



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS' ASSOCIATION
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Dated: 18th October, 2016

To,
The Presidents/General Secretaries,
All the members,
Of all the Units/Circles of ITGOA and ITEF.

Dear Comrades,

The joint efforts made by the employees under the banner of NJCA to raise the minimum wage and multiplication factor, after the disappointing recommendation of the 7th CPC have not borne fruit full till date. When the mobilization reached its peak and when the proposed indefinite strike action became imminent, the Govt. offered negotiated settlement in a time bound period. The NJCA had to accept the offer of talks for otherwise it would have construed as irresponsible and would have disrupted the unity assiduously built over the years.

The 30th June, 2016 assurance of the group of Ministers was to the effect that the Government would improve upon the minimum wage and multiplication factor as it has realized the genuine aspiration of the employees and would like to address the same. Promise was held out that a high level committee would be set up for interacting with the employees organizations especially with NJCA and a decision in the matter would be finalized within four months.

Three months have elapsed and not any tangible progress in the dialogue has come about, though an informal discussion with the NJCA leaders did take place with a Committee headed by the Additional Secretary, Finance on the twin question of minimum wage and multiplication factor. The Govt. did set up the Anomalies Committee, the Pension Committee as also the Committee on Allowances. The Pension Committee has almost completed its deliberations and the Staff Side of the National Council JCM had interaction with the said committee twice in October, 2016. The Allowances Committee also had one round of discussion with the Staff Side last month and the Standing Committee is scheduled to meet on 25-10-2016.

In the above-mentioned context of not having any tangible progress in the issues of minimum wage and multiplication factor and also in other 7th CPC related issues, the CCGEW, in their National Secretariat meeting, have rightly decided to call upon the employees to hold massive demonstration on 20th October 2016 in front of all offices to be followed with certain other programmes. ITEF being an affiliate of the Confederation had discussion with ITGOA to jointly carry out the programme under the banner of JCA. ITGOA felt that the issues for which the programme is

undertaken is of concern and importance to the members of ITGOA and would be in the fitness of things that it is carried out under the banner of JCA. Accordingly, it has been decided by the Central JCA that massive Lunch-hour Demonstration will be organized in front of all Pr.CCIT offices, and also in other CCIT/Pr.CIT offices wherever possible, on 20-10-2016 jointly by the ITGOA and ITEF. The Central JCA will submit the Joint Memorandum to the Hon'ble Prime Minister of India (2) Hon'ble Home Minister (3) Hon'ble Finance Minister and all Departmental heads on behalf of the Organizations. All the Presidents/General Secretaries of All Units/Circles of ITGOA/ITEF are requested to coordinate and make the programme success.

The Charter of Demands is enclosed.

With greetings

Yours comradely,



(Bhaskar Bhattacharya)



(Rupak Sarkar)

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CHARTER OF DEMANDS

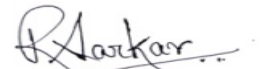
1. Settle the demands raised by NJCA regarding modifications of 7th CPC recommendations as submitted in the memorandum to Cabinet Secretary on 10th December 2015. (See Annexure-I). Honour the assurance given by the Group of Ministers to NJCA on 30th June 2016 and 6th July 2016, especially increase in minimum wage and fitment factor. Grant revised HRA at the existing percentage itself i.e. 30%, 20% and 10%. Accept the proposal of the staff side regarding Transport Allowance. Settle all anomalies arising out of implementation of 7th CPC recommendations, in a time bound manner.
2. Implement option-I recommended by 7th CPC and accepted by the Government regarding parity in pension of pre-2016 pensioners, without any further delay. Settle the pension related issues raised by NJCA against item 13 of its memorandum submitted to Cabinet Secretary on 10th December 2015. (See Annexure-I).
3. Scrap PFRDA Act and New Pension System (NPS) and grant pension and Family Pension to all Central Government employees recruited after 01.01.2004, under CCS (Pension) Rules 1972.
4. Treat Gramin Dak Sewaks of Postal department as Civil Servants, and extend all benefits like pay, pension, allowances etc. of departmental employees to GDS. Enhance bonus calculation ceiling of GDS also to 7000 from 01.04.2014.
5. Regularise all casual, contract, part-time, contingent and Daily rated mazdoors and grant equal pay and other benefits. Revise the wages as per 7th CPC minimum pay.
6. No Downsizing, Privatisation, outsourcing and contractorisation of Government functions.
7. Withdraw the arbitrary decision of the Government to enhance the bench mark for performance appraisal for promotion and financial upgradations under MACP from "GOOD" to VERY GOOD" and also decision to withhold annual increments in the case of those employees who are not able to meet the bench march either for MACP or for regular promotion within the first 20 years of service.

Grant MACP pay fixation benefits on promotional hierarchy and not on pay-matrix hierarchy. Personnel promoted on the basis of examination should be treated as fresh entrants to the cadre for grant of MACP.

8. Withdraw the draconian FR 56 (J) and Rule 48 of CCs (Pension) Rules 1972 which is being misused as a short cut as purity measure to punish and victimize the employees.
9. Fill up all vacant posts including promotional posts in a time bound manner. Lift ban on creation of posts. Undertake cadre Review to assess the requirement of employees and their cadre prospects. Modify recruitment rules of Group-‘C’ cadre and make recruitment on Regional basis.
10. Remove 5% ceiling on compassionate appointments and grant appointment in all deserving cases.
11. Grant five promotions in the service career to all Central Govt. employees.
12. Abolish and upgrade all Lower Division Clerks to Upper Division Clerks.
13. Ensure parity in pay for all stenographers, Assistants, Ministerial Staff in subordinate offices and in all organized Accounts cadres with Central Secretariat staff by upgrading their pay scales. Grant pay scale of Drivers in Lok Sabha Secretariat to Drivers working in all other Central Government Departments.
14. Reject the stipulation of 7th CPC to reduce the salary to 80% for the second year of Child Care leave and retain the existing provision.
15. Introduce Productivity Linked bonus in all department and continue the existing bi-lateral agreement on PLB wherever it exists.
16. Ensure cashless medical treatment to all Central Government employees & Pensioners in all recognized Government and Private hospitals.
17. Revision of Overtime Allowance (OTA) and Night Duty Allowance (NDA) w.e.f 01.01.2016 based on 7th CPC pay scale.
18. Revision of wages of Central Government employees in every five years.
19. Revive JCM functioning at all levels. Grant recognition to the unions/Associations under CCS (RSA) Rules 1993 within a time frame to facilitate effective JCM functioning.



(Bhaskar Bhattacharya)



(Rupak Sarkar)

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