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National Council (Staff Side)  
*Joint Consultative Machinery*  
*for Central Government Employees*  
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No.NC/JCM/2016/CS/PM

Dated: 14.06.2016

Hon'ble Prime Minister of India,  
152, South Block,  
Raisina Hill,  
New Delhi-110011

Respected Sir,

**Sub: Non-settlement of our demands - Decision to go on "Indefinite Strike" commencing from 11.07.2016 – Request for your intervention and support**

I write this on behalf of the apex level body of all the Central Government Employees Organizations who are participating in the Negotiating Forum; called the **Joint Consultative Machinery**. The JCM as a **Negotiating Forum** was conceived and implemented in 1966 after the prolonged discussions with the Staff Associations and the Federations in the Central Services in the wake of first industrial action in 1960. The idea of setting up the JCM was in realization of the absence of a platform to discuss, deliberate and settle the demands/issues/grievances/problems of the Civil Servants. Up to 1995-96 the JCM, which has a three level negotiating platform was functioning well, meetings were regular. However, after the promulgation of the new recognition Rules in 1993, the meetings at the Ministry level became few and far between and at the national level, the deterioration stepped in a little latter. The National Council, which was to meet thrice in a year did not meet even once in a year. The last meeting of the National Council was held on 15.05.2010 The organizations participating in the JCM were demanding the meeting to be held, but the pleas were ignored by the successive Cabinet Secretaries. **The Charter of Demands** (copy enclosed), in pursuance of which the strike is decided to be organized, has arisen due to long neglect of the grievances of the employees/workers.

When the 7<sup>th</sup> CPC was set up in February, 2014, no announcement for **Interim Relief** or **DA Merger** was made by the then government, which had all along been the practice whenever the government had set-up the Pay Commissions earlier. We fully co-operated with the Commission, submitted a memorandum detailing the issues and explained the reasoning behind each demand. The 7<sup>th</sup> CPC submitted report on 19.11.2015 to the government. In our communication dated **10.12.2015** (copy enclosed), we sought improvement/amendment over the recommendations of the 7<sup>th</sup> CPC and explained our demands both in writing and orally before the Empowering Committee. Most of the meetings were monologues except perhaps the last one. What we have understood, is that, the Empowering Committee might not come forward to make any major changes. A fruitful meeting is supposed to be a dialogue where both parties at the negotiating table exchange their understanding, views and difficulties and reach a mutually acceptable position. In 1998, when the then Cabinet Secretary decided not to have such a dialogue with the Staff Side and unalterably issued the Government Notification on the 5<sup>th</sup> CPC recommendations, the then government did set up a committee of Group of Ministers. The GoM held discussions on all issues and averted the

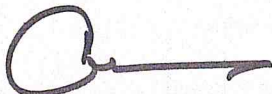
strike action. The 1998 situation establishes, without an iota of doubt, that, the Staff Side has always taken reasonable stand on all the issues and paved way for settlement.

The one and only recommendation made by the 7<sup>th</sup> CPC was to provide some relief to the past old pensioners. The Department of Pension & Pensioners' Welfare has unfortunately recommended to the Cabinet Secretary that, even that recommendation must be rejected on the specious plea that the requisite relevant records might not be available.

These developments have caused anguish, anxiety and anger amongst the workers. It is now more than six months that the Commission submitted its report. If the government comes forward to hold a meaningful discussion with the leaders of the NJCA, a mutually acceptable settlement can be brought about and the impending strike, slated to commence from 11.07.2016, can ultimately be avoided.

We seek your co-operation, supports and intervention in the matter

Yours faithfully,



**(Shiva Gopal Mishra)**  
**Secretary (Staff Side),**  
**NC/JCM**

Encl: As above

Copy: **Hon'ble Speaker of Lok Sabha**, Govt. of India, New Delhi – for necessary action please.

Copy: **Hon'ble Finance Minister**, MoF (Govt. of India), North Block, New Delhi – for necessary action please.

Copy: **Hon'ble Home Minister, Home Ministry** (Govt. of India), New Delhi – for necessary action please.

Copy: **Hon'ble Minister for External Affairs** (Govt. of India), New Delhi – for necessary action please.

Copy: **Dr. Jitendra Singh**, Hon'ble Minister of State, PMO, Ministry of Personnel, Public Grievances and Pensions, Govt. of India, New Delhi – for necessary action please.

Copy: **Cabinet Secretary**, Govt. of India, New Delhi – for necessary action please.

✓ Copy: All Constituents of NC/JCM (Staff Side) – for information.