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OBSERVANCE OF ALL INDIA DEMANDS-CUM-PROTEST DAY BY IRTSA ON 22ND APRIL 2015

Technical Supervisors all over Railways demonstrated demanding justice

Zones/Units & Sub-units of IRTSA observed **ALL INDIA PROTEST-CUM-DEMANDS DAY ON 22ND APRIL 2015** in their respective Zonal Headquarter, Divisional Headquarter, Workshops, Open Line Depots, Loco Sheds, etc, to highlight growing frustration amongst Technical Supervisors / Rail Engineers on non-acceptance of their main demands. Members wore the Protest Badge for full day and held demonstration during lunch break / in the evening. Resolution on the demands was adopted and handed over to respective HODs.

MAIN DEMANDS

1. Grant of interim relief of 40% of Pay w.e.f. 1-1-2014.
2. Merger of 100% DA with pay w.e.f. 1-1-2014.
3. 4 times rise of Basic Pay, Pay Band & Grade Pay
4. Withdrawal of New Pension Scheme (NPS)
5. a) Replacement Grade Pay equivalent to Rs.4800 for JE/CMA/DMS
b) Replacement Grade Pay equivalent to Rs.5400 in PB-3 for SSE/CMS/CDMA/Sr.Er(IT).
6. Replacement Grade Pay of Fifth CPC Scale of Rs.7450-11500 to CMA-I
7. Annual increment of 5% of Basic Pay.
8. Fixation Benefit of 5% of Basic Pay on promotion.
9. Up-gradation of Rs.5400 PB 2 to Rs.5400 PB 3.
10. Classification of SSE, CMS, CDMS & Sr.Er/IT in Group B Gaz. as per 6th CPC Report & orders of DOP
11. Career Planning and Time Bound Promotions after every 4 years of service to all Technical Supervisors (on similar lines as to Group A Officers).
12. PLB on real wages. Removal of payment ceiling of Rs.3500
13. Group Incentive Scheme for Diesel & Electric Loco Sheds & Open Line Depots for additional workload
14. All Group 'C' employee up to the level of SSEs be included in the Incentive Scheme.
15. Increase in exemption limit for Income Tax to Rs.5 Lakhs & Exemption of all Allowances from Income Tax.

News about observation of demands / protest day by some of the units are placed in subsequent pages.

MASSIVE RALLY BY CENTRAL GOVT EMPLOYEES AT JANTAR MANTAR, RESOLVES FOR STRIKE

Massive gathering adopted the resolution unanimously exhorting the central Govt. Employees to prepare for the eventual strike action

The massive congregation of the representatives of Central Govt Employees who have come from various parts of the country held at Jantar Mantar before the Indian Parliament on 28-04-2015 decided to commence the indefinite strike action from 23rd November 2015 from 6 AM having failed to elicit any positive response from the Government in settlement of the 10 point Charter of Demands submitted months back. It was also decided that the Railways and Defence organizations will conduct the strike Ballot as per the provision of the Industrial Disputes Act and Recognition Rules before commencing the strike from 23-11-2015.

CHARTER OF DEMANDS

1. Effect wage revision of the Central Government Employees from 01.01.2014, accepting the memorandum of the Staff Side JCM; ensure 5-year wage revision in future; grant Interim Relief and Merger of 100% of DA. Ensure submission of the 7th CPC report within the stipulated time frame of 18 months; include the Grameen Dak Sewaks within the ambit of the 7th CPC. Settle all anomalies of the 6th CPC.
2. No privatisation, PPP or FDI in Railways and Defence.
3. No Ban on recruitment/creation of post.
4. Scrap NPS/ PFRDA Act and re-introduce the defined benefit statutory pension scheme.
5. No outsourcing; contractorisation, privatisation of governmental functions; Withdraw proposed move to close down the Printing Presses; the publication, form store and stationery departments and Medical Stores Depots; regularise the existing daily rated/casual and contract workers and absorption of trained apprentices.
6. Revive the JCM functioning at all levels as an effective negotiating forum for settlement of demands of CGEs.
7. Remove the arbitrary ceiling on compassionate appointments.
8. No labour reforms which are inimical to the interest of the workers.
9. Remove the ceiling on payment of Bonus.
10. Ensure five promotions in the service career.

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“SUCCESS COMES TO THOSE WHO BELIEVE”



Editorial**HUMAN RESOURCES – STRENGTH OF IR NEEDS TO BE STRENGTHENED FURTHER**

Bibek Debroy Committee constituted by Railways to give its recommendations for Mobilization of Resources for Major Railway Projects and Restructuring of Railway Ministry and Railway Board, in its interim report observed following major handicap of Railways: a) Railways not allowed fixing its own fare structure based on actual operational cost. b) Many projects are enforced on Railways on regional, political & social consideration rather than commercial viability. c) Non allocation of meaningful fund to complete projects within stipulated time. d) Gauge conversion due to uni-gauge policy, Railways is required to invest heavily on already existing routes, diminishing chances for Railways to expand its route length. e) Concessions in fare due to social & political decision are not compensated by Government. f) Operation of branch lines and suburban section which are not viable even to get the operation cost, leave alone return on capital invested. g) Railways is not allowed to increase the fares even to the extent of increase in fuel cost. h) Very minimum autonomy given to functional heads like GM and DRM and many more observations have been made by the Committee in all fronts including human resources optimization in Railways.

It is true that had Railways was allowed to take decision based on commercial returns on the points mentioned above Gross traffic receipt of Railways might have been much higher than the existing, which might have brought down the percentage of staff cost to Gross traffic receipt & working expenses. Staff cost have not increased abnormally when compared elsewhere in the country. In service departments like Railways which has spread all over the country it will natural that staff will constitute a major share in expenditure. In fact staff cost has not increased in proportion to some of the performance indices like traffic unit per staff, traffic carried out per km of track length, etc. Railways always observed the increase in expenditure during the implementation of recommendations of all previous Pay Commissions.

There is lot of scope to improve the financial performance of Railways. Problem of huge chunk of dead capital locked in many new projects (due to partial allocation of fund to many new projects) that are financially not viable too need to be addressed.

The committee recommended for major reorganization in Group 'A' cadre, but, there is no upside down reforms required in Group 'A' services and the specialisation existing in Technical services shall be retained at lower & middle management level since technical departments need expertise & innovation in their relevant field. Concept of General Management service as suggested by the committee already exists in Railways in the functional posts of ADRM, DRM at Divisional level and as AGM, SDGM & GM in Zonal levels and some posts in Railway Board. Group 'A' service officers are having the chance of serving in General Management cadre at least twice in their career on tenure and coming back to their original cadre with attitude & aptitude suitable for overall goal of Railways rather than narrow departmental mind set. If required strength of these posts can be increased on functional need or similar posts shall be created.

Senior Supervisors of Technical Departments now part of Group 'C' who are required to perform multitasking functions including managerial functions should be made

part of Junior Management cadre as like all other departments of Government of India. Discrimination between Groups 'A' & 'B' officers in Railways should also be removed before doing any other reforms. During their service in Junior Management and Middle Management cadre, in the same post & Grade Pay, shouldering same responsibilities, Group 'B' officers are treated inferior to Group 'A'. Keeping two separate career avenues (Group 'A' & 'B' entrants) for those who are working in same post is not a good management strategy.

Committee also recommended for lateral entry in management cadre, but, no lateral entry is necessary for Railways. Those who are coming from outside will be passing birds only, instead of contributing for long term goals they will end up in short term targets which may prove counterproductive. Instead of lateral entry following suggestions within Railway system for managerial & technical improvements are suggested.

For enrichment of knowledge through outside exposure & experience not only Group 'A' officers but also Group 'B' & senior supervisors now in Group 'C' shall be allowed freely to work outside on tenure basis. Outside tenure not necessarily in Government organisation, they may be allowed to work with private firms also. Railways itself can arrange for tenure working for its Group 'A', 'B' & 'C' employees in some of the foreign Railways, so that they can come back to Indian Railways with rich experience.

Railway Hospitals & Railway schools should be allowed to continue with Railways. Medical & education are the two essential areas which have been commercialized to very large extent and exposing Railway employees will only do harm, Railway will also end-up in spending more. Schooling system can be strengthened within Railways in association with Kendriya Vidyalaya Sangathana.

No reduction of activity in Indian Railway Medical services should be initiated, all the existing activities should be intact. Per capita medical expenses of Railway employees who are treated in Railway Hospitals are very less compared to that of per capita medical expenses of Railway PSU employees (like RITES) who get their cost private medical treatment reimbursed. Per capita medical expenses will only increase steeply if activities of Railway Hospitals are scale down in favour of private hospitals. In India medical services are very much commercialized, which has increased cost of medical facilities substantially, many of the specialized treatments are beyond the reach of common man and employees will also end up in not getting the right & proper treatment due to the commercialization of hospitals.

Railways has rationalized its staff over the years and continuously doing it. In commensuration with change in Locomotives from steam to Diesel & Electric, entire fleet of loco sheds including infrastructure & human power were rationalized & upgraded, similar the case in P.Way, Coaches, Signal, workshops, Production units etc. Work content of Group D is exists in Railways and for the sack of reforms it cannot be eliminated. Over dependency on private sectors / contractors can harm the operation of Railways.

In all Divisions no work should be outsourced 100%, in other words Railways should perform some percentage of work through its own staff in all areas including cleaning to tide over any emergency situation, to avoid monopoly by private firms and even to have cost & performance comparison.

MASS DEMONSTRATION BY IRTSA IN FRONT OF GM'S OFFICE AT ICF



IRTSA ICF Zone observed protest & demands day and conducted mass demonstration in front of General Manager's office ICF on 28th April 2015. Showing solidarity with JCM & Federations on their march towards Parliament against FDI, privatization of Railways, grant of interim relief, merger of DA and other major demands IRTSA organised the demonstration.

During the day all the Technical Supervisors / Supervising Engineers of ICF wore demands & protest card. Demonstration was held in front of General Manager's office ICF between 16.45 hours and 18.00 hours. After the demonstration memorandums on regional demands and resolution on all India demands were handed over to General Manager ICF.



IRTSA delegation led by Er. M. Shanmugam, Central President / IRTSA met GM ICF and discussed zonal issues

like extension of 18th Staff Council in ICF, Creation of Technical Supervisors post for newly commissioned LHB shed, proper implementation of Cadre Restructure Order to the Technical Supervisors category of Mechanical Department, promotion of 20 JEs locked up in trade without chance of promotion to SSE and surrender of SSE posts. GM gave patient hearing to the demands and assured to take positive steps to resolve the issues.

DEMANDS-CUM-PROTEST DAY OBSERVED BY IRTSA NE RLY



As per CEC IRTSA direction Demands & Protest day was observed in NE Railway. Throughout the day Technical Supervisors / Supervising Engineers wore protest card at Mechanical Workshop, Signal Workshop, Coaching Depot, Store Depot, CME office, COS office, PCE office, EDP Centre & other places highlighting the demands of the category.

During the lunch break protest meeting was held in front of CME office which was presided over by Er. R.B. Singh. Er. Ramesh Kumar Pandey Zonal Secretary IRTSA briefed about main demands.

At 16.45 hrs 400 Engineers from Mechanical workshop, Carriage depot, Store depot, Signal workshop participated in the gate meeting held at Mechanical Workshop. In his address sub unit Secretary Er. S N Dubey told to Engineers about the demands made by IRTSA to 7th Pay Commission. Er. R.K. Pandey Zonal Secretary elaborated about main Demands of IRTSA. Er. Dinesh Chaturvedi Sub Unit President thanked all Engineers.

IRTSA SC RLY ZONE OBSERVED PROTEST DAY ON 22.4.15

Various sub units of IRTAS South Central Zone observed protest day on 22.4.2015 as per the direction of CEC IRTSA. Technical Supervisors / Supervising Engineers wore demands card and black badge during the day and demonstrated in front their respective offices.

Demands Day & protest day was observed at Workshops, coaching depots, wagon workshop, Diesel Loco Shed, AC loco shed etc. Er.M.V. Ramanamurthy Zonal Secretary SC Rly Zone made elaborate arrangements throughout the Zone.



MASSIVE AGITATION BY IRTSA

March 19, Chennai: IRTSA ICF unit conducted massive agitation against arbitrary recommendations of "REPORT ON COST CONTROL AT ICF & ITS HURRIED IMPLEMENTATION". More than 600 Technical Supervisors / Rail Engineers of ICF have participated in the agitation with irresistible spirit. All the members came in a large procession from ICF Bus terminus to General Manager's office ICF. Each and every one participated in the procession raised slogans against ICF administration's unilateral decision on surrender of Technical Supervisors' & Technicians' post despite of increased work load due to increased outturn.

Speaking in the agitation held in front of ICF GM's office M.Shanmugam Central President IRTSA condemned the disruptive attitude ICF administration in taking crucial decision of surrender of posts in the absence of elected staff representatives and urged the administration to take speedy steps to clear the court case regarding ICF staff council election. He said that ICF cannot be compared with any other Production Units.

The resolution moved by Er. K.V. Ramesh, Sr.JGS/IRTSA appealing to the Administration to stop implementation of recommendations of "REPORT ON COST CONTROL AT ICF & ITS HURRIED IMPLEMENTATION", Final approval for exclusive Supervisors' Club in ICF, implementation of Cadre restructure orders in its true spirit by promoting JEs belonging to Trades and Common Seniority Unit (CSU) and creation of additional posts for New LHB shed was passed unanimously.

Delegation led by M.Shanmugam including Zonal Secretary V.B.Narayanan, Sr.Vice Presidents, Vice Presidents and other office bearers met CME & CPO and handed over the resolution.

The agitation also condemned indifferent & arrogant behaviour of CWE/Shell.

Many speakers including Sri.R.Gurunathan General Secretary, ICF-MS while condemning the action of ICF administration expressed their fullest cooperation to IRTSA in their entire endeavour.

CEC members of IRTSA S.Rly Zone & office bearers of ICF-MS were participated in support of IRTSA ICF Zone.

(Glimpses of procession & agitation is placed in page - 5)

PRESIDENT IRTSA MEETS GS/NFIR

Sri.M.Shanmugam Central President IRTSA met Sri.M.Raghavaiah GS/NFIR on 1st March. K.V.Ramesh, Y.R.S.Banerjee, G.Aranganathan and other office bearers were present with him. He thanked GS/NFIR for settling the issue of pay fixation for 1994 batch of App.JEs in ICF. GS/NFIR was briefed about the injustice done to the Tech. Supervisors (Mech) of ICF during the implementation of CRC. Extending only 138 SSE promotions in Common Seniority Unity (CSU) instead of 189 in violation of Para 8 of CR Order issued by Railway Board and violation of principle approved during introduction of CSU at ICF which resulted in stagnation of 20 JEs in their respective trade was explained to GS/NFIR. GS/NFIR agreed to take up the issue at appropriate level.

IRTSA ZONES / SUB UNITS

Celebrate IRTSA Golden Jubilee Year Grandly by organizing various programmes

GLIMPSES OF PROCESSION & AGITATION BY IRTSA

A GET-TOGETHER WITH FOUNDER LEADERS OF IRTSA



On the Golden Jubilee Year of IRTSA, present generation office bearers of IRTSA had a glimpse of its founder leaders from Southern India on 20th March at Chennai. In a simple but impressive function held at ICF, veterans Sri.Alvis, Sri.Jayaraman, Sri.Francis Vijay Mohan, Sri.Bhatavachalam, Sri.Mathews, Sri.Balramamoorthy along with Sri.M.Shanmugam, Central President IRTSA shared their fond memories of initial years of IRTSA.

M.Shanmugam welcomed the veterans & office bearers of ICF & Southern Railway Zone. He briefed on the valuable contribution made by veteran leaders present individually. Sri. Francis Vijamohan Founder leader & Former Zonal Secretary Southern Railway explained the Golden moments of 1965, when young Harchandan Singh visited ICF & Southern Railway to bring together the category in one umbrella. He said that while taking the bold initiative of forming IRTSA they were all Apprentice Mechanics only.

Sri. Jayaraman Former President Southern Railway explained how IRTSA remained part of their life and appealed to present generation to become members of IRTSA and actively participate in all activities of IRTSA. Sri. Bhatavachalam Former President ICF Zone explained long legal struggle fought by IRTSA ICF Zone during 1980s to bring the all ex-cadre posts of PCO into the pool of Technical Supervisors, benefit of which is being enjoyed by present generations. Sri. Alvis Founder leader from Loco works Southern Railway, energetic & bold Foreman of Loco works Perambur remembered the initial days of IRTSA and valuable contribution made by Harchandan Singh in founding IRTSA and establishing it throughout India.

All the leaders wished all the very best to the members of IRTSA on Golden Jubilee year of IRTSA and wished all the best for the forthcoming 50th All India Conference & CGB to be hosted by ICF.

K.V.Ramesh Senior JGS/IRTSA thanked the veteran leaders to come over all the way for sharing their memories & blessing the youngsters and office bearers of IRTSA for making the function grand in a short notice. Meeting ended with a dinner.



IRTSA CELEBRATES Dr.B.R.AMBEDKAR BIRTHDAY



IRTSA ICF & Southern Railway Zone celebrated Dr.B.R. Ambedkar's 124th birth day in a grand manner on 16.4.15. Dr.M. Raghaviaha GS/NFIR presided over the function. A procession was organised from TTC ICF to Dr. B. R. Ambedkar's statue at Joint office. Dr. M. Raghaviaha GS NFIR, Er.M. Shanmugam Central President IRTSA, Sri. R. Gurunathan General Secretary ICF MS, Sri. Suryaparakasam General Secretary SERS and office bearers of ICF SC & ST union participated in the meeting held at near Dr.B.R. Ambedkar's statue at Joint office and offered floral tributes to the national leader. Earlier Dr.M. Raghaviaha GS/NFIR garlanded the statue of Dr.B.R. Ambedkar. Er.K.V.Ramesh, Sr.JGS IRTSA proposed vote of thanks.

IRTSA Units & Sub-Units!
Send Central Quota & Struggle Fund
Through Bank Draft in favour of "IRTSA" to:
Central Treasurer IRTSA,
Er O. N. Purohit, 106, Suraj Nagar, Jodhpur-
342008 (Ph: 09828024476 & 02912713123)

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IRTSA GOLDEN JUBILEE CRICKET TOURNAMENT

As part of IRTSA Golden Jubilee celebrations a cricket tournament was organized amongst 12 teams from ICF & Southern Railway consisting of IRTSA members. Tournament was inaugurated by IRTSA veteran M.Selvarj on 8th March at PRF parade ground. Final match was played held at ICF Higher secondary school ground on 19th April presided over by M.Shanmugam President IRTSA. Sri.S.G.Hundekari CEE ICF gave away the prizes to winning and runners-up team.



IRTSA RCF ZONE OBSERVES DEMANDS AND PROTEST DAY

IRTSA RCF Kapurthala zone under the leadership of Er. Darshan Lal, Working President IRTSA observed demands cum protest day on 22nd April as directed by CEC IRTSA. Hundreds of Technical Supervisors / Supervising Engineers participated in the agitation held in front of main gate RCF. News about the agitation organized by IRTSA was well covered in press media.



COURT CASES UPDATES

HIGHER GP TO JE & SSE

OA No 716/2013 at CAT Chennai – Between IRTSA & Govt. of India, demanding higher Grade Pay to JE & SSE.

Next hearing is on 2nd June 2015.

GROUP 'B' GAZ FOR SSE, CMS, CDMS & SR.ER(IT)

OA No 211 PB 2014 at CAT Chandigarh – Between IRTSA & Govt. of India, demanding Group 'B' Gazetted status for SSE, CMS, CDMS & Sr.Er(IT)

Next date of argument is on 25th May 2015.

Railways to set up its own design centre in the campus of National Institute of Design Ahmedabad

Indian Railway will be setting up its own Railway Design Centre in the campus of National Institute of Design (NID), Ahmedabad. A Memorandum of Understanding was signed between Ministry of Railways and (NID) in the presence of the Minister of Railways Shri Suresh Prabhakar Prabhu and the Minister of State for Commerce & Industries Smt. Nirmala Sitharaman.

Speaking on the occasion, Shri Suresh Prabhu said that Railways' partnership with NID will lead to customers' happiness by way of better designed coaches and providing cost effective solutions to problems faced by passengers during train travel. He urged the NID to work out on the most cost effective designs for coaches as our system is generally price sensitive and quality conscious. He hoped that with the signing of this MoU, new designs for further improving the passenger amenities will be available and put into use soon on Indian Railways.

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION(Estd. 1965, Regd. No.1329, Website <http://www.irtsa.net>)C.Hq. 32, Phase 6, Mohali, Chandigarh-160055. Email-gsirtsa@yahoo.com (Ph:0172-2228306, 9316131598)

No:IRTSA/CEC Meeting/2015/1

Date:06.05.2015

REMINDER NOTICE FOR CEC IRTSA MEETING**Sub: Notice for CEC meeting of IRTSA on 12th June at Chandigarh****CEC Meeting of IRTSA will be held on 12.6.2015 at Chandigarh - as per following programme. All CEC members of IRTSA are requested to attend the meeting positively.****DATE : 12TH JUNE, 2015 (FRIDAY) TIME: 10 AM TO 6 PM****VENUE : AMBEDKAR BHAWAN, SECTOR - 37 A, (NEAR BATRA THEATRE) CHANDIGARH.****AGENDA**

1. Opening address by Central President & General Secretary IRTSA.
2. Report on IRTSA's oral evidence before 7th CPC at Jodhpur
3. Report of Zonal Secretaries
 - a) Review of Membership subscription/ Central Quota.
 - b) Review of subscription for "Voice of Rail Engineers" (VRE)
4. **Review of Court Cases filed by IRTSA**
 - a) OA No 706/2013 - in CAT, Chennai, for higher Grade Pay to JE & SSE
 - b) OA No: 211/PB/2014 In CAT Chandigarh, for Group 'B' Gaz. to SSE/CMS/CDMS/Sr.Er(IT).
5. Action Programme for current year.
6. **A) Golden Jubilee celebrations of IRTSA at Local, Zonal & Central levels.**
B) Programme for CGB Meeting & All India Golden Jubilee Conference of IRTSA at Chennai.
7. **Decision on the Line of Action regarding the Strike by Central Government employees from 23rd November 2015 - as per call by JCM Staff Side - for the following Main Demands:**
 - i. Wage revision of Central Government Employees from 01.01.2014.
 - ii. Grant Interim Relief
 - iii. Merger of 100% of DA
 - iv. No privatisation, PPP or FDI in Railways and Defence Establishments
 - v. Scrap NPS/PFRDA Act and re-introduce the defined benefit statutory pension scheme.
 - vi. No outsourcing; contractorisation, privatisation of governmental functions;
 - vii. No labour reforms which are inimical to the interest of the workers.
 - viii. Remove the ceiling on payment of Bonus.
 - ix. Ensure five promotions in the service career.
8. **Any other point with the permission of the Chair.**

Harchandan Singh, General Secretary, IRTSA**IRTSA MEETING AT BDTS C&W DEPOT WESTERN RAILWAY**

IRTSA meeting was held at C&W depot BDTS on 15th April 2015 during the lunch break. Er.S.K. Pandey urged upon urgent need to muster under the umbrella of IRTSA especially during the time of 7th CPC. Er. Antony Francis JGS/IRTSA explained the struggle being made by IRTSA and called upon all the members to contribute very positively in all IRTSA activities.

Er.R.B. Singh Zonal Secretary Western Railway explained about the court cases filed by IRTSA for higher Grade Pay to JE & SSE at CAT Chennai and Group 'B' gazette status to SSE, CDMS, CMS & Sr.Er(IT) at CAT Chandigarh. He also explained about exhaustive memorandum submitted by IRTSA to 7th CPC and an

effective and impressive oral evidence given by IRTSA team at Jodhpur. He said that Chairman 7th CPC & members of 7th CPC interacted well with IRTSA team after the Power Point Presentation made by K.V.Ramesh Sr.JGS IRTSA on exclusive demands of the category on Grade Pay, Classification of posts and promotional avenue. Allowances pertaining to the category, demands of MACPS also presented to 7th CPC. IRTSA team was led by Er.Darshan Lal, Working President IRTSA and guided by Er.O.N. Purohit Treasurer IRTSA.

Er. R.B.Singh urged the entire Technical Supervisors of C&W depot to become members of IRTSA on the Golden Jubilee year of IRTSA to strengthen IRTSA. All the members agreed to participate in struggle being carried out by IRTSA for the betterment of the category.

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