

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

No. CFTRI-SWA/EU/94-

DATE: 25.08.94

The Director-General
C.S.I.R.
New Delhi - 110 001

Dear Sir,

The suspension of 11 senior Scientists, Dr.S.D.Badrinath (Scientist-F), Dr. S.K.Titus, Mr. S.M.Tamhne, Mr. S.V.Waghmare, Dr.(Mrs) R.A.Thakre, Dr. N.S.Mantha Purwar, Dr.M.V.Nanoti (Scientists-E1), Mr. P.S.Kelkar, Mr. T.V.Subba Rao, Dr. D.M.Dharmadhikari (Scientists-C) and Mr. S.G.Srivastava (T.O.) of NEERI, Nagpur - by Prof. P.Khanna, Director, without any charges, is most unprecedented in the annals of Research Organizations all over the world. CSIR-SWA, NEERI Branch opposed the interview scheduled for recruitment of Dr. B.K.Handa for Scientist-F post for which the prescribed age-limit of 45 years was violated as he was over 54 years. The Director of NEERI functioned in an autocratic manner least caring for democratic values in the system by suspending them. His tenure of extension beyond six years, violating the Abid Hussain recommendations (1986) adopted by CSIR, added strength to the dastardly act.

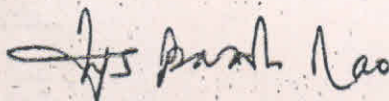
Mr. K.D.Varma, Controller of Admn., NEERI, who is most unwanted in NEERI due to his anti-employee attitude and working for the last 6 years violating the normal period of transfer after every 3 years, has also been responsible for this turmoil in NEERI.

Therefore, the members of CSIR-SWA-CFTRI Branch and CFTRI Employees' Union, in the Joint General Meeting held on 24.08.94, have condemned the attitude of the Director and COA of NEERI, who have been responsible to this crisis; and have adopted the following resolution for immediate compliance by DGSIR :

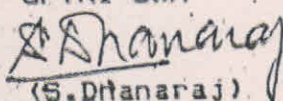
"DGSIR should take immediate disciplinary action against Director and COA of NEERI to refurbish the image of NEERI and CSIR as a whole. Further, under no circumstances, the Director and COA of NEERI should continue in the service. They should be asked by DGSIR to resign from their respective positions; and if not, DGSIR should himself terminate them without any delay".

Thanking you,

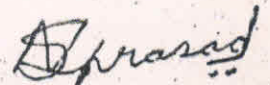
Yours faithfully,



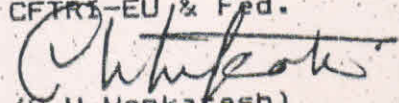
(Dr.U.J.S.Prasada Rao)
Secretary
CFTRI-SWA



(S.Dhnanaray)
President
CFTRI-SWA



(N.Suresh Prasad)
General Secretary
CFTRI-EU & Fed.



(C.V.Venkatesh)
President
CFTRI-EU

Copy to : Hon'ble President. CSIR 2. Vice-President, CSIR

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

No. CFTRI-SWA/EU/94-

26.08.94

DATE : _____

To _____

The Director-General
C.S.I.R.
New Delhi - 110 001

Dear Sir,

Sub: Successful observance of Joint Programme
of Democratic Movement from 22nd to
26th August 1994 at CFTRI, Mysore -

In response to a call given by both CSIR-SWA and Federation of CSIR (Council of Scientific and Industrial Research, New Delhi) Employees' & Workers' Unions and Associations, the members of both CFTRI Employees' Union and CSIR-SWA, CFTRI Branch observed **Protest Week** from 22nd to 26th August 1994 at CFTRI, Mysore. The Protest Week was observed in the form of Wearing Black Badges on all the five days, slogan shouting during coffee breaks & lunch breaks, distribution of leaflets, postering, mass demonstration in the Institute, Gate meetings, etc. On the last day, ie. 26th August, a procession was held and a gate meeting took place, where the representatives spoke to Press Persons and highlighted them the indifferent attitude of the CSIR management in fulfilling the long-pending legitimate and just demands of both the organizations.

On all the days, members congregated in huge numbers and participated in the various programmes. Besides, on the last day more than 500 members participated in the procession and held Gate Meeting. Press Persons of different National Dailies visited CFTRI and collected first hand information for publication in their respective newspapers. All the members present in the Gate Meeting passed the following resolution for immediate compliance by DGSIR :

"More than 500 members present in the Gate Meeting have expressed deep regrets and heartfelt dissatisfaction over the indifferent attitude of CSIR in fulfilling the long-pending legitimate and just demands of CSIR employees. All the members urged DGSIR to immediately fulfill the following demands without any delay :

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ALL-INDIA FEDERATION OF CSIR EMPLOYEES

Head Off.

K.D. Sharma
President
Indian Institute of Petroleum

Abhijit Majumdar
General Secretary
Central Fuel Research Institute

N. Suresh Prasad
Joint Secretary

Central Food Technology
Research Institute, Mysore

Anyway, after pursuing the matter with you for a number of months,
the ethical issues at stake by the Office Bearers of

extremely sorry to observe that your goodself. We are
interest of the entire CSIR family.

Expressing our optimism that you will settle the issues of NEERI
within the tenure of Dr.Khanna itself, we steadfastly urge your goodself as
follows :

"The Federation, under no circumstances, can ever tolerate further
extension of Dr.P.Khanna's tenure as Director of NEERI, as we understand
that his tenure seizes sometime during January 1999. It will be in the
interest of all concerned, if CSIR makes a policy decision, as to not to
extend the tenure of the Directors more than one extension at the most. As
our experience goes, wherever the Directors are continuing for more than
10-12 years, they have become autocratic and consider themselves as
monarchs of their respective labs/institts."

We once again request your goodself **not to extend the tenure of
Dr.P.Khanna as Director of NEERI.** Any further extension will compel the
Federation to support the staff members of NEERI, who constitute absolute
majority, in resorting to peaceful movement as deemed fit. Further, the
Federation in this direction will have no other alternative but to intensify
agitation at NEERI and other labs/institts., and also in front of the CSIR HQs.

We appreciate an early reply in this regard.

Thanking you and with kind regards,

Yours sincerely,

Abhijit Majumdar

Copy to :

1. Vice-President, CSIR
2. Joint Secretary (Admn.), CSIR

N. Suresh Prasad
Joint Secretary
Central Food Technological
Research Institute, Mysore
Tel: 0821 214254 / 214790
Fax: 0821 214251 / 218000

Abhijit Majumdar
General Secretary
Central Fuel Research Institute
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K.D. Sharma
President
Indian Institute of Petroleum
Dehradun
Tel: 0135 680717-18
Fax: 0135 621850 / 621888

Head Office

12.08.98

-2-
No. CSIR-FEDD/GS

Vice-President

Anyway, after pursuing the matter with you for a number of months, even keeping the Trade Union ethics at stake by the Office Bearers of NEERI-EU, the issues have remained unsettled by your goodself. We are extremely sorry to observe that your goodself's authority has been overshadowed by the authority of Dr.P.Khanna, which is definitely not in the interest of the entire CSIR family.

Expressing our optimism that you will settle the issues of NEERI within the tenure of Dr.Khanna itself, we steadfastly urge your goodself as follows :

"The Federation, under no circumstances, can ever tolerate further extension of Dr.P.Khanna's tenure as Director of NEERI, as we understand that his tenure seizes sometime during January 1999. It will be in the interest of all concerned, if CSIR makes a policy decision, as to not to extend the tenure of the Directors more than one extension at the most. As our experience goes, wherever the Directors are continuing for more than 10-12 years, they have become autocratic and consider themselves as monarchs of their respective labs/institts."

We once again request your goodself **not to extend the tenure of Dr.P.Khanna as Director of NEERI**. Any further extension will compel the Federation to support the staff members of NEERI, who constitute absolute majority, in resorting to peaceful movement as deemed fit. Further, the Federation in this direction will have no other alternative but to intensify agitation at NEERI and other labs/institts., and also in front of the CSIR HQs.

We appreciate an early reply in this regard.

Thanking you and with kind regards,

Yours sincerely,

Abhijit Majumdar

Copy to :

1. Vice-President, CSIR
2. Joint Secretary (Admn.), CSIR

CSIR staff hold protest meetings

NEW DELHI — Nearly 20,000 staff in all the 40-odd institutions under the Council for Scientific and Industrial Research (CSIR) on Monday wore black badges and held protest meetings against what they say are irregularities in the CSIR.

The protest is directed against "irregularities in CSIR management and the indifferent attitude to the problems faced by the scientific and technical staff," a spokesperson of the CSIR Scientific Workers' Association (CSIR-SWA) said.

The scientists are also protesting against what they claim is "autocratic functioning" of P Khanna, Director of the National Environmental Engineering Research Institute (NEERI), who had earlier dismissed 11 NEERI scientists.

Although the dismissal order was revoked under pressure, the Director continues to harass the NEERI Scientific Workers' Association, B V Reddy, general secretary of the CSIR-SWA, said.

The CSIR-SWA has also demanded that the CSIR alter its merit and normal assessment scheme, which, although intended to be a merit-based promotion policy, "has encouraged sycophancy at the cost of scientific temper," Reddy alleged.

A spokesperson for CSIR, however, said the headquarters received no information of any disruption of work from any of its 40 constituent laboratories.

The CSIR-SWA has alleged that the CSIR was misusing the new economic policy by stopping new recruitment, withholding funds for ongoing projects and even for the maintenance of the existing infrastructure in the laboratories.

The scientists have also demanded that the CSIR strengthen its research set up by creating a fund to modernise equipment, providing a research fellow for each scientist and ending the ban on recruitment.

The CSIR-SWA has asked its members to organise only lunch-hour protest meetings so that normal work could continue in the CSIR laboratories. • PTI

Hindu 23.08.94

CSIR scientists stir today

NEW DELHI, Aug. 21. Scientists and other employees of the Council of Scientific and Industrial Research (CSIR) will launch a nation-wide agitation tomorrow to protest against "malfunctioning" of the organisation and to demand Government intervention to redress their grievances.

The CSIR Scientific Workers Association General Secretary, Mr. B. V. Reddy, said in a release here today the management of the organisation had adopted an "indifferent attitude" to the problems faced by the scientific and technical staff. — UNI

Hindu 22.08.94

IN BRIEF

CSIR staff stir from today

★★ NEW DELHI — Scientists and employees of the Council of Scientific and Industrial Research (CSIR) will launch a nation-wide agitation on Monday protesting the 'malfunctioning' of the organisation and to demand Government intervention to redress their grievances.

CSIR Scientific Workers Association General Secretary B V Reddy said the management had adopted an "indifferent attitude" to the problems faced by the scientific and technical staff. In the name of promotion, "sycophancy" was being encouraged. This has affected the scientific temperament of the staff. While some 'favoured' people were given two promotions in six years, majority of the employees working in the same groups and on the same projects were denied even a single promotion. • UNI

Indian Express 21.08.94

CFTRI employees launch week-long strike

★★ The employees Union of the Central Food and Technological Research Institute (CFTRI) on Monday, launched a week-long protest demanding among other things, scrapping of merit assessment and introduction of advance increment. They also urged immediate implementation of the new remuneration scale of Rs 1,640-2,900 for assistants/senior stenographers. The employees will stage a black flag protest on Aug 26 ending with a procession through the CFTRI campus.

INDIAN EXPRESS 22.08.94

CFTRI union launches 'protest week'

From Our Staff Correspondent

MYSORE, Aug. 23.

Responding to a call given by the Federation of CSIR (Council of Scientific and Industrial Research) Employees' and Workers' Union Associations and CSIR Scientific Workers' Association, the employees Union of the CFTRI and CFTRI-SWA jointly launched a protest week from Monday to press their 10-point demands.

According to a press release from CFTRI Employees Union Secretary, Mr. Prasad and CFTRI-SWA Secretary, Mr. Prasad Rao, their demands include participation of SWA/Federation in management, uniform retirement age, induction as per old system, uniform promotion policy, full recognition of Federation and SWA by CSIR, scrapping merit assessment and introducing the system of advance increments and immediate implementation of cadre review.

HINDU 23.08.94

CSIR staff protest enters third day

From Our Staff Correspondent

MYSORE, Aug. 24.

The protest week being observed by the Council of Scientific and Industrial Research (CSIR) Scientific Workers Association and the Federation of CSIR Employees and Workers' Unions and Associations entered the third day today.

According to Mr. N. Prasad, general secretary, All India CSIR Federation and CFTRI, Mysore Employees' Union, they are demanding that the management scrap the merit assessment scheme and implement the merit and normal assessment scheme according to their suggestions.

On August 26, a gate meeting at CFTRI, Mysore, would be held to apprise the CSIR of their demands, he said.

HINDU 24.08.94

THE HINDU, Thursday, September 1, 1994 17

CSIR staff ask PM to intervene

From Our Correspondent

NEW DELHI, Aug. 31.

The CSIR Scientific Workers Association (SWA) and the CSIR Federation of Employees and Workers Unions have urged the Prime Minister, Mr. P. V. Narasimha Rao, to give priority to improving the functioning of the CSIR laboratories and institutions.

In a letter to Mr. Rao, who is also the President of CSIR, Dr. B. V. Reddy, SWA general secretary, said the CSIR staff were frustrated over the management's apathy towards their problems.

At the end of a protest week observed by the staff from August 22 to 26, a memorandum

scale by Rs. 2,000- Rs. 3,500 for senior Technical Assistants, and Rs. 1,400- Rs. 2,300 pay scale by Rs. 1,640-Rs. 2,900 for Technical Assistants and Senior Stenographers/ Assistants.

It sought appointment of Directors from within the CSIR set up, change of Directors after six years (without tenure extension) and transfer of Controller of Administration and Finance, Purchase and Stores Officers every three years.

The resolution also sought framing of a promotion policy for the administrative staff, provision of an uniform retirement age of 60, and resolution of a "democratic" decision making system with the participation of the SWA and the Federation of Employees and Workers' Unions and Associations.

CFTRI scientists

STAR OF MYSORE - 26.08.94

take out march