

# ALL-INDIA ASSOCIATION OF CSIR EMPLOYEES

Date : 05.07.2002

To : All the Hon'ble Ministers and  
Members of Parliament

[ A copy of this letter has also been sent through e-mail ]

Hon'ble Sir,

Sub : Request for your kind intervention in Granting Recognition  
to the "All-India Association of CSIR Employees" by DGCSIR  
as per CCS(RSA) Rules-1993 [Central Civil Service – Recognition  
of Service Association Rules-1993]

With deep regret, we wish to place before your honourable self the following for  
your kind consideration and immediate intervention :

Sir, the All-India Association of CSIR Employees (AIACE) (erstwhile All-India Federation of CSIR Employees) is a Trade Union Organization functioning at the central level as the sole bargaining agency representing all the non-gazetted categories. It has 38 affiliated units/branches in almost all the CSIR Labs/Instts spread throughout the country. No other parallel/splinter organization exists at the central level. This organization was formed in the year 1972 and was accorded *de facto / ad hoc* recognition by the then DGCSIR from 1979 onwards. The then DGCSIR had extended all the facilities such as providing office rooms/notice boards, granting TA/DA to the office bearers/WC members, granting special CL to them, etc. to the AIACE and its units, besides holding periodical meetings by the DGCSIR and Directors at the Central and local levels respectively. By far, the relationship between the DGCSIR/Directors and the representatives of AIACE/Units was very cordial.

The CCS(RSA) Rules-1993, brought out by the Government of India, was in toto adopted by CSIR in year 1999. At the first instance, the AIACE and its units rejected these rules on the ground that CSIR is an Industry and therefore they felt that their trade union rights should exist. Later in 2001, when the Supreme Court declared that CSIR is not an Industry (overruling its earlier 5-bench SC judgement), the AIACE was forced to soften its stand and hence decided to accept CCS(RSA) Rules and seek recognition from DGCSIR as per these rules.

In the meantime, the CSIR, violating certain portion of the guidelines contained in these CCS(RSA) Rules, started granting recognition (categorywise) to a few newly formed local based Associations, which are either Director patronage Associations or those Associations who do not even fulfil the minimum strength of 15% of members. The AIACE which has been existing for the past 30 years is being totally ignored much to the chagrin of a sizeable majority of the staff members of CSIR. The CSIR in writing has communicated that "formation of a Service Association at the Central Level in the present structure of AIACE is not advisable". It is worth mentioning here that the CCS(RSA) Rules clearly provides for granting recognition to the Central Association by the DGCSIR and facilitates having branches at local levels. Besides, these rules have vested the powers on CSIR to declare the Distinct Category based on the commonality of interests / work. The AIACE has, for the past three years, been struggling to seek recognition from DGCSIR as per these rules; but till now the DGCSIR has not granted the same.

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The DGCSIR in a bid to totally destroy this AIACE at the Central Level, has started to grant Recognitions to locally formed Associations (splinter groups) categorywise. It may be added here that, out of the 38 affiliated units of AIACE, none of the units have dismantled their structure and have sought recognition from CSIR. This clearly shows how much the staff members of CSIR are concerned about the preservation of both their local unit's identity as well as that of the AIACE.

As there was no other alternative left, we are approaching **YOUR HON'BLE SELF TO KINDLY INTERVENE INTO THE MATTER FOR GETTING RECOGNITION TO AIACE AND IN TURN FACILITATE HAVING ITS BRANCHES AT LOCAL LEVELS.** This noble step on your part will pave the way for holding negotiations with CSIR Labs/Instts. as before. As there are several pending issues concerning to the service conditions, welfare, pay structure and career progression of the staff members, it is inevitable that negotiations are restored with the Management in order to get the same settled.

As you may be aware, the Supreme Court in its historic judgement has recently declared **CSIR as a "State"**. At a time when CSIR is bent upon destroying the identity of AIACE, this judgement has come as a respite to the members of AIACE and its units, which has directly or indirectly declared CSIR to be a Central Government Organization. Therefore, it is mandatory on the part of the CSIR to implement these CCS(RSA) Rules-1993 in its totality. Besides this judgement, the Supreme Court in its recent judgement dated 12.5.2002, has clearly held that the "Employer or the Management of any Institute is bound to hold discussions with un-recognized Employees' Associations also even if they have lesser number of members to settle their problems related to the service matters & other matters".

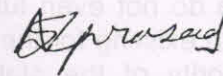
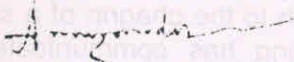
In view of all the above said facts, we request your hon'ble self to please intervene into this very important matter concerning to more than 22,000 employees, and use your good offices to see that the DGCSIR grant recognition to AIACE (in its present form) and facilitate having its branches in all the CSIR labs/Instts. Besides, it is also humbly requested to see that the DGCSIR declare all the non-gazetted staff till the level of Technical Officer-A/B as one Distinct Category for granting recognition to AIACE.

While we request you to please use your good offices to see that our genuine and legal demands are fulfilled, we appreciate very much if our prime matter concerning to all the 22,000 workers and scientists, is raised during the zero hour when the parliament meets during its next session.

Sir, while we profusely thank you in anticipation of a positive action from your end, we anxiously await a line in response to this letter.

With kind regards,

Yours sincerely,



Abhijit Majumdar  
General Secretary, AIACE  
C.F.R.I., Dhanbad - 828 108

N. Suresh Prasad  
Joint Secretary, AIACE  
C.F.T.R.I., Mysore - 570 013

Copy to :

1. The Director-General, CSIR, New Delhi
2. The Joint Secretary (Admn), CSIR, New Delhi
3. Directors of all the CSIR Labs/Instts
4. General Secretaries of All-India Trade Union Organizations -  
CITU, AITUC, INTUC, Railways, Postal, Defence, Confederation  
of CG Employees, JCM (Staff Side), etc.
5. The General Secretaries of all the Affiliated Units of AIACE