

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

DATED: 18.4.1995

To,

The Director-General,
Council of Scientific & Industrial Research,
Rafi Marg,
NEW DELHI-110 001.

Sir,

The Working Committee of the Federation has reviewed the discussion we had with your goodself yesterday and felt total dissatisfaction in view of your non-committal attitude on most of the issues.

The Working Committee has also reviewed the implementation of Agreement made on 28.11.94, and especially implementation of Rs. 1640-2900 scale for Assistants (G) and Senior Stenographers of CSIR from 1.1.1986, clearance of CSIR in respect of Induction cases from Administrative to technical side pertaining to the period September, 1992 to 6.10.1994, to remove anomalies in MANAS, Cadre review from 1.4.1992, etc. No progress has been made on the above points so far.

The Federation suspended its agitation programme on 28.11.1994 in view of your verbal assurance & written agreement. Since the Federation has exhausted all the avenues to get its genuine demand implemented, the Working Committee has unanimously directed me to apprise you of resumption of Dharna programme before CSIR Head Quarters from today onwards till the implementation of Rs. 1640-2900 and Agreement of 28.11.1994.

Thanking you,

Yours Truly,

(N. SURESH PRASAD)
GENERAL SECRETARY
FEDERATION.

COPY TO:-

1. President, CSIR,
2. Vice-President, CSIR,
3. Dr. B.V. Reddi, General Secretary, CSIR-SWA.

President

C.D.Sharma
IP, Mohkampur
Jhara Dun-248 005

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N.Suresh Prasad
CFTRI, Mysore-570 013

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Calcutta

Editor, Fed.Bulletin

Paban Kumar Mukherjee
CGCRI, Calcutta

Auditor

S.Dhanraj
CFTRI, Mysore

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

18/4/95

President

L.D. Sharma
P, Mohkampur
Delhra Dun-248 005

General Secretary

N. Suresh Prasad
CFTRI, Mysore-570 013

Vice-Presidents

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Calcutta

Editor, Fed. Bulletin

Paban Kumar Mukherjee
CGCRI, Calcutta

Auditor

S. Dhanraj
CFTRI, Mysore

TO
The Director - General
C. S. I. R.
New Delhi

Sir,

It may be recalled that during the past couple of periodical meetings, it was persistently stressed by the representatives that the implementation of Rs. 1640-2900 scale has been done at several Institutes/Autonomous/Central Govt. Organizations, even after constitution of V Pay Commission. This fact was corroborated by providing to you the orders implemented in ICMR.

Now, we are enclosing herewith a copy of the order of Implementation of Rs. 1640-2900 scale in National Airports Authority, implemented on 7th February 1995, for your kind information.

By the above Order, it is once again proved that there ^{should} ~~is~~ not arise any second opinion as to why this scale of Rs. 1640-2900 cannot be implemented in CSIR. Hence, the call of the WC of Federation to launch a Sharna in front of CSIR is fully justifiable.

We once again earnestly request you to kindly implement the scale of Rs. 1640-2900 in CSIR, immediately - ~~without any further delay~~ ~~and~~ ~~on your own self.~~ ~~immediately~~ on your own self.

Thanking you,

Yours truly,
A. Prasad
(N. SURESH PRASAD)
G.S - Federation

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

24/4/95

President

K.D. Sharma
IP, Mohkampur
Jhara Dun-248 005

General Secretary

N. Suresh Prasad
CFTRI, Mysore-570 013

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Calcutta

Editor, Fed. Bulletin

Paban Kumar Mukherjee
CGCRI, Calcutta

Auditor

S. Dhanraj
CFTRI, Mysore

To

The Director - General
C. S. I. R.,
New Delhi

Sir, Sub: Memorandum

Consequent to the demonstration held on 24/4/95, the Working Committee in its meeting held on 24/4/95 at 4.00 PM, decided the following:

- ① The DG, CSIR should settle the demands relating to Implementation of Rs. 1640-2900 scale and implement the agreement of 28/11/94.
- ② If the demands are not fulfilled by 26/4/95, then the agitation shall be intensified by giving a call for per-sonal strike or any other form of agitation as per TU Act of 1926, in all the CSIR laboratories/Institutes, from 1/5/95.
- ③ As like the dharna being laid in front of CSIR Head quarters from 18/4/95 by the Federation, the same will ~~be~~ continue till the demands are fulfilled.
- ④ If there is any restriction from the Management side for entering the CSIR campus, the Federation will be constrained to shift the venue of dharna from CSIR (Hqs) to your residence.

We are fully confident that you will settle our demands and will not force the Federation to intensify the agitation at the CSIR (Hqs) as well as laboratory level.

We assure our full cooperation to you in settling our demands.
Thanking you,

Yours truly,
K.D. Sharma
(K.D. Sharma)
President - Federation

(N. Suresh Prasad)
Gen S - Federation

May 29, 1995

To : Dr. S.K. Joshi
Director-General
C.S.I.R.
New Delhi - 110 001

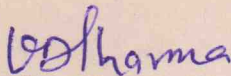
Sir,


We would like to inform you that, as a goodwill gesture, the Federation has directed all its Affiliated Units to suspend the Agitation programme at their respective local levels from today, in view of your assurance to implement the scale of Rs.1640-2900 for Assistants (G) and Sr.Stenos before 3.6.95, and also due to the sincere efforts made by your goodself in the Governing Body meeting of 26th May for adoption of this scale in CSIR.

As a further goodwill gesture, the Federation at the CSIR Head Quarters also decided not to start its Indefinite Hunger Strike, scheduled to start from today, in the hope that in the forthcoming meeting with the Federation on 31st May 1995 for implementation of 28.11.94 agreement, you will adopt the same positive attitude and implement the issues which are under the purview of your goodself.

Thanking you and with kind regards,

Yours sincerely,


(K.D. Sharma)
President
Federation


(N.Suresh Prasad)
General Secretary
Federation

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

June 2, 1995

President

K.D. Sharma
IP, Mohkamipur
Jhara Dun-248 005

General Secretary

N. Suresh Prasad
CFTRI, Mysore-570 013

Vice-Presidents

K. Jaypal, CECRI,
Karalkudi (SZ)
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Treasurer

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Editor, Fed. Bulletin

Paban Kumar Mukherjee
CGCRI, Calcutta

Auditor

S. Dhanraj
CFTRI, Mysore

To : Dr. S.K. Joshi
Director-General
C.S.I.R.
New Delhi - 110 001

Sir,

You are very much aware that today is the 46th day of the peaceful dharna programme, launched by the Federation under its banner, for the following two demands :

1. Adoption of Rs.1640-2900 scale for Assistants (G) & Sr. Stenos in CSIR
2. Implementation of Agreement of 28.11.94.

You may kindly recall that on the first demand, you assured that you will place it before the Governing Body on 26th May 1995 afresh in order to get its approval, and whatever the decision may be in the GB, you will get it implemented through Vice-President, CSIR and President, CSIR. Though we appreciate your efforts made in this regard, but still the scale of Rs.1640-2900 for Assistants (G) and Sr. Stenos has not been implemented in CSIR. On second demand, though the Federation has been frequently requesting your goodself to start negotiations and implement those issues which are very much under your jurisdiction, but it is regretted that till now you have not started any negotiation on the the Agreement of 28.11.94.

You will appreciate that we had suspended the agitation at local levels (from last Monday) and also postponed our Indefinite Hunger Strike programme at the CSIR Hqs, with the strong hope that your goodself will adopt the scale of Rs.1640-2900 & settle the issues related to the Agreement of 28.11.94 by 2nd June 1995.

Since none of the above issues have been settled by your goodself, the Federation is compelled to start Indefinite Hunger Strike from next Monday, ie. 5th June 1995. The Federation assures you that we shall maintain congenial working atmosphere as like before; but in case of any unpleasant situation, the responsibility shall entirely rests on CSIR Management.

Thanking you and with kind regards,

K.D. Sharma
(K.D. Sharma)

President, Federation

Yours truly,

N. Suresh Prasad

(N. Suresh Prasad)

Gen. Secretary, Federation

- Copy to :
1. President, CSIR
 2. Vice-President, CSIR
 3. Press
 4. SHO, Parliament Street
 5. All Affiliated Units of Federation

May 19, 1995

To : Prof. S.K. Joshi
Director-General
C.S.I.R., New Delhi

Sir,

Kindly refer to our discussions with your goodself on 18th May 1995.

While appreciating your efforts to get the revised pay scale of Rs.1640-2900 adopted in CSIR, we wish to state that we agreed to your proposal to approach once again the Governing Body of CSIR, scheduled to be held on 26.5.95, to obtain its approval for adoption of this grade/scale. We trust that this time the CSIR will adopt the correct approach with details of autonomous organizations where this scale has already been adopted - including ICMR and ICAR, which are similar to CSIR, and with the suggestion that the CSIR is ready to bear the extra financial burden from out of its budgetary allocation for adoption of this grade from 1.1.86.

The Federation has still some apprehension in view of the attitude of Member (Finance) as witnessed in the earlier GB meetings. In case the Governing Body this time also fails to approve the adoption of the scale of Rs.1640-2900 for Assistants (G) and Sr.Stenos in CSIR due to any reason, then it may have very bad effect on the congenial working atmosphere in CSIR, which in turn will also have adverse effect on the earning in labs/institts. of CSIR. In such circumstances, the Federation will also be compelled to change its dharna programme to Indefinite Hunger Strike. Therefore, the Federation is of the view that your goodself should personally meet the Vice President, Shri Bhuvnesh Chaturvedi, and recommend the case strongly for seeking his approval, and thereafter to seek the kind approval of PM of India, who is also the ex-officio President of CSIR, before 25.5.95.

On the second demand, ie. Implementation of agreement of 28.11.94, you are requested to kindly initiate discussions with the Federation immediately, and settle the issues, including anomalies of MANAS, which are within your goodself's purview.

Thanking you and with kind regards,

Yours sincerely,

(K.D. Sharma)
President, Federation

(N.Suresh Prasad)
Gen.Secretary, Federation

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

+ Hon'ble Malini Bhattacharya +

+ Hon'ble Vasudev Acharya

+ Hon'ble Saipal Reddy

April 21, 1995

To : Hon'ble Shri Shivraj Patil
Speaker, Lok Sabha and former
Minister of Science & Technology/
Vice-President, CSIR
New Delhi

Hon'ble Sir,

+
Hon'ble Shri K. R. Narayanan
Vice-President of India

The Federation of CSIR Employees' & Workers' Unions and Associations, representing all the non-gazetted staff members of CSIR, including scientific, technical, administrative and Group-D, wish to bring the following facts for your kind information and needful action please :

You may kindly recall that when your goodself was the Vice-President of CSIR, the relationship with the CSIR Management and Federation was very much cordial, and particularly from the Management side there was a genuine concern and a desire/will to help the staff members and protect their interests. Besides, there was a congenial working atmosphere throughout the CSIR Laboratories/ Institutes.

Unfortunately, after your goodself relinquished the Office of the Vice-President, CSIR, things have changed much to the chagrin and frustration of the workers/staff members of CSIR. This is evident from the fact that many of the most genuine, logical and justified demands of the Federation have not been accepted by the CSIR Management. One such demand include the "Implementation of Rs.1640-2900 scale for Assistants(G) and Sr. Stenographers" from 01.01.86 as per GOI Orders Dated 31.07.90.

As you may be aware, the scale of Rs.1400-2600 was replaced by Rs.1640-2900 for Assistants(G) and Sr. Stenos, through the Central CAT decision, duly accepted by the Government of India, and is implemented in all Central Secretariat Services and other autonomous organizations. The CSIR bye-laws clearly states that the pattern of scales as applicable to the Central Secretariat Services shall be applicable to the CSIR Administrative (LDC, UDC, Assistants, etc.) employees also.

Needless to mention, this scale has been implemented in many Central Govt. Organizations/ Universities/Autonomous organizations like CAT, JNU,

President

C.D. Sharma
P, Mohkampur
Mysore Dun-248 005

General Secretary

Prakash Prasad
FTRI, Mysore-570 013

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Editor, Fed. Bulletin

Baban Kumar Mukherjee
CGCRI, Calcutta

Auditor

Dhanraj
FTRI, Mysore

MALINI BHATTACHARYA

MEMBER OF PARLIAMENT
(LOK SABHA)



308, V.P. House,
Rafi Marg,
New Delhi.

Date : 5.5.95.

Dear Shri Singh,

I am drawing your attention to the demand by CSIR employees for "Implementation of Rs.1640-2900 scale for Assistants (G) and Senior Stenographers" from 01.01.86 as per GOI Orders dated 31.07.90.

As you are aware, the pre-revised scale of Rs.425-800 (before implementation of IV Pay Commission) was revised to Rs.1400-2600, and later through the Central CAT decision, this pre-revised scale of Rs.425-800 (ie. Rs.1400-2600) was replaced by Rs.1640-2900. This was duly accepted by the Government of India, and is implemented in all the Central Secretariat Services and other autonomous organisations. The CSIR bye-laws clearly states that the pattern of scales as applicable to the Central Secretariat Services and other Central Government Organisations, shall be applicable to the CSIR staff members (including LDC, UDC, Assistants, etc.) also.

Needless to mention, this scale has been implemented in many Central Government Organisations/Universities/Autonomous organisations like CAT, JNU, Lok Sabha Secretariat, ISRO, BARC, ICMR, etc., and the latest one being National Airports Authority. Even those organisations like ICMR, NAA, etc. which are much smaller than CSIR, both in size and strength, have implemented this scale much earlier.

It is understood from CSIR that the scale of Rs.1640-2900 was passed in the Governing Body of CSIR and sent to Finance Ministry for approval through Hon'ble Shri Bhuvanesh Chaturvedi, and unfortunately the same was not approved.

Contd...2/-

However, it is understood that the case has again been resubmitted by CSIR authorities to the Finance Ministry through Vice-President, CSIR. I request you to look into the matter and see that justice is done to the CSIR employees.

Yours sincerely,

Malini Bhattacharya
(MALINI BHATTACHARYA)

Shri Manmohan Singh,
Hon. Finance Minister,
Govt. of India,
New Delhi.



BASUDEB ACHARIA, MP

Chairman

Committee on Government Assurances
(Lok Sabha)

PRIME MINISTER

419 V.P. House, Raj Bhavan,
New Delhi-110001
Phone: 371255

New Delhi
May 18, 1995

Dear Shri Balanandan,

I have received your letter of May 15, 1995 regarding
the pay revision of Assistants and Senior Stenographers in
C.S.I.R.

With regards,

Yours sincerely,

P.V. Narasimha Rao
[P.V. Narasimha Rao]

Shri E. Balanandan, MP
12, Windsor Place
New Delhi

I shall be grateful if you could kindly
consider the request of Federation of Employees &
Workers Union and approve the scale of Rs. 1540-2900
to the Assistants and Senior Stenographers of CSIR.

With regards,

Yours sincerely,

(BASUDEB ACHARIA)

22/5

Dr. Manmohan Singh
Finance Minister
Government of India
New Delhi

Copy to Shri M. Suresh Prasad, Federation of C.S.I.R.
Employees & Workers Unions & Associations.

BASUDEB ACHARIA, M.P.

Chairman
Committee on Government Assurances
(Lok Sabha)

Member, Consultative Committee, Ministry of Railways.
Deputy Leader, C.P.I. (M), Lok Sabha



सत्यमेव जयते

413, V.P. House, Rafi Marg,
New Delhi-110001
Phone : 3715957

Vill. Kantaranguni,
P.O. Adra, Distt. Purulia (WB)
Phone : 03251-44262 (R)
03252-3058, 2368 (O)

D.O. No.

Dated :

May 8, 1995


Dear Dr. Manmohan Singh,

I am forwarding herewith a representation received from Shri N Suresh Prasad, General Secretary, Federation of CSIR Employees & Workers Unions & Associations regarding adoption of revised pay scales (Rs.1640-2900) for Assistants and Senior Stenographers in Central Food Technological Research Institute, Karnataka from 1.1.86 as per Government's Orders dated 31.7.1990. I am informed that CSIR has agreed to bear the extra financial burden from its own fund, and as such no extra funds are required from the Finance Ministry to award Rs.1640-2900 scales to Assistants and Senior Stenographers in CSIR.

I shall be grateful if you could kindly consider the request of Federation of Employees & Workers Union and approve the scale of Rs.1640-2900 to the Assistants and Senior Stenographers of CSIR.

With regards,

Yours sincerely,


(BASUDEB ACHARIA)

Dr. Manmohan Singh
Finance Minister
Government of India
New Delhi

Copy to Shri N. Suresh Prasad, Federation of C.S.I.R.
Employees' & Workers Unions & Associations.

E. BALANANDAN,
MEMBER OF PARLIAMENT
(RAJYA SABHA)
LEADER, CPI(M) GROUP



Off: 12, Bindsor Place,
New Delhi-110001.

Phone: 384806

No. EB/ 949 /F-1/95

Date:- 15-5-95.

Dear Narasimha Rao Ji,

The Federation of CSIR Employees and Workers Unions & Associations, have brought the following facts to my notice which require your urgent attention and immediate action.

They have complained of negative attitude on the part of the CSIR Management towards most genuine, logical and justified issues/demands of CSIR employees. One such demand include the "Implementation of Rs.1640-2900 Scale for Assistants and Sr. Stenographers" from 01.01.1986 as per Govt. of India Orders dated 31.7.90.

As you may be aware the pre-revised scale of Rs.425-800 (before implementation of IV Pay Commission) was revised to Rs.1400-2600, and later through the CAT decision, this pre-revised scale of Rs.425-800 (i.e. Rs.1400-2600) was replaced by Rs.1640-2900. This was duly accepted by the Government of India and is implemented in all Central Secretariat Services and other Central Government Organisations, shall be applicable to the CSIR Staff members including LDC, UDC, Assistants, etc. also.

Needless to mention, this scale has been implemented in many Central Government Organisations/Universities/Autonomous Organisations.

In this connection, it may further be added that even after innumerable meetings with the CSIR Management during the past five years, no positive result has emerged.

It is understood from CSIR that the Scale of Rs.1640-2900 was passed in the governing body of CSIR and sent to Finance Ministry for approval, through the Vice-President of CSIR. Unfortunately, the same was not approved by the Finance Minister. I feel that this is gross discrimination in view of the fact that in other autonomous organisations like ICMR, the Finance Ministry has approved the same.

I now understand that the case has again been re-submitted by CSIR authorities to the Finance Minister.

I shall be thankful if you kindly intervene in the matter personally so that the Finance Ministry approves the proposal. It may be mentioned here that the CSIR has agreed to bear the extra financial burden from its own funds and as such there shall be no additional financial burden on the Finance Ministry.

p.t.o.

OF PARLIAMENT
(RAJYA SABHA)



-: 2 :-

I am also to inform you that the above Confederation is on Dharna over the above mentioned issue since 18.4.1995.

I hope you will personally take care of the problem in the larger interest of Scientific and technological Research advancement.

With regards,

Yours sincerely,

sd/.

Encl :

(E. BALANANDAN)

Shri P.V. Narasimha Rao,
Prime Minister of India,
NEW DELHI-110001.

copy to:- Sh. Suresh Prasad, General Secretary,
Federation of CSIR Employees and Workers Union and
Association, Central Food Technological Research
Institute, Mysore-570013.


(BALANANDAN)

BASUDEB ACHARIA, M.P.

Chairman
Committee on Government Assurances
(Lok Sabha)

Member, Consultative Committee, Ministry of Railways.
Deputy Leader, C.P.I. (M), Lok Sabha



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May 8, 1995


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I shall be grateful if you could kindly consider the request of Federation of Employees & Workers Union and approve the scale of Rs.1640-2900 to the Assistants and Senior Stenographers of CSIR.

With regards,

Yours sincerely,


(BASUDEB ACHARIA)

Dr. Manmohan Singh
Finance Minister
Government of India
New Delhi

Copy to Shri N. Suresh Prasad, Federation of C.S.I.R.
Employees' & Workers Unions & Associations.

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

May 23, 1995

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Ahra Dun-248 005

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Editor, Fed. Bulletin

Paban Kumar Mukherjee
CGCRI, Calcutta

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S. Dhanraj
CFTRI, Mysore

To : Hon'ble Shri Atal Bihari Vajpayee
Member of Parliament and Leader
of Opposition
New Delhi

Hon'ble
Sir,

The Council of Scientific and Industrial Research (CSIR) is a pioneer Research and Development Organization in the country, established with an aim to cater to the industrial needs and perform basic and applied research in all the areas spreading from Agriculture to Aeronautics. The CSIR has a total strength of more than 25,000 employees, having 41 labs/institutes situated throughout the country.

In CSIR, there is Federation of CSIR Employees' & Workers' Unions and Associations, having affiliated units in all the 41 labs/institutes, registered under the Indian Trade Union Act of 1926. It represents all the non-gazetted staff members of the CSIR, numbering around 15,000. The Federation is the sole bargaining agency on behalf of the workers.

The Federation, though maintained a cordial relationship with the CSIR Management right from its inception, but in recent times the Management is showing negative attitude, thereby creating dissatisfaction among the staff members.

The Federation of CSIR Employees' & Workers' Unions and Associations, is on a DHARNA movement before the CSIR Head Quarters since 18.4.95. Today is the 36th day of the dharna, which has been launched for the following two demands :

1. Adoption of the revised pay scale of Rs.1640-2900 for Assistants (G) and Sr. Stenos in CSIR
2. Implementation of the Agreement entered between the Federation and CSIR on 28th November 1994.

As you may be aware, the pre-revised scale of Rs.425-800 (before implementation of IV Pay Commission) was revised to Rs.1400-2600, and later through the Central CAT decision, this pre-revised scale was replaced by Rs.1640-2900. This was duly accepted by the Govt. of India, vide its Order No.2/1/90-CS.IV dated 31.7.90 (Copy enclosed). and is implemented in all Central Secretariat Services and other statutory and non-statutory autonomous organizations.

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CGCRI, Calcutta

Auditor

S. Dhanraj
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The Federation has been taking up this matter with CSIR Management in every periodical meeting since the last 4 years. But, despite the verbal and written assurances by the DGCSIR, the revised pay scale has not been implemented, and therefore the Federation has been compelled to start the dharna before CSIR Headquarters.

Since the case relating to pay scale had been referred to Finance Ministry, through the Governing Body of CSIR, the Finance Minister has not approved the same. Whereas the Finance Ministry had approved the above scale for other autonomous organizations like ICMR. This shows the discriminatory attitude of the Finance Ministry towards CSIR employees. Besides, this scale has already been implemented in several statutory and non-statutory autonomous organizations like BARC, UGC, JNU, CAT, Lok Sabha and Rajya Sabha Secretariats, ICAR, BSF, NAA, etc.

It may further be brought to your kind notice that in connection with this revised pay scale, the Prime Minister in his reply to Rajya Sabha (dated 8.1.91) informed that "it is for each such autonomous body to take a decision whether to adopt the pay scale or not (copy enclosed).

Since CSIR is ready to bear the extra financial burden from out of its budgetary allocation, the Finance Ministry's clearance/concurrence is merely a formality, which is not forthcoming. *However, the approval of Vice-President (CSIR) is very much essential.*

We shall be highly obliged to you, if you kindly help us by intervening in the matter for getting the approval of the ~~Finance Ministry~~. We are fully confident that you will extend your help and sympathies in this regard, for which act of kindness we shall remain ever grateful to you, Sir.

Thanking you and with kind regards,

Yours faithfully,

K.D. Sharma
(K.D. Sharma)
President
Federation

N. Suresh Prasad
(N. Suresh Prasad)
General Secretary
Federation

Hon'ble Shri Bhuvanesh Chaturvedi,
Vice-President, CSIR

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
P.O. Food Technology, Mysore - 570 013, Karnataka

5th May 1995

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P, Mohkampur
Jhara Dun-248 005

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S. Dhanraj
CFTRI, Mysore

To : The Hon'ble Shri P.V. Narasimha Rao
Prime Minister of India and President (CSIR)
New Delhi

Hon'ble Sir,

The employees of Council of Scientific and Industrial Research (CSIR), under the banner of Federation of CSIR Employees' and Workers' Unions and Associations, have been forced to start **Indefinite Dharna** before the CSIR Head Quarters from 18.04.95. For the kind information of your goodself, the Federation is the sole bargaining agency in CSIR having affiliated units in all the Laboratories/Institutes of CSIR.

We are indeed constrained to report you that in the tenure of the present Director-General, Dr. S.K. Joshi, the employer-employee relations have deteriorated and there is widespread resentment and frustration amongst all the CSIR employees. This is mainly due to the fact that there is no grievance settlement mechanism either at the central or lab/institute level. We hope you will agree that due to the Government of India's changed industrial and economic policies, universal competition and the condition of 50% earning, the employees are fully cooperating with the Management to achieve the desired objectives. It is unfortunate that during the last five years in Dr. Joshi's tenure, not a single benefit has been extended to the employees, but on the contrary, the benefits which were already existing have been curtailed.

One of the major grievances has been adoption/revision of pay scale of Rs.1640-2900 scale for Assistants (G) and Sr. Stenos of CSIR for the pre-revised grade of Rs.425-800. As you are aware, the CSIR is following the pay scales and designations as applicable to Central Secretariat Services (LDC/UDC/Assistants/SOs).

In accordance with the Government of India Order No. 2/1/90-CS.IV dated 31.07.90, the statutory and non-statutory autonomous organizations have already adopted this revised grade of Rs.1640-2900 for the pre-revised grade of Rs.425-800 for their employees - like CAT, JNU, BARC, ISRO, ICMR, ICAR, NAA, etc. In

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CFTRI, Mysore

this connection, it may be added that it is an anomaly of 4th pay commission duly settled by the Principle Bench, CAT, New Delhi, and accepted by the Government of India vide the above referred order, from 01.01.86.

As CSIR is directly under your control, the employees fully hope to get justice from your goodself.

In view of the above stated facts, the Federation earnestly request your kind intervention in the matter at an early date, in order to restore the morale and confidence of the staff members besides maintaining congenial working atmosphere in this pioneer Research and Development Organization of the country.

Thanking you, Sir,

Yours truly,

(K.D. Sharma)
President
Federation

(N. Suresh Prasad)
General Secretary
Federation

5th May 1995

To : Hon'ble Shri Bhuvanesh Chaturvedi
Minister of Science and Technology
and Vice President (CSIR)
New Delhi

Hon'ble Sir,

The employees of Council of Scientific and Industrial Research (CSIR), under the banner of Federation of CSIR Employees' and Workers' Unions and Associations, have been forced to start **Indefinite Dharna** before the CSIR Head Quarters from 18.04.95. For the kind information of your goodself, the Federation is the sole bargaining agency in CSIR having affiliated units in all the Laboratories/ Institutes of CSIR.

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this connection, it may be added that it is an anomaly of 4th pay commission duly settled by the Principle Bench, CAT, New Delhi, and accepted by the Government of India vide the above referred order, from 01.01.86.

As your goodself has been a great well-wisher of the staff members of CSIR and also evincing keen interest in making this world's premier organization globally competitive, the employees fully hope to get justice from your end.

In view of the above stated facts, the Federation earnestly request your kind intervention in the matter as early as possible, in order to restore the morale and confidence of the staff members besides maintaining congenial working atmosphere in this pioneer Research and Development Organization of the country.

Thanking you, Sir,

Yours truly,

(K.D. Sharma)
President
Federation

(N.Suresh Prasad)
General Secretary
Federation

Federation of CSIR Employees' & Workers' Unions & Associations

(Central Food Technological Research Institute),
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May 8, 1995

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Jhara Dun-248 005

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CFTRI, Mysore-570 013

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To : Hon'ble Shri Atal Bihari Vajpaye
Member of Parliament and
Leader of Opposition
New Delhi

Hon'ble Sir,

We will be highly obliged if your goodself can kindly spare to us your valuable few minutes of time for discussing on the burning issues/problems being faced by the CSIR employees from the past few years.

As you are aware, the Council of Scientific and Industrial Research (CSIR) is a pioneer Research and Development Organization in the country, involved in the research activities covering from Agriculture to Aeronautics. In order to make this organization competitive under the present globalization policies of GOI, it is very much essential that the CSIR Management creates a congenial working atmosphere by settling the genuine and legitimate issues of the staff members as a whole.

We are sure, your kind intervention in the matter will certainly help us to resolve the issues and withdraw our Dharna, which has been launched by the Federation, before the CSIR Head Quarters from 18.4.95, in support of our demands.

We are enclosing herewith a letter written by Shri Bhagwati Prasad Shukla, MLA, Vidhana Sabha, UP, requesting your goodself to kindly meet the representatives of Federation and discuss on their issues/problems.

With kind regards,

Yours sincerely,

(N. Suresh Prasad)
General Secretary

Federation of CSIR Employees' & Workers' Unions & Associations

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May 15, 1995

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To : Hon'ble Shri K.R. Narayanan
Vice-President, Republic of India
New Delhi

Hon'ble Sir,

*Hon'ble Shivraj Patil
Speaker, LS*

This is in continuation of our earlier appeal dated 21st April 1995, requesting your goodself for kind intervention in the issues being faced by CSIR employees in order to create a more congenial working atmosphere in this pioneer research organization of the country.

Today is the 28th day of our Dharna before the CSIR Headquarters. During this period, the Federation held negotiations with CSIR, and the the DG, CSIR has agreed to place our demands before the Governing Body of CSIR scheduled to be held on 26th May 1995 for approval. Our main demands include : (i) Revision/ Adoption of Rs.1640-2900 scale for Assistants (G) and Sr. Stenos in CSIR from 1.1.86 (ii) Implementation of Agreement entered between CSIR Management and Federation on 28.11.94.

The above revised scale has already been implemented in many statutory and non-statutory autonomous organizations like ICMR, CAT, JNU, BARC, ISRO, Lok Sabha and Rajya Sabha Secretariats, National Airport Authority, etc. with the Finance Ministry's approval. The Finance Ministry is taking a discriminatory attitude towards CSIR employees by not granting the formal approval inspite of the fact that CSIR is ready to bear the extra-financial burden from out of its own budgetary allocations.

The Federation, therefore, earnestly appeals to your goodself to kindly use your good offices for persuading the Member, Finance (representative of the Finance Ministry) to accord approval for adoption of the above revised scale in CSIR, during the Governing Body Meeting of CSIR fixed on 26th May 1995.

For this noble act of yours, we remain ever grateful to you, Sir.

Thanking you and with kind regards,

Yours sincerely,

(N. Suresh Prasad)
General Secretary
Federation