

Sh KJ Vinod

Sh Sudhir Sharma

Vice President

Sh K Appala Raju

Sh BN Sengupta

Sh Harpal Singh

Sh DS Kakkar

Sh Harpreet Singh

Secretary

Sh Abhishek Pati

Sh SR Lingagth

Sh MM Kidwai

Sh Avtar Singh

Sh B Roy Chowdhury

Sh BA Khan

Asst. Secretary

Sh Sanjay kataria

Sh M Nageshwar Rao

Sh Biman Jyoti Roy

Sh Inder Pal Singh

Sh SR Bansal

Sh DC Rahi

Jt Secy

Sh Sandeep Sharma

Sh SP Dahi

Sh Alok Sarkar

Sh Shyam Nandan

Sh Hiranman Ansal

Sh DN Sharma

Org Secy

Sh Vijay Kumar

Sh SA Elumalai

Sh Amit Mukherjee

Sh BP Singh

Sh Amrik Singh

Prop Secy

Sh Bharat Kumar

Sh PRK Dutt

Sh Amiya Kr Gupta

Sh SS Pal

Sh JS Yadav

Sh Dheeraj Kumar

Office Secy

Smt Mateshwan

Press Secy

Sh Anil Kumar Shah

Treasurer

Sh Vinod Kumar

Auditor

Sh SC Sharma

(c) Since the chargeman mostly supervise and control the functioning of industrial Employees and workmen, their representation through unions will disrupts the chain of command.

12. The demand of Federation is an arms twisting act of Non-Industrial/ Ministerial employees with ill motive to deteriorate the staff Associations, to join their hand in strikes and to create monopoly in Defence ICM schemes. They want to eliminate tradition of Associations which exist since 1920, Pre-independence, whereas trade union act came later in year 1926. The CCS (RSA) rule 1959 was implemented for entire central Government employees. There were 12 Associations recognised in Defence prior to implementation of CCS (RSA) Rule 1993 and were representing all ICM councils of Defence. Further 56 category of employees got chance to create their own negotiations platform for submission of their specific cadre problems in front of concern administration and got its solution in better way. Whereas all Federations are still representing all categories of employees in their own ways.

13. It is important to submit that as per fresh rule for recognition of Unions issued by D-(ICM), Min of Defence vide letter no. 14(4)/93/ D(ICM) dated on 06<sup>th</sup> sep. 1995 and 14(5)/95/ D(ICM) dated 26 Mar. 1996 (copy enclosed) only serving employee of Min. of defence are allowed to become member of unions. Also the 15% strength is to be maintained in all categories specified in above MOD order. Since all Federation are constituted by affiliation of recognised unions of Defence, consisting only serving employees than under which rule retired employees are permitted in Federations to become office beares and reperesent ICM's. Further the DOP & T letter No.25/2/94- JCA dated 22<sup>nd</sup> Apr.1994 clarified vide para 2 that Federations and Confederation of associations are not recognised as per CCS (RSA) Rule 1993, it means both are recognised under same rule but only serving employees are allowed in CDRA where as retired employees allowed in federation for their office bearers and ICM members. If one rule is applied for both federation and confederation only serving employees should be permitted in federation also as it is being done for CDRA (The confederation of 56 Associations). Also the Strength of 15% in each category must be ensured prior constitution of recognition of union as there claims are not correct as on date.

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14. Considering the facts above, the formation of unions should be restricted for industrial employees only as per trade union Act and Associations should be permitted among Non-Industrial/Ministerial employees as per CCS (RSA) Rules 1993. No overlapping/dual membership should be permitted by allowing employees representatives as per their Recruitment Rules, implementing check off system for all employees equally to Associations and unions. All Federation should merge and make one Federation instead of operating three if so interested to bring all employees at one platform. No, Non - industrial/Ministerial employees should be allowed to join unions along with industrial employees and in the same way Industrial employees also should not be allowed to join Associations:

15. We, therefore request your good self to take following actions to streamline membership of Unions and Associations in distinct category of defence civilian employees and to restrict dual membership in Unions as well as in Associations:

i) To invalidate the recognitions of Associations within Defence, which are recognised under CCS (RSA) Rule 1993 and Provision of 19 (1) (C) of Indian Constitution.

ii) To invalidate the demand to include charagma/ office superintendant in unions.

iii) To specify and restrict membership of Unions and Associations as per Classification of employees prescribed in Recruitment Rules and Industrial employees should become member of unions only and Non - Industrial/Ministerial employees to become member of Association only.

**Sr. Vice President**  
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iv) Implement of check off system to remove any duplicity in the membership of unions and Associations.

v) To restrict only serving employees in federations as only serving employees are allowed in unions recognised within Min. of Defence.

vi) 15% strength in prescribed categories for recognised unions must be checked today as majority of them do not fulfil the specified requirements for recognition.

vii) The membership verification of Unions also be verified after 05 years of interval after recognition regarding maintenance of 15% strength as it is being done for every Associations.

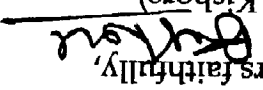
viii) To apply equal rules on federations and CDRA (Confederation of Associations) as both are not recognised as per CCS (RSA) Rule 1993.

ix) To take up a case with DOP&T for amendment of para 03 of (RSA) rules 1993 to make "Industrial employees" instead of "Worker" of defence Civilian as it is mentioned for Railways to remove any further confusions.

x) To merge all federations of defence as one federation if AIDEF and others wants to represent all employees from one platform only.

Thanking you,

Copy To:

Yours faithfully,  
  
(Brij Kishore)  
General secretary

The Joint Secretary (E), Ministry of Defence, South Block, New Delhi  
The Under Secretary, D(JCM), Min. of Defence, Sena Bhawan, New Delhi

Director General (Pers)  
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