

U.N.I.**F.N.P.O.****I.N.T.U.C**

ना पहाड़ों से डरते, ना तूफानों से डगमगाते हैं, जो तूफानों से टकराते हैं
और डाक कर्मचारियों के दुःखों को दूर करने के लिए लड़ते हैं उसे
FNPO-NUPE Postmen & MTS, Group C Union कहते हैं।



POSTAL PRAKASH



सी.एच.क्यू., दलवी सदन, खुर्शीद स्क्वायर, सिविल लाईंस, दिल्ली-110054

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Hearty Congratulations To All GDS Employees

GDS Employees of Postal Department observed **Indefinite Strike from 22-5-2018** which **ended off on 6-6-2018** after fulfillment of their demand of implementation of GDS Committee report.

The Central Cabinet Meeting held on 6-6-2018 and Government accepted the report of GDS Committee Recommendations. GDS Staff kept their unity and passions and pull on the **Indefinite Strike for 16 days.**

This is the first time in Trade Union history of Postal Department that NFPE/FNPO Affiliated Unions are not participated in this **Strike except Kerala Circle.**

However, FNPO wrote to the Prime Minister and urged upon to accept the demand of GDS Staff of implementation of GDS Committee Report. Also wrote to Secretary (P), Department of Posts for immediate settlement of issue of GDS Committee Report, else cautioned that **FNPO Affiliated Union may join the Indefinite Strike of GDS Union.**

But the Government came with GDS JCA approach and settled the demands of Strike Called off on 6th June, 2018.

We congratulate all GDS employees.

- T.N. Rahate

Journal of The National Union of Postal Employees, Postmen and Group 'C'/MTS
P&T Colony, Civil Lines, New Delhi-110054. Tel.: 23818330 • Email : tnrahate@yahoo.com
Shri T.N. Rahate (General Secretary) M.: 08080070500, 09869121277
Web : www.nupestmen.org • www.nupestmenp4.blogspot.com

सभी GDS कर्मचारियों को हार्दिक बधाई

डाक विभाग के सभी ग्रामीण डाक सेवक कर्मचारियों को एतिहासिक हड़ताल की कामयाबी के लिए हमारी ओर से तथा अध्यक्ष FNPO की ओर से इस अनिश्चितकालीन हड़ताल के लिए आप को हार्दिक बधाई।

मित्रो, ऐसा पहली बार हुआ कि आप सभी ग्रामीण डाक सेवक कर्मचारी वर्ग अनिश्चितकालीन हड़ताल पर उतरा और अपने बलबूते पर हड़ताल कामयाब की।

FNPO की ओर से मा. श्री नरेंद्र मोदीजी प्रधानमंत्री को चिट्ठी लिखकर उनसे इस समस्या का समाधान ढूंढने की विनती की गयी; तथा सेक्रेटरी डाक विभाग को चिट्ठी लिखकर हड़ताल समाप्त करने हेतु आवश्यक कार्रवाई की मांग की गयी, अन्यथा FNPO संलग्न यूनियनों द्वारा GDS कर्मचारियों की जायज मांग के लिए अनिश्चितकालीन हड़ताल की नोटिस जारी करने की धमकी दी गयी।

आखिरकार 6 जून 2018 की केंद्रीय मंत्री मंडल की बैठक में सरकार द्वारा GDS कमेटी की रिपोर्ट को स्वीकृति दी गयी और GDS यूनियनों द्वारा हड़ताल समाप्त की गयी।

हम आप सभी को हार्दिक बधाई देते हैं तथा आप का अभिनंदन करते हैं।

- टी.एन. रहाटे

General Secretary and President FNPO Shri T.N. Rahate alongwith General Secretary, RMS R-IV, Shri P.D. Bavikar visited Dak Bhawan and met Members, DDGs, Dept. of Posts

- 1. Member (PLI) - Discussed issue of Pandharpur PLI/RPLI fraud Pandharpur Division.**
Will examine and decide to give justice to MTS and other official suffered for recovery in the case.
- 2. Additional Director General - (i) Drop Rule 14 - Charge Sheet issued to irregular Memo - Case of Rtg. DN Goa Region, Maharashtra Circle and other issue discussed in the meeting.**
Necessary action will be taken and given instructions to DDG (SR & Legal)
(ii) GDS Strike issue also discussed in meeting.
Now all the power is in hand of Government/Cabinet. It will be decided in Cabinet Meeting only.
- 3. Member Operation Discussion - Regarding GDS Strike issue President FNPO tried to convince the Madam, to give justice to the GDS lower salary paid official over all Country and Madam also assured to Cabinet Secretary, PMO Office and also requested to all GDS General Secretaries to have a trust in each other.**

Contd. on Pg 11...

General Secretary's Letter addressed to Secretary (P)

U.N.I. F.N.P.O. I.N.T.U.C
NATIONAL UNION OF POSTAL EMPLOYEES POSTMEN, MTS GROUP-C
(Recognised by Government of India)
Central Head Quarters, Delhi-110 054

C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: NU/P-IV/MACP/Court Decision/2018
.....
Date : 15-05-2018
.....

To,

The Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

**Subject : Regarding unique applicability of judgement
of Hon'ble Supreme Court
to all similarly situated employees.**
Ref.: Decision in MACP Related Case of Shri D. Shivkumar

Respected Sir,

With reference to above subject, I would like to draw following few points for your kind Honour's consideration.

The Supreme Court in various cases has directed that, whenever there are similarly situated persons involved in any case, the Government on its own grant the same relief to the others and should not force the similarly situated employees to approach the Court. Further, when citizen is aggrieved by Government Departments, has approached the Court and obtained a Declaration of Law in his favour, others in like circumstances should be able to rely on the senses of responsibility of the Department concerned and to accept that they will give benefits of Declaration without need to take their grievances to the Court.

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Ref. No.: NU/P-IV/MACP/Court Decision/2018

Date : 15-05-2018

Even after these directions of the Apex Court, DOPT has advised Department of Posts to implement the judgement in the **MACP related case of Shri D. Shivkumar** on individual ground. Further, the reference from **Department of Legal Affairs also advised that the judgement passed by Hon'ble Supreme Court** cannot become precedent for all similar/identical cases.

Since, non adherence of guidelines of the **Supreme Court** is against the very purpose behind the guidelines, individuals in similar situation should not be forced to approach the Court, putting them in hardship.

So, it is requested to take up the issue in details, again with DOPT so as to make any judgements passed by the Supreme Court will become uniquely applicable to all the similarly situated employees.

Thanking you,

Yours Sincerely

CC for information and necessary action

1. Hon'ble Minister of Communication and IT,

Department of Posts,

Dak Bhawan, New Delhi-110001

2. Secretary General, FNPO and

All General Secretaries,

FNPO Affiliated Union



(T.N. RAHATE)

General Secretary and President FNPO

(T.N. RAHATE)
General Secretary and
President FNPO

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Ref. No.: FNPO/Transfer Policy/2/2018 Date : 16-05-2018

To,

The Secretary (P), Department of Posts,
Dak Bhawan, Sansad Marg,
New Delhi-110001

Subject : Review of **transfer policy** - Invitation of suggestions regarding.

Ref : D.G. Letter No. 141-141/2013-SPB-II dtd. 31.01.2014 &
28.03.2017

Respected Sir,

W.r.t. above subject & reference, my Union submits following suggestion relating to **mutual transfers u/r 38**, for favourable consideration. Condition 3a (viii) of draft transfer policy permits transfer u/r 38 only against **similar type / categories vacancy** i.e. direct recruit against direct recruit, promotee against promotee, OC candidate against OC, SC candidate against SC & ST candidate against ST. However due to this condition only a large no of u/r 38 transfer can't be sanctioned for non availability of similar candidate/vacancy. In this connection, my Union requests **to drop the condition of transfer against similar candidate/ vacancy**. Any disruption **arising out of dropping this condition in the divisional level roaster** may be adjusted in the subsequent notification for the recruitment.

Also the draft policy provides for **transfers of Postman / MTS staff not as rotational transfers but as and when** it is requested for on administrative grounds only. However as per order No. 4-09/2011-SPG (PT) dtd.30 March 2015, for transfer of **postman /MTS staff** the rules applied for PA/SA **transfers u/r 38** are applied accordingly for transfers within the division itself, these staff have to wait for completion of prescribed years of

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C.H.Q. : Dalvi Sadan, Khurshid Square, Civil Lines, Delhi - 110 054 • Tel.: 011-23818330 • Fax 011-23321378

Ref. No.: FNPO/Transfer Policy/2/2018

Date : 16-05-2018

service as per provisions of Rules 38 & also the transfer within the division are treated as transfer u/r 38.

In this regard, we propose that the transfers of **postman / MTS staff within the division** may not be considered as transfer u/r 38 and also the criteria of **minimum service may not be applied**. Further, the powers for such transfers for the **same applied for willingly, within the divisions** may be vested in the hands of Divisional Head irrespective of number of years of service.

We hope that your Honour will consider the above suggestion & extend a positive co-operations on the same.

Awaiting favourable action.

Thanking you,

Yours Sincerely



(T.N. RAHATE)

President FNPO and General Secretary

CHQ Quota

All the Divisional Secretaries / Branch Secretaries are requested to send CHQ Quota of **Rs. 10/- (Rs. Ten)** each member per month to **Shri Jagdish Sharma, Treasurer (CHQ), Camp : I.P.H.O., New Delhi-110002.** M.: 09555593094 / 09718093094 as early as possible.

सी.एच.क्यू कोटा

सभी डिवीजनल सेक्रेटरी / ब्रांच सेक्रेटरी से अनुरोध किया जाता है CHQ कोटा **रुपये 10/- (दस रुपये)** प्रति मेंबर प्रतिमाह भेजें। यह चंदा दर दिसंबर 2014 से लागू है। **CHQ कोटा श्री जगदीश शर्मा, खंजाजी (CHQ),** कैंप : आई.पी.एच.ओ. नयी दिल्ली-110002 **मो. : 09718093094/ 09555593094** को जल्द-से-जल्द से भेजें।

Meeting to be held on 28.05.2018 under Chairmanship of Secretary (P)

F. No. 28-3/2018-D
Government of India
Ministry of Communications
Department of Posts
Mail Business (Operations & Development) Division

Dak Bhawan, Sansad Marg,
New Delhi-110001
Dated : 24/05/2018

To

The Chief Postmasters General
Delhi, Uttar Pradesh, Maharashtra Circles


Subject : Meeting to be held on 28.05.2018 (Monday) at 2.30 P.M. under Chairmanship of Secretary (Posts) with representatives of aforesaid Unions in G.P. Roy Committee Room, 2nd Floor, Dak Bhawan, New Delhi.

With reference to Federation of National Postal Organization's e-mail dated 24th May, 2018 regarding the subject cited above (copy enclosed). The Circles are requested to relieve the below mentioned officials for attending the meeting referred in the subject matter.

| S.No. | Name of official | Name of the concerned Circle |
|-------|--|------------------------------|
| (a) | Shri Pawan Kumar SA Airmail Stg AMPC, New Delhi | Delhi |
| (b) | Shri M.K. Sharma, Delhi RMS, Delhi. | |
| (c) | Shri Peasant Thukara MTS Nagpur MRS, | Maharashtra |
| (d) | Shri Shri Bawakar Mail Guard Pune B Division | |
| (e) | Shri T.N. Rahate, Postman, Tank Road PO, Mumbai | |
| (f) | Shri Yogendra Yadav SA A Division, Allahabad. | Uttar Pradesh |
| (g) | Thagi SA, Shaharanpur RMS, UP | |

Yours faithfully

Encl: As above


(Supriyo Ghosh)
Director (Mail Management)

Copy to: Shri D. Kishan Rao, Secretary General, FNPO, T-24, Atul Grove Road, New Delhi-110001.

POSTAL PRAKASH

7

JUNE, 2018

FEDERATION OF NATIONAL POSTAL ORGANISATIONS

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-23321378

E-mail: theagarajannachi@hotmail.com.

Ref: PNOP/19/2018

28/05/2018

To

The Chairman,
Postal Services Board,
Dak Bhawan,
New Delhi 110 001.

Sub: FNPO / NUR-C & NUR MG&M.TS views on PNOP.

At the outset, while my Federation/Unions acknowledging the importance of conducting a BPR (Business Processes Re-engineering) as an essential exercise in every sphere of its activity to remain relevant, especially in the context of emerging innovation and consumer expectations, it is unfortunate to place on record that the unions are considered for inclusion in the loop at the eleventh hour as thirteenth guest after formalizing all the proposed directions in which the parcel segment of India Post is destined to travel. However, keeping aside the apprehensions in the interest of the 150 Year Old Department and its fraternity, the Key concerns noticed in the note circulated by the department are furnished hereunder for consideration.

1. Firstly the engagement of KPMG, the mandate given to consult, the terms of reference for consultancy, Scope of work assigned, the deliverables identified, the deliverables delivered by the consultant are not known by the association.

2. The samples, surveys, customer preference and behaviour, analytical review done by the Consultant M/s KPMG with reference to the DoP's current strength, operating sphere, revenue generation needs to be studied before offering the conclusive opinion on the veracity of recommendations/a suggestion.

3. It is true that Road Transport Development Network (RTDN) was aimed to strengthen the delivery and movement of parcels in quicker manner. Though primarily it was intended for augmentation of extra cushion to parcel segment most of the circles have defeated the concept of engaging the private players on a contractual basis (Contractual MMS) to carry all kinds of mails ignoring the root cause for which it was conceptualized. In turn, it has resulted in a total mess with most of the road transport development network being used to carry the mails that were left over by alternate mode of conveyance such as sections and departmental MMS. There was no clear vision or aim to move parcels from one end to the other end with lesser time by identifying the areas where parcel segment is fully uncovered by other transport players. Therefore, it is necessary to discuss the funds allotted so far by the Directorate to circles under the model Road Transport Development Network, the internal rate of return achieved so far circle wise, the average parcels that have been handled by each such route where RTDN was deployed. The economics of scale achieved on account of engaging CMMS under RTDN has to be quantified so that we could have better lessons before us on gaps and failures.

4. It has been stated in the note that the Department is presently having 4% of revenue market share on parcel segment and is handling 2 lakhs parcels every day. It is not made known what is the rate of (Return to Sender) parcels, what is the cost involved in handling the return to sender parcels, the mechanism evolved to address the cost of handling such parcels etc and what is the share of B to C segment among the 4% revenue earned from parcels since it has been identified that DoP has 7% share out of 36% share from the Business to Consumer Segment.

5. It has been mentioned in note that Top 5 cities i.e. 1% of total cities (345) contribute 31% of total departmental mail both inbound and outbound of all parcel products, whereas (31) Unique locations contributes to 80% of overall volumes while 300+locations contribute only 20% volumes. The logical reasons behind such findings made by KPMG shall be made available for better understanding to

find out what were the areas that need special focus (either logistical or customer preferences/ behaviours) to satisfy the requirement of the users between B to B segment and B to C segment so that we can capture the clientele.

6. Given the landscape of the DoP it is difficult to understand the logic of consolidation of parcels in fewer hubs on the basis of many locations handling fewer volumes. Instead of focusing on consolidation of Parcels a fewer hubs by rationalizing the existing widespread parcel hubs the focus should be on to find out how to minimize the transportation delays and ensure time bound delivery under the prevailing odds of single delivery attempt in the day.

7. A mention has been found that due to the higher number of L1/L2 parcel hubs the following inefficiencies were noticed. (i) Higher number of Sorts, (ii) Under-utilization of major locations, (iii) Diseconomies of scales. Firstly, it has to be understood whether the KPMG has given any SWOT (Strength, Weakness, Opportunities & Threat) analysis under existing framework as well as proposed framework. Secondly, Underutilization of major locations cannot be a yardstick as much of present day L1 or L2 hubs operate within a minimal space and that too inside the RMS unit. Only in very big metro cities the Parcel Hubs function under exclusive locations. To improve the utility rate of any major location the existing environment of that particular location with reference to the nature of customer who resides there, his/her requirements, type of product moving etc. has to be studied and plans charted accordingly to drive parcel business to that location specific.

8. There is no mention in the note about warehousing plan, the charges/revenue likely to be generated when we aim to set an internal target to capture 15% of entire Parcel market by 2026.

9. It has been stated that the KPMG has defined new optimized network for parcels with three step methodology which included volume projections by 2021. (Projected volume of parcel hub by 2021). The details along with the justified rationale behind the projections given by KPMG has to be analysed not only in terms of scenarios, but in real terms of direct towards which parcel industry is moving and keeping in mind the degree of expansion by private players.

10. It also stated in the note that the KPMG has suggested and recommended for an optimized network with (49) L1 hubs and 126 (L2) Parcel Hubs throughout the Country with minimum handling of (350) parcels per day. The recommendations have been shared with Circles and the workshop/seminars have been conducted in November 2017 after which their inputs were obtained for changes/additions in the network based on geographical and connectivity issues. After discussions with circles the new network for parcels were expanded to 57-L1 PH & 133-L2 PHs. My Federation/Union believes that the Department at this stage of after implementation has considered the unions as stakeholders in this project. It would be relevant to mention that the inputs provided by each circle, the responses of the consultant i.e. KPMG on each of them and the impact of tweaking the recommendations of the consultant shall be shared with the unions/associations to understand the complexity and impact involved in downsizing the number of parcel Hubs.

11. The financial implications i.e. both the support to be sought from the Government and the internal rate of return likely to be achieved as projected by the consultant KPMG has to be made available for estimating the economic viability of the project.

After receipt replay for the above doubts my Federation/union will submit a detailed note on PNOP.

Yours Sincerely,



T.N. Rahate
President FNPO



Prithviraj Bavikar
General Secretary NUR-MG&MTS



N.K. Tyagai
General Secretary NUR-C

**POSTAL JOINT COUNCIL OF ACTION
NATIONAL FEDERATION OF POSTAL EMPLOYEES
FEDERATION OF NATIONAL POSTAL ORGANISATIONS**

No: PJCA/1

dated 16.5.2018

To

The Secretary (P)
Department of Posts
New Delhi-110001

Sir,

Sub:- Inordinate delay in implementation of Sri Kamalesh Chandra Committee recommendations-
decision of Postal JCA to embark on serious Trade Union Action - regarding.

The 7th CPC recommendations for the Central Govt. Employees were implemented from 1.1.2016. Against our demand the Kamalesh Chandra Committee was appointed on 19.11.2015 and the committee submitted it's report on 24.11.2016. But even after 18 months the recommendations were not implemented by the Department of Posts.

After a series of Agitational Programmes by the unions there is no response from the Department and it is a pity that the Department is not in position to assure about the position of the Pay Commission (GDS Committee) and where it stands and when it will be implemented.

The Department is entrusted with all the new schemes and technology and they are now the backbone for the IPPB. But unfortunately, the Govt. is not in a position to consider their justified demand and the mandatory implementation of the recommendations made by the committee appointed by the Department and Minister for Communications and IT.

You are aware that all the unions of GDS employees in the Department served Strike notice embarking on a STRIKE from 22.5.2018 from which date the Postal Services will be paralysed including RICT and IPPB.

Under these compelling circumstances the Postal JCA consisting of affiliated unions of NFPE and FNPO met on 16.5.2018 and decided to support the strike and express solidarity and the future programme will be decided in the due course.

We venture to bring to your notice that in case of paralyzation of services at this crucial juncture where the Department is entering the new phase, the entire responsibility rests with DOP and the Ministry.

It is therefore requested to kindly cause suitable action to implement GDS Committee report as early as possible so that the peace and tranquility may be maintained in the Deptt.

Hoping for a Positive Response.

Yours Sincerely,

Sd/-
(D. KISHAN RAO)
Secretary General, FNPO

Sd/-
(R.N. PARASHAR)
Secretary General, NFPE

Charter of Demands

1. Implementation of positive recommendation of GDS Committee Report.
2. Grant of civil servant status to GDS employees restoring the GDS Conduct and Service Rules 1964 and, expunging the GDS Conduct & Engagement Rules 2011.
3. Recognition of Service Association as per the verification & Membership under RSA Rules 1993 conducted in 2015 and unlawful extension of Trade Union facilities to the unions affiliated to BPEF and supervisory association.
4. Implementation of cadre restructuring to the left out categories RMS, MMS, PACO, PASBCO Postmaster Cadre, Postal Civil Wing and finalization of decisions on granting fixation benefit under FR 22A(I) for accepting higher responsibility. Relaxation of (6+5) condition for HSG I and II to fill up the vacant posts, delinking hierarchical promotions like LSG, HSG II, HSG I with MACP promotions.
5. Withdraw New Pension Scheme and restore Old Pension System for all.
6. Immediate solutions for CSI/RICT related issues.
7. Filling up vacant posts in all cadres.
8. Restore OTA, OSA & Special Allowance to PO & RMS Accountants.
9. Removal of ambiguity in fixation of Pay and re-employed ex-serviceman and grant of benefit extended to Commissioned Officers to personnel below officer rank also.
10. Implement five days week for operative staff.
11. Stop privatization, contractorization, corporatization, outsourcing.
12. Payment of wages to casual labors based on 7th CPC.
13. Implement Apex Court Orders like RTP, MACP for LDCE officials, MACP from 1-1-2006.
14. No change in Rectt rules of PACO/PASBCO, Inspector Post and Postal Acctts (AAOS) and Grant of Auditor Status to SBCO staff in the backdrop of CBS.
15. Stop harassment of staff under contributory negligence factor, in the name of achieving unscientific targets and trade union victimization.

**General Secretary and President FNPO Shri T.N. Rahate
alongwith General Secretary, RMS R-IV, Shri P.D. Bavikar
visited Dak Bhawan and met Members, DDGs, Dept. of Posts**

...Contd. from pg. 2

4. **Met DDG (P) Manju Kumar - Regarding Change of recruitment Rules of Postman, MTS, Mailguard and PA/SA Cadres.**
MOL Clear the File. Issue a Notification by June 2018.
 - **Surplus Qualified GDS to Postman Exam Passed to accommodate them at Mumbai Region (Maharashtra State).**
Received a positive reply and will be looked in favour of GDS to Postman Pass according to Rule.
 - **Rule 38 Transfer issue and other Postman Issue discussion.**
Approach was positive.
5. **Met with Other DDGs and Directors in Directorate on dt. 29-5-2018 alongwith Shri P.D. Bavikar, General Secretary NU R-IV**
Discussed issues of Outstation Allowance and will decide early.

FEDERATION OF NATIONAL POSTAL ORGANISATIONS

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-23321378

No: FNPO/Strike/NUGDS/2018

Dated: 17th May 2018

To

All General Secretaries/FNPO Office Bearers

All Circle/Divisional/Branch Secretaries of FNPO Affiliated Unions.

Dear Colleagues,

As you are well aware that the NUGDS, AIGDSU and NFPE GDS unions had served strike notice on 3.5.2018 for indefinite strike from 22.5.2018 for implementation of Kamalesh Chandra Committee positive recommendations which is delayed indefinitely and 3 Lakh GDS employees are frustrated.

The available General Secretaries of FNPO and NFPE met and formed PJCA on 16.5.2018. The Federal Secretariat of NFPE was also in session on the same day. It was unanimously decided to support the strike of GDS employees.

The PJCA consisting of NFPE and FNPO served a letter on 17.5.2018 to the Secretary in unequivocal terms that the Postal JCA supports the strike of GDS employees in total solidarity and it will decide future programme shortly if the demand is not settled and it is made clear that the Department is only responsible for the paralyzation of postal services at this crucial juncture.

The FNPO therefore appeals to the cadre

1. All the affiliated unions should extend full support in solidarity and organize for the total strike of GDS employees.
2. According to the local situations they may form local JCA and cooperate to the strike according to the situation and see that the strike is total.
3. During the period of strike massive demonstrations should be held at all work places.
4. They should protest wearing black badges against the callous attitude of the Department and Government.

All should understand that due to the technical compulsions the Postal JCA didn't join the strike from the said date. The Postal JCA is watching the situation and take appropriate action in due course and will maintain broader unity for fulfillment of the charter of demands served on 17.5.2018 including the GDS demands (appended). Make preparations for the future direct action.

The agitation should send a message to the Department that the powder is dry and it will culminate to an indefinite strike shortly.

With fraternal Greetings...

Sd/-
(D. KISHAN RAO)
Secretary General, FNPO

GDS Unions Decided to Continue Their Indefinite Strike

**ALL INDIA GRAMIN DAK SEVAKS UNION (AIGDSU)
ALL INDIA POSTAL EMPLOYEES UNION - GDS (AIPEU-GDS)
NATIONAL UNION OF GRAMIN DAK SEVAKS (NUGDS)
Central Head Quarters, New Delhi**

No. JCA/GDS/Strike/2018

Dt. 24-05-2018

**NEGOTIATIONS FAILED
GDS INDEFINITE ALL INDIA STRIKE WILL CONTINUE
TILL GDS COMMITTEE IS IMPLEMENTED**

An emergent meeting of the General Secretaries of AIGDSU, AIPEU-GDS & NUGDS held at FNPO Headquarters, New Delhi on 24-05-2018 viewed with grave concern on the totally negative and indifferent attitude of the Central Government & Postal Board against the genuine demands of about three lakh Gramin Dak Sevaks of the Postal Department.

All the negotiations held till date have failed due to the adamant and unhelpful attitude of the Govt. and Postal Board. The meeting unanimously decided to continue the indefinite strike till the GDS Committee is implemented.

Kamalesh Chandra Committee has submitted its recommendations to the Govt. on 24-11-2016; within one year from the date of its appointment by Govt. Even after a lapse of 18 months, the positive recommendations of the Committee is not implemented by the Government.

After several agitations conducted by the GDS unions, the Postal Board has processed the recommendations regarding wages and submitted to the Cabinet for approval. Whether the positive recommendations regarding wage structure is processed, whether higher wages will be implemented from 01-01-2016 etc. are not yet known. Other than wages, all other positive recommendations viz., Children Education Allowance, Leave, other allowances are kept pending and it may take some more time to process and submitted for approval of the Competent Authority. The revision of Wages of other Central Govt. Employees was already implemented by Government from 01-01-2016. Glaring discrimination is shown towards Gramin Dak Sevaks.

Instead of accepting our minimum demand, the Postal Board Officers including Secretary, Department of Posts and Additional Director General of Posts went on appealing to the unions to withdraw or defer the strike, which we cannot accept.

The joint meeting of all the striking GDS Unions unanimously resolve to continue the nationwide indefinite strike of Gramin Dak Sevaks till the implementation of the GDS Committee. This meeting calls upon the entirety of Gramin Dak Sevaks to further strengthen the unity at base level and make the strike a resounding success.

Once again request that all GDS working in every nook and corner of the Country to remain united and determined and continue the strike till success.

The Central GDS JCA unanimously decided the following programme of action to create pressure on the Department & Govt. for the earliest implementation of the GDS Committee.

- 1. 28-05-2018 (Monday) :**
Conduct massive rally in Circle Headquarters and submit Memorandum to the Hon'ble Governor of the State.
- 2. 01-06-2018 (Friday) :**
Conduct mass dharna in front of Sanchar Bhawan (Office of the Minister of Communications) in New Delhi.


S.S. MAHADEVAIAH
General Secretary
AIGDSU


P. PANDURANGARAO
General Secretary
AIPEU-GDS


P.U. MURALIDHARAN
General Secretary
NUGDS

FEDERATION OF NATIONAL POSTAL ORGANISATIONS

T-24, Atul Grove Road, New Delhi - 110 001. Phone : 011-23321378
raokishan@gmail.com Mobile : 9440065675

CIRCULAR-01/2018

30/05/2018.

All General Secretaries FNPO Affiliated Unions & Office Bearers
All Circle/Divisional and Branch Secretaries of FNPO Affiliated Unions.

Dear Colleagues,

You are aware that the entire GDS employees of the Department of Posts are on Indefinite Strike from 22.05.2018. BPEF-GDS Union is also on strike from 14.05.2018. The AIGDSU and NUGDS gave notice for indefinite Strike from 22-05-2018 subsequently AIPEU-GDS (NFPE) also served indefinite strike notice from the same date, i.e. 22-05-2018.

Now 9 days are over the strike percentage according to Department 90 to 95%, in fact, the strike is total as on date. Circles like Kerala, A.P., Telangana, West Bengal & Tamilnadu departmental employees' Unions also joined the strike from 22-05-2018 except Kerala other circles withdrawn the solidarity strike. In Kerala Departmental employees of FNPO and NFPE are continuing their strike till date. Entire state across the Country the GDS Percentage increasing day by day today it is almost total.

As on date five rounds of discussions held with Secretary, Department of Posts, Additional Director General, Posts and conciliation meetings with the Regional Labour Commissioner. The Department is not ready to give any written agreement to the GDS Unions.

PJCA meeting was held on 16/05/2018 and a letter was sent to The Chairman, Postal Services Board demanding early implementation of Kamalesh Chandra positive recommendations yesterday NFPE & Confederation jointly issued a call for a mass hunger fast in front of major post office / RMS offices on 31st May, 2018 Thursday from 10 am to 5 pm and March to Sanchar Bhawan on 1-6-2018.

Viewing the above FNPO and its affiliated unions decided to conduct Lunch hour demonstration in front of all Post Offices/RMS Offices on 31-05-2018. It is also decided to participate in the Sanchar Bhawan March as already announced by the striking GDS Unions on 1st June 2018 Friday at 10.30 am.

I appeal to all General Secretaries FNPO affiliated Unions and Office Bearers, All Circle/ Divisional and Branch Secretaries of FNPO Affiliated Unions. Organise the above programmes with the largest participation of employees.

Yours fraternally,
D. Kishan Rao,
Secretary General.

**Appeal From Secretary (P), Dept. of Posts
To All Federation and Unions**

No. 08-09/2017-SR
Government of India
Ministry of Communications
Department of Posts
(SR Section)

Dated: 31st May, 2018

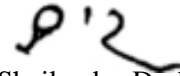
To
All the General Secretaries of Service Unions

Subject : Indefinite Strike of GDS.

Sir,

Kindly find enclosed an appeal given by Secretary (Posts) dated 31-05-2018 on the above cited subject.

Yours faithfully,



(Shailendra Dashora)

Deputy Director General (SR & Legal)

No. 08-09/2017-SR
Government of India
Ministry of Communications
Department of Posts

Dak Bhawan, New Delhi
Dated, the 31st May, 2018

To

All the General Secretaries of Service Unions
All Gramin Dak Sevaks
All Employees of the Department of Posts

APPEAL


I hope you have had an occasion to go through my appeal dated 28th May, 2018 highlighting the situation in the Department on account of Strike. It is seen that Members of public are facing difficulties. Besides, at the end of the month when it is time we received our salary / TRCA, we are not able to draw and disburse the same to our staff. I can only express my anguish through this appeal.

2. In my previous appeal dated 28th May 2018, I have addressed how GDS perform very useful services in the rural areas, how we are trying to use technology to make their work easier. We are operating in a fiercely competitive market. Despite our best efforts, we are not able to earn enough revenue to cover our expenditure and last year we incurred a deficit to the tune of Rs. 12,413.61 crores. I had also expressed my hope that with the total computerisation of the Department offering citizen-centric services like Aadhaar and passport, MNREGA and by tapping last-mile e-Commerce delivery, etc. we will improve our image as a technologically integrated organisation offering economical services to the public.

3. Somehow, I am yet to see that all my staff have positively responded to my earlier appeal as many of them are yet to join duty. I had also informed you in my earlier appeal that owing to Inter-Ministerial consultations and involvement of various levels of decision-making, such an important issue involving interest of 2.5 lakhs GDS is taking time. We need at least a month's time to finalise it.

4. When the entire public loves our postal employees, especially GDS in rural areas, I cannot imagine how we can trouble them by not delivering their letters in time which may contain even crucial documents like admit cards and passports. We cannot expect people to maintain their POSB accounts when they return from our premises without doing their transactions. This is causing grave resentment among the public against India post.

5. Hence, I once again appeal to all of you to resume duty and restore normalcy.


(A.N. NANDA)
Secretary (Posts)