike and took the following decisions:

1. In order to ensure that the assurances given by the Group of Ministers to the NJCA leaders especially regarding enhancement of minimum wage and fitment formula, the unity of the NJCA should be kept intact.
2. If the Govt. adopt delaying tactics in appointment of High level committee, then agitational programmes should be announced by NJCA to compel the Govt. to honour the commitment within the time frame. In any case, the National Conference of Confederation shall announce the agitational programmes either jointly with NJCA or independently by Confederation if the Govt. fails to expedite action to honour the commitment.
3. If the Govt. is not ready to honour the commitment within the time frame, Confederation shall go on strike, either jointly under the banner of NJCA or independently.

(b) GOVT. ISSUED NOTIFICATION AND REVISED PAY RULES ON 7TH CPC RECOMMENDATIONS

On 25.07.2016, the Govt has issued notification for implementation of 7th CPC recommendations, as approved by the Union Cabinet on 29th June 2016. Revised Pay

Rules are also notified. NJCA has decided to write to the Home Minister and Finance Minister to expedite action for constitution of High Level Committee, as assured by Group of Ministers.

(3). 25TH NATIONAL CONFERENCE OF CONFEDERATION – CHENNAI – 16, 17, 18 AUGUST 2016

The National Secretariat reviewed the preparations for the 25th National Conference to be held at Chennai from 16th to 18th August 2016. The inaugural session will be held on 16.08.2016 at 10 AM. Com. A. K. Padmanabhan, National President, CITU will inaugurate. Com. Shiv Gopal Misra, General Secretary, AIRF & Convenor NJCA, Dr. N. Raghavaiah, General Secretary, NFIR & Chairman, NJCA, Com. C. Sreekumar, Secretary General, AIDF and member NJCA, Com. A. Sreekumar, General Secretary, All India State Govt. Employees Federation, Com. P. Abhumanyu, General Secretary, BSNLEU, Com. S. Mohan, Secretary General, Confederation of Central Govt. Gazetted officers organisations, Com. K. Ragahavendran, Deputy Secretary General, NCCPA etc. will address the inaugural session. All India Women's Convention will be held on 17th August at 10:00 AM. Dr. Vasanthi Devi, former Vice Chancellor, Manonmaniam Sundaranar University Tirunelveli & Former Chairperson Women's Commission, Tamilnadu will inaugurate the Womens's conventions. The venue of the Conference is "Dharmaprakash Kalyana Mandapam", No. 10, Raja Annamalai Road (Opp: to Dashprakash Poonamallee Purasawalkam) Chennai – 600084.

Contact Numbers of Reception Committee:

1. Com. J. Ramamurthy, Chairman C-O-C	-	09843370580
2. Com. M. Durain Pandian, General Secretary, C-O-C	-	09789833522
3. Com. S. Sundaramurthy, Financial Secretary	-	09445955554
4. Com. R. B. Suresh, Accommodation	-	09444074470
5. Com. M. S. Vengatesan, Souvenir	-	09445955553
6. Com. A. Balasundaram, Souvenir	-	09080791266
7. Com. Samraj	-	09940061291
8. Com. Kannan, P4	-	08903515285

PLEASE HELP THE RECEPTION COMMITTEE BY COLLECTING MAXIMUM ADVERTISEMENTS:

As the Diamond Jubilee Year National Conference is being organized in a grand manner by the C-O-C Tamilnadu alongwith the National Women's Convention and as Chennai is a metropolitan city, the overall expenditure will come to 25 to 30 lakhs. The Reception Committee is finding it difficult to mobilise the finance for the Conference. It is once again requested to all affiliated organisations and C-OCs to collect maximum advertisements and sent it to the Reception Committee immediately.

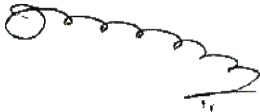
Inform the Number of delegates/visitors and Women comrades attending the conference on or before 05.08.2016.

All affiliated organisations and C-O-Cs are requested to intimate the number of delegates/visitors attending the National Conference and also their arrival particulars (travel details) to Reception committee by e-mail or over phone without fail. The information should be given on or before 05.08.2016.

E-mail ID – dpandian416@gmail.com

Phone Numbers see above

Fraternally yours,



(M. Krishnan)

Secretary General

Confederation

Mob: -09447068125, 09968898009

E-mail: mkrishnan6854@gmail.com