

Date: 3-8-2010

To,

The Director,
CFTRI, Mysore.

Sir,

Sub: Distribution of monies derived
from consultancy/sponsored/Adhoc
Technical Assistance projects.

It is highly regretted that the Director has till now, miserably failed to fulfill the most justifiable and genuine demand of CFTRI Employees' union pertaining to the above, inspite of rigorous pursuance of the demand for the past 1 - 1/2 years. During this period the Director has been giving several assurances that the distribution will be made at the earliest. To corroborate this besides giving several dates for fulfilling this demand, 22-7-2010 was the final date given by the Director to fulfill this demand.

After waiting for a week the E.C. members of CFTRI EU in a meeting held on 29-7-2010 unanimously decided to yield to the pressure of general members of CFTRI EU, to support them in resorting to peaceful agitation in the form of putting a dharna before Director's office as a first stage of peaceful movement programme.

Accordingly all the EC members through minimum slogan shouting laid dharna before Director's office from 11 AM on 29-7-2010. Although the Acting Director, CoA and SFAO requested the E.C. members to withdraw the dharna programme (as the Director was out of station - which the E.C. members were not aware of), considering the enormous delay by the

Director in settling the above issue and also around 10-15 Staff members/Scientists seriously objecting to the pattern of distribution adopted by Director, the E.C. members on Dharma continued with the programme of movement. On 30-7-10 at 2:45 pm the Director telephonically requested the president and other E.C. members to withdraw the Dharma programme as he assured that the distribution will be made within 5-8-2010, which unfortunately turned out to be another false assurance since he himself, through COA and ~~the~~ CFA communicated that he will come on 31-7-10 and hold a meeting with the representatives on Dharma at 10:30 AM.

The 21 member contingent of representatives held meeting with the Director at 10:30 AM as scheduled. After lengthy discussion the Director gave a solid assurance that the monies as per the already calculated pattern and also as per the approval of CFTRI MC (which was displayed on the Notice Board for information of the Staff members) will be deposited to the ^{on 2/8/10 by 2:30 pm,} respective S.B. Accounts of all the Staff members. After this assurance the E.C. members withdrew their Dharma programme.

All the Staff members with their hearts in their mouths and most impatiently waited on 2-8-2010 for the money to be deposited in their account. Unfortunately as like before this assurance was also an utter false because the COA informed the representatives that the monies will be deposited on 3-8-2010 as the Director is on his way to Delhi to meet D.G., CSIR at 11 AM (on 3-8-2010). It was also informed by COA that the Director has decided to return to Mysore

alongwith the approval of D.G., CSIR, on knowing to this the representatives felt totally disgruntled and decided that the dharna programme will further be intensified till the monies are deposited to the respective S.B. Accounts of staff members. On hearing to this news from E.C. members the general members turned and pressurised them to further intensify the programme of movement by holding a rally from main building to canteen and back. The 200-250 members including high level scientists participated in the rally and condemned the scientists who were objecting to the present pattern of distribution and also to the Director for inefficiently handling this vital issue for ^{not} bringing the same to a fruitful end. After the rally the E.C. members again sat on a dharna before the Director's office.

It is very vital to inform to the Director that the general members present in the rally authorised/gave direction to the E.C. members to shift the dharna programme from Director's office to the CFTRI South Gate if this genuine demand is not settled immediately. Also the general members stood firm that the future distributions also should be in the present pattern if the Director fails to improvise this pattern for the benefit of all the non-gazetted employees.

Needless to mention the present pattern of distribution is not different from the pattern adopted last time. In the history of CFTRI this is the 4th distribution. The 1st distribution was made possible in CFTRI by the combined efforts of the present CFTRI EU, the CFTRI SWA

(which is in oblivion) due to vested interests of all the SWA leaders), and the then CFTRI Management (1992-1995). The then management in the year 1992 constituted a committee to evolve a rational pattern for distribution of the monies. In this committee Dr. V. Prakash, who was the Head, PCT at that time, was also a member and played a very important part in evolving the present pattern of distribution - he gave a presentation to the Union EC members and CFTRI SWA (in dollars) representatives, of whom 2 or 3 of them are the chief objectors presently.

On behalf of a majority of the staff members of CFTRI and on behalf of the members of CFTRI EO, the EC members on dharna vociferously urge the Director, CFTRI to immediately distribute the monies as per the pattern adopted and approved by CFTRI Management Council. The E.C. members are fully aware that the present pattern adopted is in no way violative of the CSIR Guidelines since different labs./Insts of CSIR like NEERI, NCL, etc. are evolving their own pattern of distribution - of course within the framework of CSIR Guidelines.

Thanking you, in anticipation of distribution by today evening, Yours Sincerely,

CFTRI EMPLOYEES' UNION

(Registered under Indian Trade Union Act of 1926 -

Regn. No. TUA:MYS:490/89-90)

[Affiliated to the All-India Association of CSIR Employees -
erstwhile Federation of CSIR Employees' and Workers' Unions and Associations]

3-8-2010

To,
The Director,
CFTRI,
Mysore.

Sir,

Sub: Ongoing Dharna before Director's office.

The E.C. members on Dharna understand from the Management officials that a video conference was held by D.G., CSIR (in presence of Director, CFTRI, at Delhi) with the staff members/scientists who filed objections against the present pattern of distribution as approved by the M.C. The representatives were also apprised that the present pattern of distribution of consultancy, etc. as adopted in CFTRI and approved by M.C. ^{as stated by D.G. CSIR in video conference} has no lacunae and is in order which is a successful sign for the representatives.

However, since there are no instructions from the Director for depositing the monies into the respective bank accounts of staff members the representatives on Dharna have unanimously decided to continue the Dharna programme continuously (day-night) till the monies are deposited into the respective bank accounts. Submitted for kind information of the Director/COA.

Thanking you,

(N. Suresh Prasad)
President

N. Chandrashekar
(N. CHANDRASHEKAR)
Gen. Secretary

Yours sincerely

11/5 - 2010
[Signature]

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[Affiliated to the All-India Association of CSIR Employees -
erstwhile Federation of CSIR Employees' and Workers' Unions and Associations]

4-8-2010

To,

The Director,
CFTRI,
Mylose.

Sir,

Sub: Ongoing Dharma in front of Director's office
- Settlement.

The representatives and general members participated in the meeting with the Director, COA and CFA - on an invitation by the Director to the representatives. Two meetings were held today one at 11:20 AM and another at 4:30 PM. Lengthy discussion took place on the issue relating to distribution of consultancy, etc. as per the M.C. approved pattern.

It was ~~expressed~~^{enforced} by the Director (in presence of COA, CFA and several general members) that as per the instructions/advice by the DG, CSIR, the so called controversial projects numbering 16 of five P.I.s/project leaders will be kept in abeyance for a review by the DG-CSIR (amounting to Rs. 6 Lakhs). The remaining distributable amount of Rs. 34.5 Lakhs (different projects belonging to different P.I.s) will be distributed latest by the forenoon of 6-8-2010. The clearance/approval for the controversial projects amounting to Rs. 6 Lakhs will be sought from DG-CSIR before 21-10-10 (12 PM), and the amount will be distributed within this date positively as a gift to the employees on the Diamond Jubilee Celebration Day.

The above assurance of the Director was agreed

PTO

upon by the E.C. members keeping in view the strong bond of cordial relationship that the Union and the Director had for the past 16 yrs, and keeping the exalted image of CFTRI (which was at stake due to the five unscrupulous elements vis-a-vis the five P.T. objectionists)

With strong optimism that the above assurances will be fulfilled by the Director, the E.C. members unanimously decided to keep in abeyance the programme of movement of Dharna till all the assurances are fulfilled.

All the E.C. members of CFTRI Employees' Union congratulate Dr. V. Prakash (Director, CFTRI) on successfully completing 16 years as Director in this great CFTRI. All the very best.

Thanking you,

Yours sincerely,

Prasad
(N. SURESH PRASAD)
President

Anthony
(ANTHONY)
Vice-president

S. Shivappa
(S. SHIVAPPA)
Vice-president

N. Chandrashekar
(N. CHANDRASHEKAR)
Gen. Secretary

Keshava Hegde
(KESHAVA HEGDE)
Jt. Secretary

M.A. Nagendra
(M.A. NAGENDRA)
Treasurer

H.C. Jayaram
(H.C. JAYARAM)

R.N. Ramesh
(R.N. RAMESH)

K.C. Gangadharappa
(K.C. GANGADHARAPPA)

G. Santhosh
(G. SANTHOSH)

N. Subbaraya
(N. SUBBARAYA)

N. Kempegowda
(N. KEMPEGOWDA)

Bramhalinga
(BRAMHALINGA)

Asha Dinakar
(ASHA DINAKAR)

G. Judishti
(G. JUDISHTI)

Nagaraju
(NAGARAJU)

Shivakumar
(SHIVAKUMAR)

R. Hemaraju
(R. HEMARAJU)

Kumar. N.
(KUMAR. N.)

Ramiah
(RAMIAH)

K. Shivanna
(K. SHIVANNA)

CFTRI EMPLOYEES' UNION

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

[Affiliated to the All-India Association of CSIR Employees -
erstwhile Federation of CSIR Employees' and Workers' Unions and Associations]

No. CFTRI-EU/10-

August 09, 2010

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

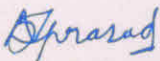
Sir,

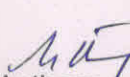
At the outset, the Executive Committee regrets that the CFTRI Employees' Union had to resort to agitation in the form of Dharna before Director's Office for getting the most justified issue relating to Distribution of Monies derived from Consultancy/Sponsored/Adhoc Technical Assistance Projects settled. Although agitations are part of any Union activity, the EC with the support of its members was constrained to create such an inevitable situation (causing inconvenience, if any) in CFTRI since it failed in getting their genuine issue settled through peaceful negotiation means which lasted for more than a year.

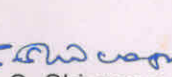
Further, the Executive Committee of CFTRI Employees' Union **PROFUSELY THANK** the Director Dr. V. Prakash for settling the Union's long pending issue settled (though not 100% but atleast 87.5%) and crediting the Honoraria into the respective Bank Accounts of CFTRI Staff Members. The EC would also like to thank Shri M.S.Vidyanathan (CoA), Shri M.Krishnamurthy (CFA) and Dr. G.Venkateswara Rao (Acting Director) for their strenuous efforts in completing the administrative procedures (like getting the bills prepared/corrected/etc) in order to deposit the distributable monies into the respective bank accounts of staff members.

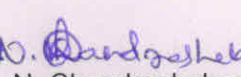
Thanking you and with kind regards,

Yours sincerely,

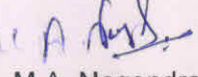

N. Suresh Prasad
President


Anthony
Vice-President


S. Shivappa
Vice-President


N. Chandrashekar
General Secretary


Keshava Hegde
Joint Secretary


M.A. Nagendra
Treasurer

Copies to: CoA, CFA, ^{D^r} G Venkateswara Rao

Date 17 June 2009

Attachment

**CSIR RTI
Reply.pdf**



Subject

Regarding
some of
the
scientists,
like me,
who
received
illegal
gratification
as Royalty
Monies- Cla

Message

Scientists, who participated as Direct Consultants/Team Members, in SSP/CNP projects, were promised a certain percentage of money through Director's approvals issued based on CSIR guidelines. However, when the monies were distributed, a large portion of the money due to them was taken away and was distributed to the Scientific Staff, like me, even though they had no specific approvals from Director. My representation against this practice was not answered to. My grievance petition also did not yield any solution.

Recent RTI information from CSIR (Attached) revealed the following :

1. CSIR categorically stated that the MC had no powers to modify CSIR GB recommendations.
2. CFTRI dishonestly claimed possession of CSIR approval, in the previous instance, for modified distribution pattern – Request from CSIR for the claim was not answered to by CFTRI.
3. CSIR had advised Sri.M.S.Vidyanathan, COA-CFTRI, to keep in abeyance the distribution, until CSIR disposes of the representations from CFTRI scientists made to DG-CSIR – this was ignored by CFTRI. I felt that CFTRI has infused a wrong work culture by deviating from CSIR GB approved distribution pattern. By illegally crediting scientists, who did not contribute to the assigned task, with money without our asking and the Director stating in his file noting that "we have all drawn the money credited to out bank accounts" only implies that we have been denigrated.

Some of us have asked CFTRI administration and Director to take back the money paid illegally to us, for redistribution to those who contributed as per Director's approval.

Our message is that Scientists are truthful and honest and have done what we should.

Dr.S.Umesh Kumar
Head, FM Department