

o/c

**CSIR SCIENTIFIC WORKERS' ASSOCIATION, CFTRI BRANCH**

(Registered under Indian Trade Union Act of 1926, Regn.No.1564)

**and**

**CFTRI EMPLOYEES' UNION**

(Registered under Indian Trade Union Act of 1926, Regn. No. TUA:MYS:490/89-90)

No. CFTRI-EU/SWA/00-

11.04.2000

To : The Police Commissioner  
Mysore District  
Mysore

Sir,

**Sub : Launching of Continuous and Peaceful DHARNA Movement before the Main Gate (East Gate) of CFTRI – by the general members / EC Members of both CFTRI Employees' Union and CFTRI-SWA, in support of their Long Pending Demands – From 18.04.2000**

The staff members of CFTRI have decided to launch Continuous and Peaceful DHARNA Movement before the Main Gate of CFTRI in support of their long pending demands, under the banner of CFTRI Scientific Workers' Association and CFTRI Employees' Union, as the Director, CFTRI, has totally failed to settle the most genuine issues from the past 15-20 months.

In view of the above, we request you to kindly accord permission to launch the Dharna in front of the Main Gate (East Gate) of CFTRI by installing a Shamiana of 10' x 20', on the lawns of the CFTRI Name Board.


It is assured that the Dharna Programme will be very peaceful and no ontoward incident will happen. This dharna programme will witness intermittent slogan shoutings, flash demonstrations, speeches by eminent leaders, politicians, etc.

A brief programme of movement is enclosed herewith for your kind information.

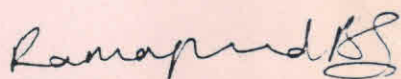
Thanking you,

Yours truly,

  
(Dr. John Pereira)  
President  
CFTRI-SWA

  
(Dr. S. Divakar)  
Secretary  
CFTRI-SWA

  
(N. Suresh Prasad)  
President  
CFTRI-EU

  
(B.S. Rama Prasad)  
General Secretary  
CFTRI-EU

Encls: As above

Copy to: O/S, CFTRI-SWA





# C.F.T.R.I. EMPLOYEES' UNION (Regd.)

(Regn. No. TUA:MYS:490/89-90)  
[Affiliated to All-India Federation of CSIR Employees]

Central Food Technological  
Research Institute  
Cheluvamba Mansion  
Mysore – 570 013

No. CFTRI-EU/01- Date 24.07.2001

To : The Director  
C.F.T.R.I.  
Mysore

Sir,

Sub : Instant Launching of Dharna in front of Director's Office from 24.07.2001 by the EC of CFTRI-EU at the First Instance - Peaceful and Continuous Movement being Launched Indefinitely till the Demand relating to "Immediate Absorption of IHM Staff as per CAT Judgement" is Conceded by the CFTRI Management

The Executive Committee in its meetings held on 19<sup>th</sup> and 23<sup>rd</sup> July 2001, has unanimously decided to support the staff members in launching Instant Dharna Movement by the EC members (at the first instance) in front of the Director's Office from 24.07.2001 in support of the Union's long-pending demand relating to "Absorption of IFTTC Hostel Mess (IHM) Staff as per CAT Judgement". The Dharna Movement being launched by the CFTRI Employees' Union from 24.07.2001 will be peaceful, continuous and an indefinite one, till all the IHM Staff are absorbed as per the CAT Judgement and as per the assurances given by the Director time-and-again.

It may be recalled that the CFTRI-EU and CFTRI-SWA, vide their letter dated 29.12.99, had served Caution Notice for Launching Continuous and Peaceful Dharna Movement before the CFTRI Main Gate with due Notice to the Management, in support of their various demands, which included the above main demand also. This proposed Movement was kept in ABEYANCE by Union and SWA, as the Management invited the representatives for a meeting held on 10.01.2000, where an Agreement/Settlement was reached.

As the demands were not fulfilled by the Management, the CFTRI-EU and CFTRI-SWA, reviewed the Dharna programme which was kept in abeyance, and issued Notice to the Management, vide their letter dated 4.4.2000, for launching the Dharna movement from 18.4.2000. Again the proposed Dharna movement was avoided by the Management by inviting the representatives for a meeting on 17.4.2000, wherein an agreement/settlement was reached between the Management and the Representatives. One of the main settlement reached pertaining to the above demand was that "the Director assured that at the first instance the case filed in the High Court by CFTRI/CSIR, will be withdrawn in THREE weeks' time, and all the IHM Staff will be absorbed in CFTRI within a period of TWO to THREE MONTHS positively, from the date of the meeting.

The present Dharna Movement is in continuation to the one which was kept in abeyance (Refer letter dated 12.1.2000), followed by another one which was avoided by inviting the representatives on the eve of the programme of movement (Refer letter dated 4.4.2000)

.....2

### Justifications/Reasons for Launching this Peaceful Movement

1. Director assured the representatives that the CFTRI/CSIR will withdraw the court case from High Court and absorb all the IHM staff by not later than 4 months from the date of meeting, ie. 13.1.99 (Refer letter dated 22.1.99) – Assurance Not Fulfilled.
2. Director assured the representatives in the meeting held on 18.11.99 that, in all possibility, he will see that the IHM staff will be absorbed/regularized within 31.3.2000 (Refer letter dated 10.12.99) – Assurance Not Fulfilled.
3. Director assured the representatives in the meeting held on 17.4.2000 (on the eve of the Dharna movement planned from 18.4.2000) that, at the first instance, the court case will be withdrawn within three weeks and all the IHM staff will be absorbed within 2-3 months positively (Refer letter dated 17.4.2000) – Assurance Not Fulfilled.
4. Director assured the representatives in the meeting held on 19.6.2000 and 21.6.2000 that, since the DGCSIR refused to withdraw the case from High Court, he will evolve his own strategies to see that the case is withdrawn from he High Court and IHM staff are absorbed in CFTRI, and as a first step in this direction, he will meet DG and JS jointly (Refer letter dated 27.6.2000) - Till now the strategies did not yield positive results.
5. Director assured the representatives in the meeting held on 18.7.2000 that, the matter relating to absorption of IHM staff will be placed before the forthcoming Governing Body meeting, along with other cases, if any in CSIR, and as a policy matter approval will be sought in the Governing Body (Refer letter dated 19.7.2000). Unfortunately, no approval was sought in the Governing Body meeting held on 15.2.2001 – Again Assurance Not Fulfilled.
6. Director assured the representatives in the meeting held on 24.4.2001 that this matter will be taken in the next GB meeting for seeking approval, as the DG is very much sympathetic towards these IHM staff.
7. Director assured the representatives in the meeting held on 12.7.2001 that ..... This was requested by the Director to keep Confidential and hence not mentioned – This confidential proposal/agreement, though was agreed to (*albeit* with a heavy heart) by the representatives in the meeting, but was later rejected both by the EC members in the meetings held on 19<sup>th</sup> and 23<sup>rd</sup> July 2001 and also General Members, keeping in view the false assurances given earlier by the Director. The members felt that this confidential proposal is nothing but a plan/conspiracy hatched to silence the Union/IHM staff and permanently refrain the Union from taking up this matter under the garb of contempt of court (Refer letter/minutes dated 12.7.2001).

### Programme of Movement

1. Dharna is restricted to office hours (8.30 AM to 5.30 PM) for the first few days and later it will be intensified to round-the-clock.
2. Dharna will be restricted to EC members only - for a few days, and later it will be intensified through participation of general members
3. If the demand is not fulfilled even after a brief period of time, the movement will be intensified by taking this matter to the DGCSIR/Public/Press and shifting the venue from Director's Office to CFTRI Main Gate.
4. If the demand is still not fulfilled, the movement will be intensified in the form of relay hunger strike and hunger strike before the CFTRI Main Gate.

.....3

*Approved*

**Why this Dharna Movement is Restricted to the EC Members Only – Prima facie**

It has been the legacy and tradition of the Union to keep up its words. It may be recalled that Dr.V.Prakash, at the time of taking over the charge of the Director, had sought an assurance from the Union representatives to settle the issues within the four walls and through negotiations only. Accordingly, it was assured that as far as possible, the issues will be tried to settle through negotiations. As the outcome of the negotiations have terribly and constantly failed, the assurance made in this regard had to be infringed and assurance with regard to "four walls" is being tried to preserve. If no positive outcome is forthcoming within a reasonable period of time, the movement will be intensified and the matter will be taken to DGCSIR/Public/Press.

It is of paramount importance to place on record that the present Peaceful Movement/Agitation of the CFTRI-EU is being fully supported by our sister organization, viz. CFTRI-SWA, Federation, CSIR-SWA and a majority of staff members of CFTRI including the top officials at the helm of affairs. Besides, this Movement, when taken to the Public/Press, has the fullest support of the Unions of LIC, Banks, Postal, Railways, RMP, CIPET, CITU, INTUC, AITUC, BMS, Confederation of CG Employees, etc.


It may please be noted that any direct or indirect threatening to the EC Members/Staff Members (of disciplinary action as per one rule or the other), to refrain them from participation in this Movement, will be to of no avail. This sort of threatening will not bring down the spirit of the EC/Staff members to participate in the Movement, but will only augment and deteriorate the situation, as **this Dharna Movement being launched is TOTALLY JUSTIFIED and as per the LAW OF NATURAL JUSTICE.**

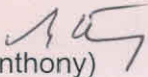
The Executive Committee of CFTRI-EU, very earnestly requests the Director to kindly expedite settlement of the above demand - "Immediate Absorption of IHM Staff as per CAT Judgement", using his well-devised and renowned strategies, which have been his assurances all along. Needless to mention, expeditious settlement of this demand will curtail the period of Movement, thereby paving the way for creation of a congenial working atmosphere.

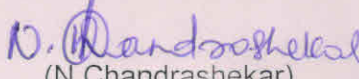
Submitted to the Director.


Thanking you,

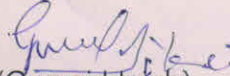
Yours truly,


  
(N.Suresh Prasad)  
President

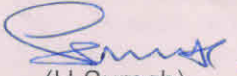
  
(Anthony)  
Vice-President

  
(N.Chandrashekar)  
Officiating Gen.Sec.


  
(Keshava Hegde)  
Treasurer

  
(Gurusiddafah)  
EC Member

  
(S.Shivappa)  
EC Member

  
(H.Suresh)  
EC Member

  
(H.C.Jayaram)  
EC Member


  
(M.A.Nagendra)  
EC Member

  
(Brahmalinga)  
EC Member

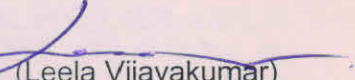
  
(V.Seetharam)  
EC Member

  
(K.Venkatesh)  
EC Member

  
(P.Raju)  
EC Member

  
(M.Mahadevaiah)  
EC Member

  
(R.N.Ramesh)  
EC Member

  
(Leela Vijayakumar)  
EC Member

# CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926 -  
Regn. No. TUA:MYS:490/89-90)

No. CFTRI-EU/02-

12/09.2002  
13

To : The Director  
C.F.T.R.I.  
Mysore

Sir,

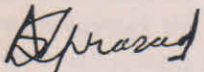
Please find herewith enclosed Minutes of the Informal Meeting held between the Representatives of CFTRI Employees' Union and the Director, CFTRI, on 06.09.2002 at 3.30 PM in the VIP Room.

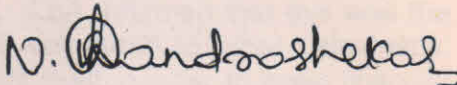
We are sure the Minutes are in conformity with the discussions held and decisions taken. Any disagreement on the Minutes may please be communicated (atleast orally) for incorporation, within a week from the date of receipt of this letter.

We take this opportunity to request the Director for expediting action on the issues where decisions have been taken.

Thanking you and with kind regards,

Yours sincerely,

  
(N. Suresh Prasad)  
President

  
(N. Chandrashekar)  
General Secretary

**MINUTES OF THE INFORMAL MEETING HELD BETWEEN THE REPRESENTATIVES  
OF CFTRI EMPLOYEES' UNION AND THE DIRECTOR, CFTRI,  
ON 06.09.2002 AT 3.30 PM IN THE VIP ROOM**

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**Members Present**

**Union Side**

N.Suresh Prasad, President  
Anthony, Vice-President  
N.Chandrashekar, General Secretary  
H.Suresh, Joint Secretary  
M.A.Nagendra, Treasurer  
Keshava Hegde, EC Member  
P.Raju, EC Member  
V.Seetharam, EC Member  
S.Shivappa, EC Member  
Brahmalinga, EC Member  
G.Santhosh, EC Member  
H.C.Jayaram, EC Member  
Gurusiddaiah, EC Member  
C.Nataraja, EC Member  
Smt. Leela Vijayakumar, EC Member

**Management Side**

Dr. V. Prakash, Director  
Mr. M.R. Radhakantha, CoA


Before initiating the discussions on the agenda items already provided to him, Director briefed on the issues where already action has been taken like (1) RH being declared on 9.9.2002 (2) DPCs to Administrative Staff have been held and orders for promotion have already been issued to the concerned (3) An estimate for construction of Scooter Garages for all the Quarters (A-20 to A-24; B-1 to B-22; D-1 to D-20) has been made and sent to CSIR for allocation. He said that the allocation of budget from CSIR may be expected sometime before 31.3.2003. While thanking the Director for the above action, President expressed his regrets over the delay in holding the DPCs. CoA informed that this was the maximum speed through which he was able to complete the DPCs compared to other Labs/Instts. President requested the Director to hold the DPCs in the month of April itself in order to avoid financial losses to the concerned employees.

On the remaining agenda items, the following discussions were held & decisions taken :

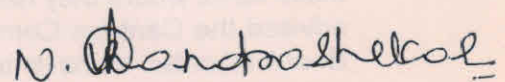
1. **Regularization of 11 Temporary Status Staff** : Director informed that the regularization of the 11 TS staff will be done before 31.12.2002 positively.
2. **Granting Temporary Status to Mr. M.Rajashekar and Mr. H.M.Nagaraju** : Director conveyed his inability to grant TS to these two, as the CSIR is not agreeing for the same due to various reasons and possible implications. The representatives recalled the assurance made by Mrs.Manju Bagai, Mr.M.M.Sharma and Mr. B.S.Gaira in front of the Director during the tripartite meeting in this regard. Director sought suggestions from the representatives, if any, for helping these two. President informed the Director that if these two go to the Court, definitely they will win, as their case is very much similar to that of the 11 IFTTC IHM Staff and also their wages during their initial periods were being met from P-4 Contingencies. However, Director did not react anything to this.
3. **Issues Relating to Canteen** : The representatives recalled the Input-Output Cost Calculations made by them in collaboration with the Canteen staff members. They said that since the Canteen is making a profit of Rs.3775/- per week, the CFTRI-EU will not agree for any price rise except on those items where they have suggested for a marginal price rise. After discussing at length, Director advised the Canteen Committee to prepare 3-monthly audit statement for displaying on the Notice Board in order to have transparency in the profit/loss that the canteen is incurring. President reiterated that unless accountability is strictly enforced in the canteen, things will not improve. Director appreciated this point and asked CoA to look into this matter. Director further asked the Canteen Committee to conduct similar calculations for arriving at definite figures before introducing accountability.

4. **Case Relating to Mr. R.Sundararajan** : It was pointed out by the Director that the CSIR has directed CFTRI to conduct all his assessments, and as such the formalities for the same will be completed shortly.
5. **Case Relating to Mr. Manjunath** : Director informed that his case has been referred to CSIR and a reply is awaited shortly. President, with a sense of shock, sought the reasons for referring the matter once again to CSIR. He read the extract of the reply received from CSIR vide OM dated 18.5.99, wherein it was clearly clarified that the benefit of two years early assessment can be considered provided he has been working in PME Cell, after the assessments for the year 1997-98 are allowed to be processed. After a lengthy discussion on the matter, the representatives informed the Director that "whatever may be the reply from CSIR, they want the benefit of two years early assessment be provided to Manjunath based on the above reply already received from CSIR". In order to extend this benefit, they requested the Director to transfer him to PME Cell. The representatives further informed the Director that there was absolutely no necessity for the Administration to refer the matter to CSIR when the CSIR has already communicated its reply.
6. **HBA to the Staff Members** : Director informed the representatives that all the cases which had been processed at CSIR have been considered, and a total amount of Rs.17.00 Lakhs is being sought from CSIR to meet the requirements. For a suggestion from the President to divert the HBA sanctioned to Late T.N.Prabha, Director informed that the rules will not permit him to do so.
7. **Formation of Federations at Central Level** : President requested the Director for deferring this agenda, as he has not been able to amass unanimity on the proposal envisaged by him.
8. **Providing Assembly Hall to SWA for Holding its AGBM** : On a reference by the Director that this agenda item will not come into the purview of CFTRI-EU, the representatives conveyed their apprehension that the Director may deny Assembly Hall facility to CFTRI-EU also whenever requested for. Director informed that it is the principle of CSIR not to provide any facilities to unrecognized Associations, and hence he is bound to follow these principles. Director quoted the instance where the facility of guest house was not provided to the SWA during their meeting at Hyderabad. After indepth discussions, the representatives requested the Director (through a note of caution) to provide them this facility whenever the same is sought for – probably in the month of January 2003, on the grounds that this CFTRI-EU is a registered TU Organization at local level, there is no parallel Association functioning in CFTRI, Supreme Court directives to the Managements to hold discussions with even un-recognized Associations, so on and so forth. Director while remaining silent on this, appreciated the move of the President (through AIACE), in resolving this matter with CSIR by holding a meeting with CSIR officials.
9. **Case Relating to Shri V.D.Nagaraju** : President referred to the Union's letter dated 30.8.2002 on the subject of allotment of C-1 Quarters to Shri V.D.Nagaraju, Scientist, FE Dept. The representatives categorically urged the Director/CoA to allot C-1 Quarters to Shri Nagaraju as per seniority and also on medical grounds. CoA informed that this matter will be taken up once again in the next SQA Committee meeting scheduled to be held shortly.
10. **Space Provided to Ladies Club in CFTRI/School Premises** : The representatives condemned allotment of space to Ladies Club, which is totally an Organization consisting of members who are in a majority outsiders. They urged the Director to immediately withdraw the facilities provided to the Ladies Club.

The Meeting ended with a vote of thanks to the Director.



(N.Suresh Prasad)  
President



(N. Chandrashekar)  
General Secretary

# CFTRI EMPLOYEES' UNION

## LONG PENDING DEMANDS/ISSUES OF CFTRI EMPLOYEES' UNION

1. Reimbursement of Hospital/Diagnostic/Pathological Charges as per CGHS Rates
2. Grant of Temporary Status to Shri M. Rajashekara and Shri H.M. Nagaraju as per the assurance given by the CSIR team (in front of Director & CoA) during their visit to CFTRI on 9.8.2001
3. Distribution of Monies realized from Consultancy/Sponsored/Adhoc Technical Assistance Projects
4. Construction of Garages to all Quarters as per the continuous assurance given by the Director for the past 3-4 years – except in the last meeting wherein he conveyed that the CSIR rules do not permit him to construct the same
5. Construction of Car Sheds/Stand in CFTRI Campus
6. Transfer of Ludhiana Resource Centre Staff
7. Issue of Protective Garments/Uniforms to those who have not been provided the same during 2003, like Mr. Shivanna of PCBT Department, etc.
8. Settlement of cases pertaining to individual employees like Shri N. Manjunath of TTBD, Shri Arokianathan of E&M, etc.
9. Payment of leave salary (27 days – 15 days' EL and 12 days' CL) to the Security Staff by the Contractor and Issue of Pay Slips
10. Settlement of EPF of Contract Workers who worked under M/s Essential Services

*[Signature]*  
N. Suresh Prasad  
President

*[Signature]*  
M. Chandrasekhar  
General Secretary

# CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926 -  
Regn. No. TUA MYS.490/89-90)

No. CFTRI-EU/03-

23.12.2003

To : The Director  
C.F.T.R.I.  
Mysore

Sir,

Sub : Informal Meeting by the Director with the representatives  
of CFTRI Employees' Union on 22.12.2003

At the outset, all the EC members present in the meeting express their total unhappiness over the casual way in which the meeting was held and the replies given to the representatives on the different issues which were discussed in the meeting. The outcome of the meeting was negligible compared to the nature of issues pending since quite a long time. The EC members unanimously lodge strong protests over the outcome of the meeting, and urge the Director to provide another date for meeting the representatives sometime during January 2004. It is also urged that the long pending issues are settled as per the discussions held in the earlier meetings.

However, please find herewith enclosed Minutes of the Informal Meeting held between the Representatives of CFTRI Employees' Union and the Director, CFTRI, on 23.12.2003, for your kind information and needful action please.

Any disagreement on the recording of the Minutes may please be communicated within 30.12.2003. If nothing is received within this date, we presume that the Minutes are in conformity to the discussions held in the meeting.

Thanking you and with kind regards,

Yours sincerely,



(N. Suresh Prasad)  
President



(N. Chandrashekar)  
General Secretary

**MINUTES OF THE INFORMAL MEETING HELD BY THE DIRECTOR  
WITH THE REPRESENTATIVES OF CFTRI EMPLOYEES' UNION ON 22.12.2003**

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**Members Present**

**Management Side**

Dr. V. Prakash, Director  
Shri M.R. Radhakantha, CoA  
Shri M.N. Krishnamurthy, DFA

**Union Side**

N. Suresh Prasad, President  
Anthony, Vice President  
N. Chandrashekar, General Secretary  
S. Shivappa, Joint Secretary  
M.A. Nagendra, Treasurer  
Keshava Hegde, EC Member  
V. Seetharam, EC Member  
N. Kumar, EC Member  
Brahmalinga, EC Member  
G. Santhosh, EC Member  
H.C. Jayaram, EC Member  
Ramaiah, EC Member  
Smt. Leela Vijaykumar, EC Member

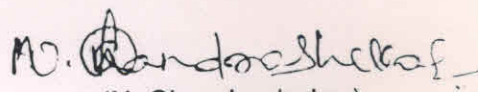
1. **Reimbursement of the Pathological/Diagnostic/Hospital Charges as per CGHS Rates :**  
It was informed by the Director that within 4-5 days an OM will be issued to this effect –  
Outcome : OK.
2. **Granting Temporary Status to Shri M.Rajashekara and Shri H.M.Nagaraju :** Director informed that it is impossible to grant TS to these two persons. On an insistence/pressure by the representatives, quoting the entire background of this case, Director agreed to take up this case with CSIR once again – ofcourse without any assurance whatsoever and also without any target date – Outcome : Nil. All the discussions and assurances for the past 2-3 years went into deep waters.
3. **Distribution of Consultancy/Sponsored/Adhoc Technical Assistance Projects Money :**  
A copy of the Note sent to the TTBD was given to the President – Outcome : OK
4. **Immediate Construction of Garages to all Quarters :** Director informed that the rules do not permit for the same – Outcome : Nil. All the discussions for the past 4 years went into deep waters.
5. **Immediate Construction of Car Sheds/Stands in CFTRI Campus :** Director informed that this needs a huge budget. same – Outcome : Nil. All the discussions for the past 4 years went into deep waters.
6. **Immediate Transfer of Nagpur and Ludhiana RC Staff :** Director, while informing that the Nagpur Staff's transfer orders will be issued within 2-3 days, the Ludhiana staff's transfer will be completed within a month or two – Outcome : OK.
7. **Case Pertaining to Shri N. Manjunath :** Director informed that Shri N.Manjunath could not be extended the benefit of two years early assessment due to CSIR Orders. – Outcome : Nil. All the discussions for the past 4 years went into deep waters.
8. **Serious Shortcoming in Payment of Wages to the Security Personnel – Leave Encashment to them :** CoA informed that their 24 days of leave will be encashed, and till this is done, the Contractor's contract will not be issued – Outcome : OK

9. **Immediate Settlement of EPF of Contract Workers** : CoA repeated the same old statements which were issued in all the earlier meetings. However, Director asked him to make a visit to PF Commissioner's office during his visit to Bangalore. – Outcome : Nil. All the discussions for the past 2 years went into deep waters.
10. **Canteen Problem** : The representatives stressed for the transfer of a couple of staff members from Canteen.
11. **Issue of Uniform/Protective Garments to Shri K. Shivanna** : Director informed that he will look into the matter, after ascertaining from the HoD as to why the necessary recommendation was not made to the Committee. He also asked CoA to circulate one more OM seeking requirement in their respective Departments – Outcome : OK.

The Meeting ended with Vote of Thanks to the Director.



(N. Suresh Prasad)  
President



(N. Chandrashekar)  
General Secretary

# CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926 -  
Regn. No. TUA:MYS:490/89-90)

No. CFTRI-EU/02-

15  
14.11.2002

To : The Director  
C.F.T.R.I.  
Mysore

Sir,

Sub : Regularization of 11 Temporary Status Staff  
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We invite your kind attention to the discussions held in the Informal Meeting held between the representatives of CFTRI-EU and the Director on 6.9.2002 at 3.30 PM on the above subject.

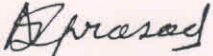
It was assured by the Director in the above meeting that all the 11 TS staff will be regularized before 31.12.2002 positively.


As the sands of time are running out fast and December 2002 is fast approaching, we request your goodself to kindly expedite their regularization for issuing them the necessary official orders of regularization.

Submitted to the Director for immediate needful action please.

Thanking you and with kind regards,

Yours sincerely,

  
(N.Suresh Prasad)  
President

  
(N. Chandrashekar)  
General Secretary

Copy to : The President, CFTRI-SWA

**MINUTES OF THE MEETING HELD BETWEEN THE REPRESENTATIVES OF CFTRI EMPLOYEES' UNION / CFTRI-SWA AND THE DIRECTOR, CFTRI, ON 12<sup>th</sup> JULY 2001 AT 9.00 AM**

**Members Present**

CFTRI-EU/CFTRI-SWA Side

Mr. N.Suresh Prasad, President, EU  
Mr. Anthony, Vice-President, EU  
Mr. B.S.Rama Prasad, General Secretary, EU  
Mr. Keshava Hegde, Treasurer, EU  
Mr. H.C.Jayaram, EC Member, EU  
Mr. Brahmalinga, EC Member, EU  
Mrs. Leela Vijayakumar, EC Member, EU  
Mr. John Pereira, President, CFTRI-SWA  
Mr. Suresh Mummigatti, Treasurer, CFTRI-SWA

Management Side

Dr.V.Prakash, Director, CFTRI  
Mr. M.R.Radhakantha, CoA, CFTRI

**[ CONFIDENTIAL ]**

While welcoming all the members present, Director straightaway initiated the discussions relating to Absorption of IFTTC Hostel Mess (IHM) Staff as per CAT Judgement. Director, while regretting all the delay that has occurred in absorbing these IHM staff, informed that the CFTRI and CSIR have come out with a solution to expedite and complete the absorption of IHM staff. The solution being evolved is that :

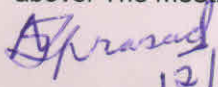
"the IHM staff will counter file a writ in the High Court against the Writ/Appeal made in the High Court by CFTRI/CSIR against the CAT judgement. The CFTRI/CSIR, by giving necessary instructions to their Advocate, will not dispute/argue in the High Court over the writ/claim made by the IHM staff. The CFTRI/ CSIR will pursue with their Advocate to get an early hearing so that the IHM staff get an early judgement in their favour. Besides, the CFTRI/CSIR will help the IHM staff in providing all the financial assistance in order to meet the legal expenditure to be incurred in pursuing their case in High Court. The financial help will be rendered through a mechanism already available in CSIR or through some other means".

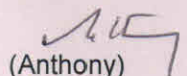
After informing the above solution, the Director confirmed from the President, CFTRI-EU, whether Mr.M.M.Sharma of CSIR had spoken to him over the telephone yesterday. The President confirmed that Mr.M.M.Sharma had spoken to him yesterday and conveyed the same solution/matter as put forth by the Director. The Director requested the representatives to have belief in him, as this appears to be the only solution to help the IHM staff.

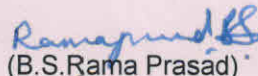
The representatives, while conveying their deep anguish and total disgruntlement over the new strategy adopted by CFTRI/CSIR, recalled the earlier assurances made by the Director to absorb the IHM staff like (a) the court case/appeal made in the High Court by CSIR/CFTRI will be withdrawn within three weeks and the IHM staff will be absorbed within four months through a strategy devised by Dr.Prakash himself (b) the IHM staff will be absorbed and orders given as a CSIR Foundation Day Gift (26.9.2000), (c) the absorption of IHM staff will be done through a policy decision at CSIR after seeking approval in the Governing Body, so on and so forth. To this, the Director requested the representatives not to turn the pages of history, as he has put all his efforts to do the needful in this regard. The Director reiterated that the CSIR is totally unwilling to take up this as a policy matter and seek the approval in GB and also to withdraw the case from High Court, due to the reasons that this will have wider implications/effects as there are several workers in CSIR who have been working on a similar status as that of IHM staff, including daily-wage workers.

On a request by the representatives to give the above in writing, the Director replied that he cannot do so, but asked the Union representatives to minute the discussions and send a copy to him for records. The representatives assured the Director that these Minutes will be kept as Confidential.

The representatives after having detailed discussions/arguments with the Director, decided to espouse full belief in the Director and anxiously wait for the High Court to give its verdict in favour of IHM staff. The representatives once again requested the Director to keep up his words and expedite the process of absorption on the lines mentioned above. The meeting ended with profuse thanks to the Director.

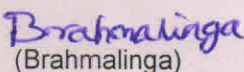
  
12/7/01  
(N.Suresh Prasad)

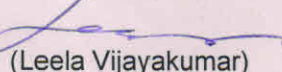
  
(Anthony)

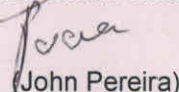
  
(B.S.Rama Prasad)

  
(Keshava Hegde)

  
(H.C.Jayaram)

  
(Brahmalinga)

  
(Leela Vijayakumar)

  
(John Pereira)

  
(Suresh Mummigatti)

Copy to : **Director, CFTRI** : For kind information and needful Positive action please - Any disagreement in the above minutes, may please be communicated to the President/Secretary, CFTRI-EU. If nothing is received within 13.7.2001, then the above minutes will be deemed to have the fullest approval of the Director.

  
12.7.2001

**CSIR SCIENTIFIC WORKERS' ASSOCIATION, CFTRI BRANCH**

(Registered under Indian Trade Union Act of 1926, Regn.No.1564)

and

**CFTRI EMPLOYEES' UNION**

(Registered under Indian Trade Union Act of 1926, Regn. No. TUA:MYS:490/89-90)

No. CFTRI-EU/SWA/00-

11.04.2000

To : The Police Commissioner  
Mysore District  
Mysore

Sir,

**Sub : Launching of Continuous and Peaceful DHARNA Movement before the Main Gate (East Gate) of CFTRI – by the general members / EC Members of both CFTRI Employees' Union and CFTRI-SWA, in support of their Long Pending Demands – From 18.04.2000**

The staff members of CFTRI have decided to launch Continuous and Peaceful DHARNA Movement before the Main Gate of CFTRI in support of their long pending demands, under the banner of CFTRI Scientific Workers' Association and CFTRI Employees' Union, as the Director, CFTRI, has totally failed to settle the most genuine issues from the past 15-20 months.

In view of the above, we request you to kindly accord permission to launch the Dharna in front of the Main Gate (East Gate) of CFTRI by installing a Shamiana of 10' x 20', on the lawns of the CFTRI Name Board.

It is assured that the Dharna Programme will be very peaceful and no ontoward incident will happen. This dharna programme will witness intermittent slogan shoutings, flash demonstrations, speeches by eminent leaders, politicians, etc.

A brief programme of movement is enclosed herewith for your kind information.

Thanking you,

Yours truly,



(Dr. John Pereira)  
President  
CFTRI-SWA



(Dr. S. Divakar)  
Secretary  
CFTRI-SWA



(N. Suresh Prasad)  
President  
CFTRI-EU



(B. S. Rama Prasad)  
General Secretary  
CFTRI-EU

Ends: As above

## Programme of Movement

1. Congregation of staff members in front of the canteen premises at 10.40 AM on 18.04.2000 (during coffee break)
2. Speeches by the Union/SWA office bearers, followed by a procession (with slogan shoutings) from Canteen Premises to the CFTRI Main Gate at 11.00 AM on 18.04.2000
3. Inaugural launch of Dharna by the EC/General Members of both CFTRI-EU and CFTRI-SWA – Commencing from 11.30 AM on 18.04.2000 in the pendal/shamiana installed in front of the Main Gate
4. Press Meeting at 12.00 Noon on 18.04.2000
5. From 18.04.2000 to 25.04.2000 Continuous Dharna – From morning 8.30 am to 5.30 pm in batches of 20-30 (or even more) EC/general members ( On Working Days only)
6. If all the issues are not settled before 25.04.2000, once again from 26.04.2000 to 02.05.2000 Continuous Dharna – Round the Clock (All the 24 hours) – in batches of 20-30 (or even more) EC/general members (On Working Days Only)
7. Still if all the issues are not settled before 02.05.2000, from 03.05.2000 Relay Hunger Strike – Round the Clock (All the 24 hours) – in batches of 10-15 (or even more) EC/general members
8. This relay hunger strike will be followed by hunger strike (may be after 4-5 days) till all the issues are settled.

(Dr. John F. ...)  
President  
CFTRI-SWA

(Dr. S. ...)  
Secretary  
CFTRI-SWA

(Dr. ...)  
President  
CFTRI-EU

(Dr. ...)  
General Secretary  
CFTRI-EU

Encl. As above

# CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926, Regn. No. TUA:MYS:490/89-90)

and

## CSIR SCIENTIFIC WORKERS' ASSOCIATION, CFTRI BRANCH

(Registered under Indian Trade Union Act of 1926, Regn.No.1564)

09.03.2000

To : The Director  
C.F.T.R.I.  
Mysore

Sir,

**Sub :** Inordinate Delay in settling the issues of CFTRI-EU and CFTRI-SWA, with particular reference to IFTTC Hostel Staff, Dr.Lalitha and Mr. R.Y.Vasudeva

Please refer to our following important dated letters and their brief descriptions/  
Contents :

1. 23.09.98 : Resolution adopted in the Open-Air General Meeting held on 14.09.98 for regularizing the IFTTC Hostel Staff within four months
2. 22.01.99 : Meeting held with the Director on 13.01.99 regarding IFTTC Hostel staff, wherein Director had given 100% assurance to the Representatives that he will see that the **CSIR/CFTRI withdraws the case from the High Court and absorb these staff or accord temporary status, by not later than 4 months from the date of the meeting**
3. 10.12.99 : Meeting held with the Committee, headed by Dr.N.G. Karanth, regarding regularization of Dr.Lalitha (Lady Medical Officer) in CFTRI Health Centre, and The outcome of the meeting held with the Director and other Senior Scientists like Dr.N.G.Karanth, Dr.B.K.Lonsane, Mr. A. Ramesh, Dr.K.K.Sakaraiah, etc. on 18.11.99, wherein Director had assured that he will, in all possibility, **absorb/regularize all the IFTTC Staff within 31.03.2000**
4. 28.12.99 : Caution Notice served to the Director for launching continuous and peaceful dharna movement before the main gate of CFTRI, in support of various demands, which include absorption of IFTTC Hostel staff, regularization of Dr.Lalitha, dropping of charges levelled against Mr.R.Y.Vasudeva, etc.

.....2

*[Handwritten Signature]*  
9.3.2000

5. 12.01.2000 : Meeting held with the Director and other Management officials like Dr.N.G.Karanth, Dr.B.K.Lonsane, CoA, AO, etc. on 10.01.2000, wherein the Director had evolved a rejuvenated process of holding formal discussions with the Management officials and the Committee headed by Dr.N.G.Karanth, and communicating the decision of Union and SWA to keep the programme of launching agitation in abeyance
6. 21.01.2000 Request to the Director to settle the issues relating to absorption of IFTTC hostel staff, regularization of Dr.Lalitha and dropping of charges levelled against Mr.R.Y.Vasudeva
7. 28.01.2000 : Request made to the Director for providing meeting date to the representatives of Union and SWA for discussion and settlement of the above three issues
8. 29.02.2000 : Director informed the President, CFTRI-EU on telephone to meet AO for getting an update of the developments made in the cases relating to Hostel Staff and Dr.Lalitha, and reg. Mr.R.Y.Vasudeva's case, Director informed that the matter is before the Administration
9. 01.03.2000 : Representatives of both Union and SWA met AO. He informed that the Director has asked him to proceed to Delhi for having a discussion with the Legal Advisor regarding absorption of Hostel staff. Accordingly, AO will proceed to Delhi within 8-10 Days. On Dr.Lalitha's case, AO informed that the Director during his next visit to Delhi will discuss this matter once again with the DGCSIR as the the CSIR's directive is to re-advertise for the post of Lady Medical Officer
10. 02.03.2000 President, CFTRI-EU, telephoned Director and communicated him of the discussions held with AO on 01.03.2000 and further stated that as such no positive developments have taken place In the cases of Hostel staff and Dr.Lalitha. Director informed not to press for the deadline of 31.03.2000 for absorption of Hostel staff as it is not possible for him to absorb them within that date; in the case of Dr.Lalitha, re-advertisement for the post of LMO appears to be the alternative; and in the case of Mr.Vasudeva, he suggested certain alternatives to settle this case. President conveyed his disagreement to the above statements made in regard to the first two issues, and on the third issue relating to Mr.Vasudeva, the suggestions are being looked into by Union and SWA.

The above chronological history of events/happenings in an attempt to get the above issues settled, clearly shows the efforts of the representatives, their patience and their abiding faith in the Director, to get these genuine issues settled across the table. But, unfortunately, the Director on one pretext or the other is evading from settling these issues and unnecessarily delaying things, thereby inflicting more miseries on the already suffering and deprived lot. This attitude on the part of the Director is not at all in good taste, and therefore deserves to be viewed in a different angle. After pursuing the above three cases from the past 18 months, we are in the same state as we were earlier. The above meetings have been followed up with several informal meetings and telephonic discussions, but to of no avail. As desired by the Director, a request letter from the IFTTC Hostel staff to him during December 1999 (second time this letter is being sent to the Director) also did not yield positive results till now.

It may also please be noted that the representatives have been patiently waiting from the past several months for settlement of the above issues across the table. The representatives, all along have been having great faith in the Director, but this faith is not being kept up by the Director.

At the first instance (on 13.1.99) Director had assured that he will absorb all the IFTTC Hostel Staff within four months, and after several months of persuasion, again on 18.11.99, he assured that he will absorb these staff within 31.03.2000. Now, the supremo says that it is not possible to absorb these staff within 31.03.2000 and that he will be sending AO to Delhi in 8-10 days to discuss with the Legal Advisor. It may be recalled that in one of the informal meetings (in the month of March 1999) he had told the same sentence that he will send AO to Delhi within 8-10 days. The Director who had told to the representatives on 13.01.99 that "You people (representatives) only have compassion on the IFTTC staff, but I have my whole heart", can he ever delay this matter in the manner in which he is doing so. How can his conscience permit to do so, particularly to the beleaguered and most deprived lot of IFTTC Hostel staff whose total wages per month will not exceed more than Rs.1300/-. The irony is that, till now the AO has not gone to Delhi to discuss this matter with the Legal Advisor. This is inspite of his assurance to absorb them within 31.03.2000. We wonder as to why AO should be sent to Delhi, when we have such an advanced communication system and more importantly the Director making frequent trips to Delhi, wherein he himself could discuss the matter with the Legal Advisor.

Regarding regularization of Dr.Lalitha, the representatives had two meetings with the Committee headed by Dr.N.G.Karant and 4-5 meetings with the Director. Inspite of pointing out several finer aspects of the case which totally justified the demand for regularization of Dr.Lalitha, the Director has not yet regularized her. His statement that the CSIR has directed the CFTRI for re-advertisement of the post of LMO, is totally not acceptable to the representatives as well as to all the staff members. As she has been working continuously (without break) for more than two years and having got selected through a duly constituted panel, she has to be regularized under any circumstances. We await to know on the outcome of his meeting with DGCSIR on this issue, as informed by the AO.


Regarding dropping of charges levelled against Mr.R.Y.Vasudeva, it may be pointblank stated that the charges framed have been aimed to malign him and harass him at the fag end of his career. If this were not to be true, the Director would not have chargesheeted him after more than 20 months of the occurrence of the episode that too without issuing him a show-cause notice and not giving him a chance to defend himself. It is worth mentioning here that the CFTRI Management has shown clear discrimination by chargesheeting Mr.Vasudeva on frivolous charges, while no efforts were ever made even to conduct an internal enquiry, leave alone charge-sheeting, on some very senior scientists on whom serious charges of manipulation of test reports were levelled in newspapers and written complaints of some parties.

Keeping in view all the above happenings and more importantly keeping in view the opinion/sentiments of all the staff members towards the IFTTC Hostel Staff, Dr.Lalitha and Mr.R.Y.Vasudeva, the Joint Executive Committees of both CSIR Scientific Workers' Association (CFTRI' Branch) and CFTRI Employees' Union, in their meeting held on 08.03.2000, have resolved **that the Director should immediately hold a meeting with the representatives and explain the efforts made by him (if any) till now in this regard, and also positively settle the above issues within 31<sup>st</sup> March 2000, failing which, the Executive Committees will have no other alternative but to review their dharna programme, which has been kept in abeyance.** Besides, any other programme of peaceful agitation in order to get these issues settled may also be contemplated based on the decision of the general members. As already considerable amount of time has been given to the Director to settle the above issues, **the representatives, under any circumstances, will not agree for extension of the target time of 31<sup>st</sup> March 2000.**

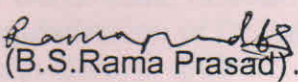
Submitted to the Director on 09.03.2000 for immediate and needful action in the above matters.

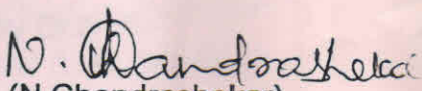
Thanking you,


Yours sincerely,

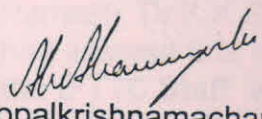
  
(N.Suresh Prasad)  
President  
CFTRI-EU

Sd/-  
(G.Shankar Rao)  
Vice-President  
CFTRI-EU

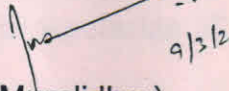
  
(B.S.Rama Prasad)  
General Secretary  
CFTRI-EU

  
(N.Chandrashekar)  
Joint Secretary  
CFTRI-EU

  
(John Pereira)  
President  
CFTRI-SWA

  
(A.Gopalkrishnamacharyulu)  
Vice-President  
CFTRI-SWA

S. Divakar  
(S.Divakar)  
Secretary  
CFTRI-SWA

  
(Muralidhar)  
Joint Secretary  
CFTRI-SWA

9/3/2000

# CSIR Scientific Workers' Association, CFTRI Branch

(Registered under Trade Union Act 1926, Regd. No. 1564 dated 13/04/1971)

AFFILIATED TO THE WORLD FEDERATION OF SCIENTIFIC WORKERS & CONSTITUENT OF ALL  
INDIA FEDERATION OF SCIENTIFIC & TECHNICAL ASSOCIATIONS (AIFOSTA)

Central Food Technological Research Institute, Mysore 570013.

To

The Director  
CFTRI  
Mysore- 570 013.

24/7/2001

Sir,

Sub: Regularization of IFTTC Mess Staff.

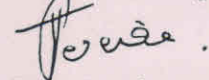
This issue has been left unresolved for the past couple of years. Instead of honouring the CAT judgement, CFTRI/CSIR chose to appeal in the High Court, prolonging the agony of the affected staff. Your promises made time and again have been left unfulfilled. It is but natural that further assurances are met with distrust. This has resulted in a sense of despondency and frustration among the staff of CFTRI. In response, the CFTRI-EU has resorted to a peaceful Dharna in front of the Director's office.

CFTRI-SWA has supported the cause of the IFTTC Mess Staff from the very beginning. Since the issue has never been treated with the seriousness that it deserves, except for empty assurances and unkept promises, the CFTRI-SWA has no other option but to support the Staff in any movement that they choose to under take.

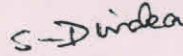
We urge you once again to treat this matter as most urgent and resolve the issue.

Thanking you.

Yours sincerely



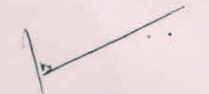
John Pereira  
President



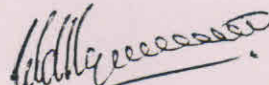
S. Divakar  
Secretary



S.G. Mummigatti  
Treasurer



Muralidhara  
Joint-Secretary



G.C.P. Ranga Rao



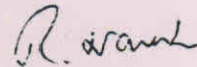
H. H. PatteKhan



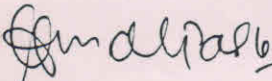
S. Umesh Kumar



K. Uday Shankar



R. Naresh



Akmal Pasha



M. Aradhya

- Copy to CFTRI-EU.

# Launching Of *Dharna* by CFTRI Employees' Union (EU) and Scientific Workers' Association (SWA) from 18.04.2000 demanding...

## 1. Regularisation of IFTTC Employees

Is it not a paradox that the employees of International Food Technology Training Centre (IFTTC) of CFTRI, who serve food to the budding Food Technologists of India and other third world countries and VIP Guests of the premier Food Research Institute, cannot even feed their own families? Most of them working for more than two decades receive paltry wages of less than Rs 1,300/- per month and are treated as bonded labour.

Their prayers for absorption to regular cadre of the Institute over the last one decade have only met with assurances from the CFTRI management and no implementation. These dozen members in desperation went to the Central Administrative Tribunal (CAT) for justice. After a long wait, judgement was given in their favour during September 1998, ordering CFTRI management to regularise their appointment. It would be interesting to note that the desperate attempts of CFTRI management to show the International Hostel Mess of IFTTC as a separate private entity and not as a part of IFTTC/CFTRI in order to show that these employees do not work for CFTRI, were logically turned down by the honourable judge.

The CFTRI SWA and CFTRI Employees Union in their several meetings with DGSIR and the Director had emphasised the urgency of absorbing the staff to regular cadre and also the need to curb the abounding litigation in CSIR. DGSIR and the Director, in particular, assured time and again that they will see that the staff of IFTTC will be absorbed into the regular cadre of the Institute. The DGSIR went even to the extent of assuring steps to reduce the number of litigations in CSIR and not to pursue cases where the employees are benefited unless there are major implications to the general CSIR policies. But one fine day, to the amazement of everybody, a case was filed in the High Court by the CFTRI management against these poor hapless IFTTC employees contrary to the assurances given.

When the poor IFTTC employees went to the Director pleading for the withdrawal of the case as they are not in a position to sustain the prolonged legal battle with their meagre salaries, the response was one of apathy and not empathy for the fellow workers. Several efforts made by the CFTRI EU and SWA to make the management see reason, withdraw the court case and regularise them resulted only in empty promises.

It has been more than 18 months since the CAT judgement was given and the sufferings of the IFTTC employees cannot be prolonged. A year back, the Director had even assured that this issue will be solved within 3 months. Meanwhile the fate of the IFTTC employees hangs in a limbo. Hence this *Dharna* demanding their immediate regularisation.

## 2. Confirmation of Services of Lady Medical Officer

Dr Lalitha who was appointed as the Lady Medical Officer in a temporary capacity in August 1997, has won the hearts of the CFTRI staff and their families with her good work at the Health Centre. After serving for more than two and a half years, she is now on the verge of losing her job due to the *faux pas* committed by the CFTRI management.

The facts are as follows: Dr. Lalitha was interviewed by a duly constituted Selection Committee formed vide Advertisement No. REC 1/96 for the recruitment of a regular Lady Medical Officer and put on the selection panel. But she was never offered the regular post. Instead, she was offered a temporary post based on this selection. She was never paid the salary mentioned in the advertisement and even had to take leave with loss of pay. Her representation to CFTRI in this matter was never answered. Even when the then incumbent Lady Medical Officer Dr Tasneem Ahmed took voluntary retirement, no attempt was made to confirm Dr Lalitha in the post.

Nine months after the voluntary retirement of Dr Tasneem, a fresh advertisement (No.REC 1/99) was floated for the appointment of Lady Medical Officer with the same essential qualifications as in REC 1/96, i.e., First Class MBBS with 8 years experience. However, Dr Lalitha's name didn't even figure among candidates shortlisted for Interview, while candidates with much inferior qualifications and less experience were included in the list. It surprised everyone that while Dr Lalitha could get selected for the post related to

REC 1/96 that was never filled up, she was not even considered for Interview for post related to REC 1/99 despite qualifications specified being the same. No wonder that the Interviews scheduled to be held in July, 1999, were cancelled owing to the intervention of SWA and EU.

The events clearly show that the CFTRI management has bungled the whole issue of appointing Dr Lalitha as the Lady Medical Officer. It is not fair for them now to punish her for their mistakes. Owing to the fact that her appointment in a temporary capacity was done based on the recommendations of a Selection Committee duly constituted for a regular post and that she has been serving in that position continuously, SWA and EU demand that she should be immediately confirmed as the regular Lady Medical Officer. Today, the Gods both at the Centre and the State offer concessions to women. We are not asking for any concession but justice!

### **3. Withdrawal of Charge-sheet against Mr Vasudeva**

Mr RY Vasudeva, a scientist who completed over 36 years of blemishless service has recently been charge-sheeted by CFTRI management under Article 14 of CCS Rules for supposedly passing defamatory remarks against a senior colleague and the Institute at an in-house meeting. The charge-sheet apparently relies on some "hear-say" complaints and a one-sided inquiry by a fact-finding committee.

The charge-sheet was issued 20 months after the alleged incident took place and without seeking an explanation from the scientist concerned by the fact-finding committee. To top it all, it was issued just before his assessment interview was due to take place and few months before his scheduled superannuation. If the allegations are proved, the penalty could be dismissal or loss of retirement benefits.

What was the serious crime that Mr Vasudeva had allegedly committed to warrant such a severe punishment? He apparently tried to air his apprehensions in his own characteristic way about the possible repercussions of a CFTRI process not living up to the promises made to the client in the wake of the ISO certification. His apprehensions were not without any basis since there were such complaints in the past, which was a common knowledge. The fact that he expressed his views in an in-house meeting conducted for ISO awareness and not on a public platform somewhere outside CFTRI, shows that it was only intended for introspection and not defamation.

Compare this with what CFTRI management did when complaints were lodged by industries and adverse news reports appeared in the national press alleging manipulation of test reports by CFTRI to favour one particular firm! In fact, some senior scientists were named in the reports alleging their involvement. CFTRI management never bothered to deny the allegations nor take suitable legal action against the offending newspapers. Besides, they never positively responded to the request of SWA to institute an internal inquiry to bring out the truth. Apart from this, there are also cases wherein individuals were involved in thefts and corruption. But these cases were conveniently brushed under the carpet. Isn't it double standards?

The action of CFTRI management on Mr Vasudeva is undoubtedly based on frivolous charges and is apparently a manifestation of vengeance of some interested individuals to harass him and cause mental agony at the fag end of his career. The fact that the charge sheet was issued after an inordinate delay of 20 months shows that it was timed to coincide with his assessment for promotion so that it would affect his performance at the assessment interview besides serving as an alibi for withholding the assessment result. Hence we condemn this vindictive action of the management and demand immediate withdrawal of the charge-sheet.

### **4. Inquiry into Allegations of Manipulation of Test Reports**

Tamilnadu Integrated Nutrition Programme (TINP) awards contracts reported to be worth about Rs 40 crore to firms for supply of weaning foods for the Mid-day Meals programme of Tamilnadu schools with the aim of providing supplementary nutrition to poor malnourished children. The contracts are awarded based on test reports and recommendations of CFTRI. In this connection, complaints were lodged by some industries and news reports appeared in press stating that CFTRI has been manipulating test reports in order to favour a particular supplier. Even the Director and some other scientists of CFTRI were named in these reports. The request of SWA to file a defamation case against the newspapers concerned and initiate an internal inquiry was never acceded to by CFTRI management. A case related to the issue was filed in Madras High Court by one of the TINP tender bidders but later withdrawn under mysterious circumstances.

It was alleged that CFTRI has been consistently reporting that the samples of only one particular firm were conforming to specifications. However, the scientific basis of certain specifications for conformity used

by CFTRI were questioned by other competitors. The specifications in question are in respect of the BIS Standard, IS-7021-73, which was inducted as a tender condition by CFTRI.

SWA's internal study showed that the decision of CFTRI in inducting the said BIS standard was scientifically questionable. The standard specifies a minimum requirement of 15% protein, while it is theoretically next to impossible for the weaning food of the composition specified by TINP to reach that level. SWA's repeated requests to resolve the scientific issue regarding protein content was never answered by CFTRI management.

Out of a large number of weaning food samples received from various firms and analysed by CFTRI in this connection, only samples of one particular firm were allegedly being reported to be containing more than 15% protein. This pattern of reporting naturally raises doubts on the tenability of the test reports, in view of the questionable scientific validity of the specification. It also raises doubts on the motives of CFTRI in inducting the specification. SWA's request for internal inquiry on the issue has been stonewalled by CFTRI management over the last one and a half years for reasons best known to them.

The proud scientists of a premier institution like CFTRI which had given Amul babyfood to the nation, are very much pained and concerned that they should be seen as culprits compromising on their responsibilities to societal missions like improving the nutritional status of the underprivileged children of the country. Since there appears to be a *prima facie* case which merits further investigation, we demand an immediate internal inquiry to bring out the truth for the sake of the poor children of the country and to restore the prestige and credibility of this institution.

## 5. Release of Apex Committee's Revised Report

CSIR constituted the Apex Committee (AC) in January 1997 to review the entire system of Human Resource Management in CSIR in the context of the Fifth Central Pay Commission (FCPC) recommendations. Dr V Prakash, the Director of CFTRI, happens to be its member.

When the whole scientific and technical community of CSIR was expecting a reversal of the raw deal received by them during the 3<sup>rd</sup> and 4<sup>th</sup> Pay Commissions, the AC came out with a draft report during August 1997 which was outright self-defeating and outrageous. The suggestions made in the AC report, if implemented, would have spelt disaster to the CSIR and the Science and Technology base in India crippling all efforts to develop indigenous technologies. It was simply anti-employee and anti-science report. The AC revealed its hollowness and lack of vision when it recommended pay scales even lower than those recommended by FCPC to certain scientific grades; but at the same time it had the audacity to recommend three-scale-jump to the Directors.

With massive opposition and condemnation greeting the AC Report across all the CSIR labs, CSIR had no option except to promise a revision of the whole report. DGSIR had further promised that the revised report will be thoroughly discussed within CSIR family before finalisation. It is now almost three years and there is still no sign of the revised report! While all other scientific and technical establishments of the country like ICAR, UGC, IIT's, IISc, AICTE, DRDO and ISRO have got the pay scales recommended by their respective review committees implemented, CSIR is not even ready with the final report of the Apex Committee. So much concern shown by the CSIR management to their staff.

Hence this demand for immediate release of the revised report of Apex Committee.

## 6. Settlement of Group III and Group II Issues

Two long-standing demands of Group III and Group II staff of CSIR, viz., (i) Implementation of Rs.1640-2900 and Rs 2000-3500 scales for Gr.III(1) and Gr.III(2) staff respectively with effect from 1.1.1986 and (ii) Extending the benefit of 2-year early assessment to the Group III and Group II staff who possess entry level qualifications of the next higher group, were pending with CSIR management even before implementation of the V Central Pay Commission scales.

The delay in implementation of these demands has been causing severe damage to the career prospects of all Group III and Group II staff resulting in frustration and demoralisation among them, in turn seriously affecting the R & D work in the labs. Further, this has also adversely affected the chances of getting deserving pay structures in the V pay commission. This continuing injustice over a period of more than a decade is snuffing out the enthusiasm and zeal of a whole generation of staff members of CSIR most of whom entered its portals at their most energetic age of early twenties.

The existing pay scale of Rs.1400-2300 of Gr III(1) was revised to Rs.1640-2900 and the scale of Rs.1640-2900 of Gr III(2) was revised to Rs.2000-3500 in most of the Central Government departments

except CSIR w.e.f. 1.1.86 as a result of recommendations of IV pay commission. It may be noted that the minimum qualification prescribed in most of those departments, is only a simple degree of science or diploma in Engineering without any insistence on class or percentage of marks, while most of the personnel recruited for Gr.III(1) in CSIR hold I class post graduate (MSc) qualifications. Even in CSIR, this scale was implemented for administrative staff while denying the same to the scientific/technical staff of Group III, which is against any principle of natural justice. Due to this non-implementation of these revised scales, the Group III staff have been fixed at least one scale lower than what they would have otherwise got. This is a clear case of discrimination and injustice. In spite of recent CAT judgement, which directed CSIR to implement the scales, CSIR doesn't seem to have made up its mind.

The 2-year early assessment benefit given to the Group III and II employees who acquire entry level qualifications of the respective next higher groups, is presently not being extended to those of the same groups who possess such qualifications at the time of joining the service itself. There are a large number of such candidates who feel discriminated because of this dual policy of CSIR. Though DGSIR is himself convinced about the justness of the demand as expressed in one of his meetings with SWA, no action has so far been taken to correct the distortion.

Further, the assessments for Group-II(2) to Group-II(3) have been kept in abeyance for the past three years, fearing rising of several anomalies. The anomalies will not arise, if the staff who were in the pre-revised scale of Rs.1350-2040 and have served for 1-7 years of service, are adequately compensated. The compensation could be to the extent of providing one increment for every one year of service or assessing these staff for the pre-revised scale of Rs.1640-2900, in general, after completion of the required seven years both in the scale of Rs.1350-2040 and Rs.1400-2300.

These long pending issues of Gr III and Gr II should be resolved immediately in order to enthuse them to higher levels of performance.

## **7. Rationale in Recruiting and Deploying Scientific Personnel**

The recruitment and deployment of scientific personnel at CFTRI is presently being dictated by the whims and fancies of one single individual – Dr V Prakash, the Director. He alone decides which department needs additional personnel and with what qualifications. The views and requirements of the senior scientists and HOD's of the respective departments are never sought. No cognisance is taken of even if one voluntarily puts forth such views.

It doesn't stop there. A scientist recruited for a particular specialist area would be invariably deployed in an entirely unrelated area. The Director doesn't seem to have any qualms if the Institute doesn't gain anything from the candidate's specialist background and valuable previous experience and the scientific career of the person concerned gets ruined in the whole process since he has to start from scratch. And there are many such square pegs in round holes at CFTRI.

The gross violations of basic norms of utilising human resources at CFTRI are staggering. For example, a scientist recruited to do R&D ends up as a personal attendant to the Director! Another scientist with over two decades of R&D and industrial consultancy experience gets suddenly transferred to a utility department apparently to make way for some favoured junior. Doesn't Dr Prakash realise this kind of wastage of human resources is a drain on the public money? Maybe, this is nothing compared to the vast amounts drained in many other ways by the top management at CFTRI!

We, the members of CFTRI EU and SWA demand proper rationale in recruiting and deploying scientific personnel and an end to these autocratic actions of the Director.

## **8. Resumption of Dialogue**

Finally, the EU and SWA demand an immediate resumption of formal dialogue with the management both at CFTRI and CSIR levels in order to resolve the many pending issues across the table.

# CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926-  
Regn. No. TUA:MYS:490/89-90)

No. CFTRI-EU/00-

09.03.2001

To : The Director  
C.F.T.R.I.  
Mysore

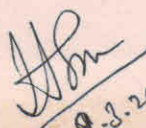
Sir,

Sub : Providing a Date for Meeting the EC Members  
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The Executive Committee of CFTRI Employees' Union, in its meeting held on 08.03.2001, has proposed to hold an informal meeting with the Director on a convenient date at the earliest, in order to discuss on the following agenda for their settlement :

1. **Absorption of IFTTC Hostel Staff** : A very vital issue pending with the Management for the past 2-3 years. Director informed in the informal meeting held on 12.02.2001 that he will convene a meeting on his return to Mysore from New Delhi, and will inform the representatives of the discussions held with DG/JS/Legal Adviser. Besides, there was an assurance that he will explore all the possibilities to include this agenda item in the GB meeting scheduled to be held on 15.2.2001. Unfortunately, its nearing a month, the Director has neither bothered to convene the meeting as assured nor has informed the President/GS on the outcome of his meeting with DG.
2. **Distribution of Monies realized from Contract Research Projects, Analytical and Testing Charges, etc.** Although the distribution of consultancy till 31.03.2000 has been done, the monies realized from the above projects since 1994-95 has not been done. The Director in the last several meetings has been assuring that he will do the needful in this matter, but till now the above distribution has not been made.
3. **Providing Protective Garments to the Concerned Staff Members on Functional Basis** : For the past one year this matter is being pursued with the Director/AO. Even in the last couple of meetings both with Director and AO, it was assured that necessary formalities will be completed in this regard and the protective garments will be issued at the earliest. Till now no action has been taken to provide the same.
4. **Mr. B.R. Sethuraman's Case** : B.R.Sethuraman, in the capacity of Secretary, CFTRI Educational Society, was found guilty of taking bribe for admission of children to CFTRI School. In order to prove him guilty, the CFTRI-EU played a major role. In this connection, several meetings were held with Director/AO to appropriately punish him so that the future successors do not attempt to resort to such illegal practices. Its more than two years, no action has been taken to punish him. The wild talks hovering in CFTRI that the Management is safeguarding Sethuraman, appears to be true.
5. **Mr. M.N. Manjunath's Case** : His case relating to providing of Incentive of Two years Early Assessment is pending with CFTRI for want of proper justice. He had acquired the qualification of M.Com in 1998 after joining the service. As per MANAS, the entry level qualification for recruitment to PME Cell in Group-III(1) has been prescribed as M.Com. As per this provision, he should be eligible for the above incentive. The

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9.3.2001

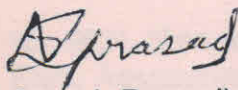
communication from CSIR that his case will be considered after his assessments for the year 1997-98 and that too if he is working in PME Cell, is not agreeable. It is a fact that the TTBD Department in which he is working is by far performing the functions of PME also besides technology transfer and business development. As the Director is aware, there are a few labs/institts. which do not have a separate PME Cell. The technology transfer, business development and other functions of PME Cell are being executed by a single Department. Still, if the CFTRI wants to adopt the CSIR communication in letter and spirit, then he may be transferred to PME Cell immediately for extending this benefit. Actually, the condition of CSIR that one should be working in PME Cell in order to get this benefit is baseless. Extension of the above benefit of two years early assessment is the demand of CFTRI-EU - whether he works in TTBD or PME Cell or any other Department.

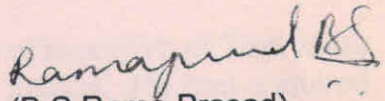
6. **Compassionate Appointment to Shri R.Bhuvaneshwar, S/o Late Shri R.Prakash Babu** : The wife of the deceased was offered compassionate appointment much against her wishes. Before offering the appointment order, she had requested to the CA Committee to consider her son for appointment. As several children of the other deceased employees have been offered compassionate appointment, R.Bhuvaneshwar also has to be offered compassionate appointment.
7. **Transfer of Shri R. Hemraju, Group-II(1), E&M Department, to any other Department** : It has been brought to our notice that he is being harassed in his Department by the Head besides partiality being meted out to him. In this connection, the Office Bearers met the Head and tried to settle the differences between him and the Head. But this did not prove fruitful. Already a representation was made by him to Director through proper channel, requesting for a transfer. It appears that the Head has not forwarded his representation. Day-in and day-out this person is undergoing lot of mental tension as can be visualized. Hence, transfer to any other Department appears to be the only solution both in the interest of the Department as well as in the interest of the candidate.
8. **Undignified/Disgraceful Method of Disbursement of Wages to Contract Workers:** The mode of disbursement of monthly wages to the contractual workers in CFTRI reflects on the height of insult being meted out to these beleaguered workers. These workers are paid their wages through a cage in front of the canteen where they form an undisciplined queue with both educated and uneducated workers strangling with each other, the scene being identical to a Cinema Queue.

We request your goodself to kindly provide a suitable date for meeting the representatives during next week positively, in order to discuss on the above agenda and also for their settlement.

Thanking you and with regards,

Yours sincerely,

  
(N.Suresh Prasad)  
President

  
(B.S.Rama Prasad)  
General Secretary

**CSIR SCIENTIFIC WORKERS' ASSOCIATION, CFTRI BRANCH  
and  
CFTRI EMPLOYEES' UNION**

**Minutes of the meeting of CFTRI SWA and CFTRI Employees Union  
with the Director on 4-7-2002 at 9.00 AM**

**Venue : Conference Room**

**Members Present :** Dr. V. Prakash, Director, Dr. N. G. Karanth, Mr. H. Krishnamurthy, Mr. N. P. Ghildyal Mr Chiranjeevi, Mr. M. R. Radhakantha.

**CFTRI SWA :** Mr. John Pereira, Dr. S. Divakar , Mr. G.C.P. Ranga Rao, Mr. Suresh Mummigatti, Dr. K. Udayshankar, Mr. Akmal Pasha, Dr. Umesh Kumar, Dr. Muralidhara , Mr. R. Naresh

**CFTRI EU:** Mr. N. Suresh Prasad, Mr. Brahmalinga, Mr. N. Chandrasekar , Mr. M. Mahadevaiah, Mr. Anthony, Mr. Shivappa, Mr. M. R. Nagendra Mr. Nataraja, Mr. H. Suresh, Mr. G. Santhosh, Mr. Gurusiddaiah, Mr. V. Seetharam, Mr. Keshava Hegde Mr. Leela Vijaya Kumar , Mr. H. C. Jayaram  
Mr. P. Raju.

The Director welcomed the members to the meeting and said that he was meeting those present as staff members. He also said that he was meeting the Staff members to solve problems and that his doors were always open to individual Staff members to meet him and discuss their problems. The main agenda of the meeting was on the subject of denying allotment of Assembly Hall for the Annual General Body Meeting of CFTRI SWA. Director initially briefed on the stand taken by CSIR not to provide facilities for the unrecognized Associations under CCS-RSA Rules of 1993. He said, since SWA was not a recognised Association of CSIR and hence institute facilities like Assembly Hall and Office Rooms cannot be extended to CFTRI SWA and CFTRI EU. However, on the question why such a facility was provided to CFTRI EU when the latter held their AGBM, he explained that Joint Secretary, CSIR had decided to maintain the status quo 'defacto' recognition of CFTRI EU as pending as Mr. Suresh Prasad's earlier letter to JS regarding certain clarifications and modifications of the said rules had not been replied. The same treatment he said cannot be extended to CFTRI SWA. SWA enquired from the Director whether the JS had issued such instructions in writing, to which the Director replied in the negative. The Director was then asked how he could honour such an instruction without anything in writing and there was no answer.

**A detailed discussion followed.**

Mr. John Pereira, President, CFTRI SWA, said that CSIR had never recognized SWA but given 'defacto' recognition status till recently which CSIR had withdrawn and that CSIR had not banned CFTRI SWA. He quoted the two Supreme Court judgements on

'CSIR being a State' and that 'Managements should hold meetings even with unrecognized Associations' and on this basis CFTRI should allot the Assembly Hall for the AGBM. On this both the Director and the COA said that the letters given by CFTRI SWA on 18<sup>th</sup> June 2002 had been sent to CSIR for clarification and also categorically stated that till any clarification was received, CFTRI would not accede to the request of CFTRI SWA for the use of Assembly Hall for the AGBM. It was pointed out to the Director that CSIR cannot keep such issues pending indefinitely when GOI rules direct issues to be answered within 15 days. It was also suggested that pending clarification from JS on the implementation of the SC ruling the status quo could be maintained, the Director answered in the negative. The COA supported the Director and said that only the JS and not even the DG could issue instructions on administrative matters. The COA was asked whether the JS could issue orders against the SC ruling, there was no answer.

On this point a lot of discussion followed. Mr. G.C.P. Ranga Rao said that the Assembly Hall had been allotted to other associations like AFST(I), CFTRI SC/ST Associations, Kannada Association, etc. He also said that a large number of scientists (about 200) are members of CFTRI SWA and hence a request from SWA should be considered. It was also pointed out that SWA and the Employees Union are the only two Associations of the Employees which cut across all barriers of religion, caste and language.

Director along with other senior colleagues like Dr. N. G. Karanth and COA said that they have to wait for the CSIR reply. On repeated questioning by the SWA members on how long they should wait, no date was given, instead the Director said that he cannot give a deadline to the JS. It was pointed out to the Director that he had given a deadline of three days to his colleagues to reply to charges and just because the JS does not reply he cannot keep pending implementation of the Supreme Court judgement indefinitely. The President SWA then said that SWA should conduct its AGBM to announce the new Office Bearers before the Annual Council Meeting ~~was~~ conducted at Hyderabad on 3<sup>rd</sup> and 4<sup>th</sup> August 2002. If no reply was forthcoming before few days of those dates CFTRI SWA had the option under the ruling that CSIR is a State to refer the matter to the Chief Judicial Magistrate for a Criminal Proceeding against the Director, CFTRI and the COA for not adhering to the Supreme Court judgements. It was also pointed out that under such circumstances, the Director and COA would be forced to appear before the Chief Judicial Magistrate.

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to be*

Other matters like holding regular meetings between the Director and CFTRI SWA and CFTRI EU was raised. However, Director categorically refused to hold meetings with CFTRI SWA and EU. SWA and EC members said that this would again be a violation of the Supreme Court judgement.

President, Employees Union pointed out that CSIR was backtracking on its own commitment and refused to recognize the Central Associations. Director answered that this issue was beyond his purview.


The President SWA raised the problem of harassment of scientists by certain Heads of Departments and the Director, but the Director refused to discuss this matter. He also pointed out that the Director's statement that his doors were open to individual Staff members was not true as there were many complaints from the staff that the Director refused to meet them. The Director asked for the names of such staff members. The President SWA then said that individual names cannot be given but one example that of Dr.Udaya Shankar who was present in the room. To this the Director said that Mr.Manohar had met him. Dr.Divakar pointed out that inspite of that, Mr.Manohar's problems were not solved. The Director immediately said that we were deviating from the main issue of allotment of the Assembly hall. The President, SWA also pointed out that the issue of the two remaining workers in the IFTTC had to be addressed. In the meeting with the JS, Legal Advisor and Shri.M.M.Sharma , where even the Director was present, it was assured that the two workers would be treated in the same manner as the others at a later date. Again the Director said that we were deviating from the main topic.


The President SWA told the Director that certain members will apply for Special Casual Leave to attend the ACM at Hyderabad on 3<sup>rd</sup> and 4<sup>th</sup> August 2002 and it was up to the Director to take a suitable decision in the matter. Director said that when he was in Delhi he was told that DG had given instructions to the Directors in Hyderabad not to give any facilities to SWA to hold the ACM. Director was asked whether he had received any such instructions orally or in writing. Director answered in the negative.

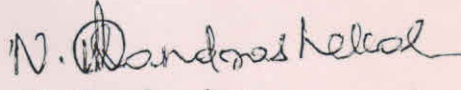
The President, E.U, sought a suitable date from the Director, to discuss a few very important issues for their settlement. Director informed that he cannot give a date till the above issues are sorted out. President EU informed the Director that if a date is not given for the meeting within 27/7/2002, the EU will be forced to go back from its assurance of getting the issues settled within the four walls, and resort to forceful/continuous movement in order to enforce their Trade Union/Association rights and also to settle their pending issues.


The meeting ended with the Director's reply that he will convey his decision regarding allotment of the Assembly Hall for the AGBM before the 27<sup>th</sup> July. He also said that SWA should not take any action without informing him. The President SWA assured the Director that SWA and Union would wait till the ACM of CSIR SWA and would not take any action unilaterally but at the same time cannot wait indefinitely. The meeting ended at 10.10am with a thanks from the Director.

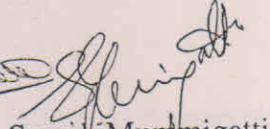
  
John Pereira  
President SWA

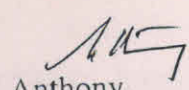
  
S. Divakar  
Secretary SWA

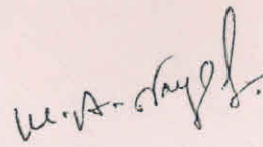
  
N. Suresh Prasad  
President EU


  
N. Chandrasekar  
Secretary EU

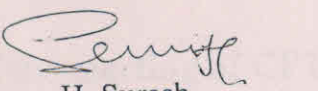
  
G.C.P. Ranga Rao  
Vice President SWA


  
Suresh Mummigatti  
Treasurer SWA

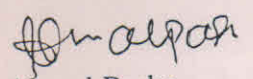
  
Anthony  
Vice-President EU

  
M. R. Nagendra  
Treasurer EU

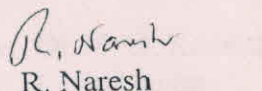
  
Muralidhara  
Joint-Secretary SWA


  
H. Suresh  
Joint-Secretary EU

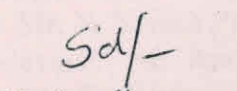
  
K. Uday Shankar  
EC Member SWA

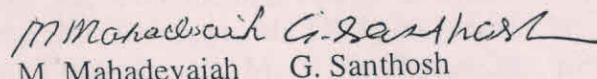
  
Akmal Pasha  
EC Member SWA

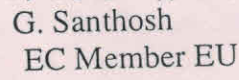
  
Umesh Kumar  
EC Member SWA

  
R. Naresh  
EC Member SWA

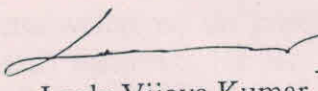
  
S. M. Aradhya  
EC Member SWA

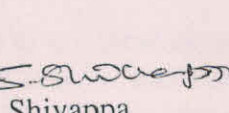
  
Brahmalinga,  
EC Member EU


  
M. Mahadevaiah  
EC Member EU

  
G. Santhosh  
EC Member EU


  
Keshava Hegde  
EC Member EU

  
Leela Vijaya Kumar  
EC Member EU

  
Shivappa  
EC Member EU

  
H. C. Jayaram  
EC Member EU

  
Gurusiddaiah  
EC Member EU

  
P. Raju.  
EC Member EU

  
V. Seetharam  
EC Member EU

  
Nataraja  
EC Member EU