

**PROCEEDINGS OF AIRF WORKING COMMITTEE MEETING HELD ON 25-26 APRIL, 2011 IN T.N. BAJPAI MEMORIAL HALL, NEW DELHI**

The Working Committee of All India Railwaymen's Federation(AIRF) met on 25-26 April, 2011 in T.N. Bajpai Memorial Hall, 12 Chelmsford Road, New Delhi as scheduled with Com. Umraomal Purohit, President, AIRF, in the Chair. The names of the Working Committee Members, who attended the meeting, are annexed as Annexure-I.

At the outset, President AIRF, Com. Umraomal Purohit, offered warm welcome to the Office Bearers of AIRF and the Working Committee Members who came from different Zonal Railways and Production Units to attend the meeting in New Delhi.

**President**

In his brief address, Com. Umraomal Purohit expressed deep concern over the indifferent attitude of the Railway Board in resolving some long pending genuine issues which are lingering despite sustained persuasions by the AIRF. He further added that he is experiencing reluctance in the Railway Board's office for quite some time. He said that, it was quite unfortunate that he could not attend the AGM of AIRF for the first time in his life because of his ill health.

Com. Purohit further informed the House that he had several rounds of discussions on these issues at different levels in Railway Board's office and the General Secretary is also vigorously pursuing them by holding meetings with the Chairman, Member Staff, Addl. Member(Staff), Adviser(IR), Railway Board and has also written a detailed letter to the Member Staff, Railway Board on 1.4.2011, listing out the issues which are not being addressed, with the result that serious resentment is prevailing among the Railwaymen because of their not being resolved for quite some time.

The President stated that he has also had several rounds of discussions with the officials of the Railway Board and the General Secretary had also associated him on a number of occasions. He reminded the House that the Ministry of Railways initially had been the pioneer in starting Cadre Restructuring process, but this time almost more than three years have passed after the report of the VI CPC, the Railway Board do not appear to be in a mood to finalise the process of Cadre Restructuring while on the other hand all the Ministries have since completed this exercise.

"The issue of Cadre Restructuring has been discussed many a times with the Railway Board but despite letters written by the General Secretary AIRF, neither the matter regarding exemption from "**Matching Savings**" has been referred to the Ministry of Finance nor have negotiations been started to settle Cadre Restructuring demand of AIRF", the President added.

He appealed the Working Committee that this is high time that the Working Committee should formulate a positive Action Plan to give a befitting message to the Railway Board that the Railwaymen are not going to tolerate dilatory tactics of the Railway Board in fulfilling various long pending demands of the Railwaymen raised by the AIRF from time to time.

### **Condolence Resolution**

Before the agenda of the meeting was taken-up, Condolence Resolution was moved by the General Secretary to pay homage to the under-noted eminent personalities who left for their heavenly abode during the interregnum period.

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| 02.01.2011 | Bali Ram Bhagat, Veteran Congress leader and former Lok Sabha Speaker  |
| 03.01.2011 | Suchitra Mitra, an exponent of Rabindra Sangeet  |
| 24.01.2011 | Pt. Bhimsen Joshi, versatile musician  |
| 02.02.2011 | K. Subramanyam, India's strategic guru   |
| 09.02.2011 | Indibor Konwar, President, N. F. Railway Mazdoor Union,  |
| 04.03.2011 | Arjun Singh, veteran Congress leader   |
| 05.03.2011 | K.P. Bhattarai, Nepal PM and an active participant in India's Quit India Movement.   |
| 08.03.2011 | R.P. Jha, Ex. Vice President, Western Railway Employees Union and Divisional Chairman, Rajkot Division, Western Railway Employees Union              |
| 13.03.2011 | Jayant Poddar, Vice President, Hind Mazdoor Sabha and President, Hind Khadan Mazdoor Federation  |
| 19.03.2011 | Naveen Nischol, Veteran Film Actor   |
| 27.03.2011 | Paul Baran, Net Pioneer, whose work with packaging data in the 1960s has been credited with playing a role in the later development of the internet. |
| 12.04.2011 | P.K. Jha, Branch Secretary, Narkatiaganj Branch, ECRKU   |
| 22.04.2011 | A.N. Singh, VP/ERMU  |
| 24.04.2011 | Sathya Sai Baba, world renowned Spiritual Guru   |

Victims of the stampede that took place at Pulmedu near Sabrimala on 14<sup>th</sup> January, 2011, victims of massive earthquake and subsequent tsunami in Japan and victims of other natural calamities occurred across the globe.

Two minutes' silence was observed to pray the God that the departed soul may rest in eternal peace.

Thereafter, agenda of the Working Committee was take-up for discussion.

First of all, the Minutes of the last Working Committee Meeting held in Nagpur(CR) on 28.12.2010 were confirmed unanimously, and thereafter, the President invited the General Secretary to make his report.

## **General Secretary's Report**

On being called upon, the General Secretary while placing his report extended hearty welcome to the President, Working President, AIRF Office Bearers and Working Committee Members who came from far flung areas.

He further stated that while all out efforts have been made for the comfortable stay of the WCMs, however, there might be some problems, for which he hoped that the WCMs will bear with the same.

While thanking the President AIRF for making clear the attitude of the Railway Board, the General Secretary stated that he has written a letter(No.AIRF/24(C) dated April 1, 2011 to the Member Staff, Railway Board to resolve early long pending demands of the Railwaymen raised the AIRF, wherein it was made clear that the WCM is being convened to decide Future Action Plan.

While giving brief count of various achievements made by the AIRF during the last few years, including historical achievement of Privilege Pass, LARSGESS, MACP Scheme, etc. etc. He stated that "the issue of modifying educational qualification for appointment against compassionate ground as well as LARSGESS is still pending with the Railway Board. In spite of repeated assurances even from the Hon'ble Minister for Railways, vacancies are not being filled-in. The agreement arrived between the Railway Board and the Federation for maximum 36 hours outage from the Headquarters for the Running Staff has been almost nullified by the Railway Board by issuing a clarification. Another important agreement regarding payment of settlement due and pension to staff working in Construction Organization on the last pay drawn has also not been implemented as yet, in spite of discussions with the Member Staff and Financial Commissioner, Railway Board. Condition of Railway quarters and colonies is very poor due to non-implementation of Corporate Welfare Plan. Staff all over the Indian Railways living in the Railway Colonies are very much agitated, and the demand of AIRF for the payment of Maintenance Allowance to cover petty repairs, painting, white washing and Washing Allowance to the staff getting uniform though conceded by the earlier Member Staff, Railway Board have not implemented."

The General Secretary stressed that "withdrawal of Catering Services from the IRCTC is a historic achievement of the AIRF, but the condition of the staff who has been on deemed deputation in IRCTC is still very bad. The issue of Transport Allowance to the staff working in Guntapalli Workshop of Raynapadu and Jamalpur Workshop is yet to be resolved. There is all round exploitation of contractual labours as also indiscriminate outsourcing of almost all the perennial nature jobs without observing Contract Labour(Regulation & Abolition) Act, 1970. In spite of repeated persuasions, recommendations of the Cadre Restructuring Committee for Traffic and Commercial Staff has not yet been implemented. Unanimous recommendations of the Departmental Anomalies Committee are still pending with the Ministry of Finance. Demands of GP Rs.4800 to the Supervisors of the apex grade as well as upgradation of 15% apex level group 'C' posts to group 'B' posts have also not been resolved."

The General Secretary was very much critical that the issues of payment of arrears w.e.f. 1.1.2006 to the Running Staff and improvement in Mileage Allowance, in spite of repeated persuasions under negotiated settlement are still hanging fire. Resolutions passed in the Conferences of the Running Staff, Technicians and Technical Supervisors, Accounts Staff, Ministerial Staff, Traffic and Commercial Staff are not been taken care of."

He further added "the issue of recruitment of Substitutes, which has been a ray of hope for the wards of Railway employees, is also not being implemented. In spite of relief given by the VI CPC, there is all round frustration among the Railwaymen because of the indifferent attitude of the Railway Board in neither resolving the issues pending with them since long and nor pursuing the matter with the MoF/DoP&T."

The issue of preponement of increment to the staff already getting increment between February and June is still unresolved and the provision of superfluous grade pay of Rs.2000 in MACPS have further created lot of frustration among the Railwaymen and steep price-hike in essential household commodities has also put lot of burden on the pocket of the Railwaymen.

The General Secretary, therefore, emphasized that "under these circumstances, this Working Committee Meeting has become very crucial, and hoped that in this two-day fruitful discussions shall take place and a

comprehensive Action Plan shall be prepared for sustained struggle against the indifferent attitude of the Railway Board”.

“We discussed the issue of check-off system and secret ballot in a meeting of the Presidents and General Secretaries of our affiliates held in Chennai on 24-25 March, 2011 and the minutes of the same would be circulated to the affiliated unions for implementation of the same, once these are finalized in the Standing Committee Meeting of AIRF Office Bearers on 3<sup>rd</sup> May, 2011”, the General Secretary stated.

Narrating about the different organizational activities, the General Secretary mentioned about the **National Forum on HIV/AIDS held on 20<sup>th</sup> and 21<sup>st</sup> February, 2011 in New Delhi**, and said that the Action Plan will soon be supplied to the affiliated unions.

He said that, during this period he had attended various conferences, rallies and other organizational meetings organized by **NRMU(NR and CR), ECoRSU, ECRKU, ERMU, NERMU, SCRUMU, SWRMU, SRMU, NCRMU, SECRMU, WREU, WCREU, MTPRMU, DLWMU, CLWRMU**, and everywhere there had been great enthusiasm in the rank and file, but at the same time discontentment also due to non-redressal of their demands. He stressfully reminded that whatever has been achieved by the AIRF, it was only due to sustained struggle and called upon the House to remain in all preparedness for facing the challenges ahead, including secret ballot and hoped that the House shall discuss the issues with full seriousness.

He concluded his speech with thanks to the Chair.

### **Accounts**

The Statement of Income and Expenditure, circulated by the Treasurer AIRF, for the period from 01.04.2010 to 31.03.2011, was adopted unanimously by the House.

Thereafter, **S/Shri S.K. Brahma, S.K. Bose, J.R. Bhosale, M.N. Bajpayee, Ch. Sankara Rao, R.P. Bhatt, K.C. Roy Karmakar, R.K. Singh, S.D. Meena, P.T.S. Raja, Irshad Khan, S.N.P. Srivastava, Munni Lal Gupta, R.K. Chattopadhyaya, R.C. Sharma, Harbhajan Singh Sidhu and Ms Champa Verma** took part in the deliberation to discuss the General Secretary Report and other issues pertaining to their Zonal Railways and Production Units and made lots of valuable suggestions. Some of the demands made by the above-mentioned speakers were – Shortage of staff not only in Safety Categories but also in other categories, non-filling-up of vacancies, indiscriminate surrender of posts, outsourcing of perennial nature activities, creation of new posts in the ratio of introduction of new trains, non-implementation of HOER, poor condition of Railway quarters and colonies, provision of medical facilities and sufficient fund for providing medical facilities in the Zonal Railways, relaxation in education qualification(8<sup>th</sup> pass) for the purpose of compassionate ground appointment and appointment against LARSGESS, extension of scope of LARSGESS to other higher grade pay staff, extension of cut-off 31.03.2011 for the purpose of relaxation in education qualification(8<sup>th</sup> pass), early implementation on the recommendations of Group `D' Staff Promotion Committee(Ansari Committee), Joint Committee on Package to Gangmen/Trackmen and their Career Progression, Cadre Restructuring, early payment of arrears to Running Staff w.e.f. 1.1.2006, payment of arrears of Overtime Allowance w.e.f. 1.1.2006, payment of Dearness Allowance to the Staff Car Driver, payment of Transport Allowance to the staff of Guntapalli Workshop, enhancement in the rate of KMA/ALK, payment of KMA/Mileage Allowance to Loco Inspector, removal of anomalies of MACP Scheme, abolition of GP Rs.2000 and Physical Efficiency Test for the recruitment of wards of Railway employees under LARSGESS, regularization of Negotiating Fora, early settlement of the issue of annual increment to those who retire between February and June, rectification in wrong fixation of pay, exemption of Transport Allowance from the ambit of Income Tax, enhancement in the ceiling limit of PLB up to Rs.10,000, provision of quota for the wards of Railway employees in Act Apprentice for ensuring appointment to the wards of Railwaymen, restoration of old powers to the General Managers' for the purpose of in-house recruitment, removal of ban on in-house recruitment, change in the classification of Running Staff, New Pension Scheme, exemption of women from educational qualification for the purpose of compassionate ground appointment, clarification on Hostel Subsidy, increment to medically de-categorised staff, 25% increase in the rate of Mileage Allowance to the Running Staff as a result of increase in Dearness Allowance from 45% to 51%, post-2006 retirees should be provided with Post Retirement Complimentary Pass on the basis of Grade Pay Rs.2800

Corporate Welfare Plan, critical financial condition of the Indian Railways, revision in grade pay, formation of Youth Wing at the All India level like Women Wing, "**March to Parliament**" during Autumn Session, etc. etc.

The General Secretary while replying the debate advised the House to handover memorandum to their respective GMs, DRMs on their visits. He also called-upon for mass representations to the Railway Board Members and high officials during their visit to Divisions and Workshops.

Com. Rakhal Das Gupta, Working President AIRF, placed Resolution on "Charter of Demands" (annexed with these proceedings) which was unanimously adopted by the House.

Com. Rakhal Das Gupta explained the House, the importance of the "May Day" and also 8<sup>th</sup> May, when 22-day long historic strike of the Railwaymen had commenced in the year 1974, when thousands of Railwaymen were dismissed/removed from service and four leaders of the Railwaymen became Martyrs.

He further stated that these two days should also be observed by the affiliated unions by conducting various programmes.

The President informed the House, the programme of the 87<sup>th</sup> Annual Convention of AIRF(14-16 November, 2011, Chennai).

He shared his past experience with the WCMs.

"We shall have to prepare ourselves to meet the challenges ahead", he stated.

He called upon the House to understand the seriousness of the Resolution adopted by the AIRF WCM.

After detailed deliberations, the following course of action was unanimously decided -

"To observe "**All India Protest Week**" from **20<sup>th</sup> to 24<sup>th</sup> June, 2011** by staging dharnas, mass protest rallies, etc. all over the country, followed by demonstrations by respective unions before the General Managers' offices to ventilate the grievances.

To suspend all forms of negotiation with the Railway Board for a fortnight, commencing from **13<sup>th</sup> June, 2011**.

In case above programme fails to evoke proper response from the Railway Board(Ministry of Railway), AIRF will be compelled to stage **Massive Demonstration** before the Parliament during **Autumn Session 2011**, followed by the meeting of the General Council of AIRF to take precipitative action.

The meeting ended with a vote of thanks to the Chair.

No.AIRF/89

Dated: April 28, 2011

Forwarded to General Secretaries, all affiliated unions and Members of the AIRF Working Committee.

Yours fraternally,

**(Shiva Gopal Mishra)**  
**General Secretary**

DA/As above.

**ALL INDIA RAILWAYMEN'S FEDERATION**  
**4 State Entry Road, New Delhi**

**RESOLUTION**

The Working Committee of All India Railwaymen's Federation(AIRF) held in New Delhi on 25<sup>th</sup> April, 2011 notes with serious concern that the grievances of the Railwaymen have been mounting day-by- day, and the attempts of AIRF for negotiated settlement for long pending burning grievances could not get due response from the Railway Board(Ministry of Railways) despite repeated attempts of AIRF through the resolution of the 86<sup>th</sup> Annual Conference of AIRF held at Nagpur from 28<sup>th</sup> to 30<sup>th</sup> December 2010 and various correspondence.

The unresponsive attitude of the Railway Board has compelled the AIRF Working Committee to take painful decision to suspend all forms of negotiation with the Railway Board for a fortnight, commencing from **13<sup>th</sup> June, 2011** and observe "**All India Protest Week**" simultaneously from **20<sup>th</sup> to 24<sup>th</sup> June, 2011** through dharna, mass protest rallies etc. all over the country, followed by demonstrations by respective unions before the General Managers to ventilate the grievances.

If the same failed to evoke proper response from the Railway Board(Ministry of Railway), AIRF will be compelled to stage massive demonstration before the Parliament during **Autumn Session 2011**, followed by meeting of the General Council of AIRF to take decision for precipitative action, the responsibility of which shall squarely fall on the Railway Board(Ministry of Railways).

**Charter of Demands**

1. Fill-up all the vacant posts.
2. Early recruitment of the Substitutes to tide over the present position(AIRF/24(C) dated 5<sup>th</sup> May 2010 and 1<sup>st</sup> October, 2010 and GS AIRF's D.O. letter No.AIRF/64 dated 20.12.2010 to the Member Staff, Railway Board).
3. Sanction additional posts in commensurate with the increase in the workload and stop surrendering of posts on thumb rule. There should not be binding of Matching Savings for creation of posts.
4. Stop outsourcing of perennial nature jobs by way of Public-Private Partnership or any such method and all perennial nature works should be done departmentally.
5. Appoint High-Powered Committee, as agreed during strike negotiation in February, 2006, to review duty hours of the Running Staff and the staff working in Safety Categories. There must not be more than eight hour-duty to any category of staff, and in case of duty hours classified as '**Intensive**', the duty hours must not be beyond six-hour.
6. Take steps to limit duty hours, improve Human Resource in the Indian Railways, ensure supply of good quality and required quantity of spare parts/spare units to ensure safety of the travelling public. There should be no enhancement in the duty hours.
7. Ensure all round improvement in training institutes and take steps to motivate trainers and trainees.
8. Remove all the anomalies arising out of recommendations of the VI CPC.

9. Immediate settlement of recommendations of the Department Anomaly Committee pending with the DoP&T/MoF.
10. Complete Cadre Restructuring Exercise without putting the condition of “**Matching Savings**”.
11. Improve rates of Running/Kilometrage Allowance and pay scales of Loco & Traffic Running Staff as also their working conditions.
12. Pay the arrears of Running Allowance to Loco & Traffic Running staff w.e.f. 1.1.2006.
13. Merge the grade pay of Technicians Grade-II(GP Rs.2400) with Technicians Grade-I(GP Rs.2800).
14. Allot Grade Pay of Rs.4800 to all the Senior Supervisors.
15. Early upgradation of 15% apex level group ‘C’ posts to group ‘B’ posts(AIRF’s PNM item No 5/2006 and DC/JCM Item No 16/2009).
16. Absorb/regularize all the quasi-administrative staff in group ‘D’ posts in the Railways.(AIRF’s letter No.D.O.**No.AIRF/7-B dated 21.01.2010**(to Hon’ble MR), **No.AIRF/24(C) dated 5.5.2010**, **No.AIRF/24(C) dated 01.10.2010** and **No.AIRF/DC/JCM/27/2006 dated 2.11.2010**(to the Member Staff, Railway Board), **No.AIRF/446 dated 26.2.2011** and DC/JCM Items No 3/2006 and 27/2006).
17. Widen promotional prospects and grant Special Package to the Gangmen/Trackmen, Keymen, Gatemen, Mate. They should be provided with accommodation facilities near the railway stations. Improve uniform of the Trackman with provision of two pair of shoes every year as well as Washing Allowance. Payment of adequate honorarium to all the Gatemen.
18. LARSGESS should be liberalized and extend to all the categories of the Railwaymen and recruitment qualification in Grade Pay Rs.1800 be kept VIII class pass.
19. Improve condition of railway quarters and railway colonies as also Running Rooms/Rest Rooms and provide adequate fund for the same. Also provide Maintenance Allowance for petty repairs, white washing and painting of railway quarters.
20. Implement 21-day roster for the employees of Track Machine Organization.
21. Pay the arrears of Overtime Allowance w.e.f. 1.1.2006, i.e. from the date their pay scales were revised.(DC/JCM item No 24/2010).
22. Early implementation of recommendations of Group ‘D’ Staff Promotion Committee(Ansari Committee). (AIRF’s letter No.AIRF/483(336) dated 1<sup>st</sup> October 2008).
23. 8<sup>th</sup> pass educational qualification for the purpose of appointment against compassionate ground and Scout and Cultural Quota(AIRF/64 dated 4.1.2011).
24. Daily Allowance to Staff Car Driver(AIRF’s letter No.AIRF/97(xxvi)91 and PNM Item No.5/2009).
25. Withdrawal of Railway Board’s letter No.F(E)III2007/PN1/4 dated 19.8.2010 so that employees working in the Construction Organizations can draw their settlement dues based on the last pay drawn. (AIRF’s PNM item No 43/2002 and 7/2009).

26. Payment of Washing Allowance to all those staff who are getting uniforms(AIRF's PNM item No 48/2006).
27. Pay Transport Allowance to the staff of Rayanapadu and Jamalpur Workshop(DC/JCM Item No. 27/2010).
28. Reimbursement of medical expenses(AIRF's PNM Item No. 55/2006 and 18/2008 and DC/JCM Item No. 24/2009)Children Education Allowance/Hostel Subsidy etc. (Dc/JCM Item No 3/2010 and Transport Allowance).
29. 30%Training Allowance to the Instructors(AIRF's PNM Item No 23/2010 and DC/JCM Item No 19/2010).
30. Early repatriation and Cadre Restructuring of the staff who are on deemed deputation in IRCTC to the Railway Catering Units(AIRF's PNM Item No 56/2006).
31. Regularization of Casual Labours waiting in the Live Register(GS AIRF's DO letter No.AIRF/PNM/20/ 2006 dated 23<sup>rd</sup> April 2010 and AIRF's PNM Item No 20/2006).
32. Revision of rates of Patient Care Allowance, Risk Allowance w.e.f. 1.1.2006.
33. Removal of anomaly in the annual increment to the employees drawing increment from February to June 2006.
34. Stop selling of railway land to private builders in the name of commercial exploitation of railway land, e.g. Parsvnath Group in Delhi.
35. Ensure safety of railway employees from accidents and physical attacks and the safety of the Railwaymen working in vulnerable areas.
36. Scrap New Pension Scheme.