

ALL INDIA DEFENCE EMPLOYEES' FEDERATION
BHARTIYA PRATIRAKSHA MAZDOOR SANGH
CONFEDERATION OF DEFENCE RECOGNISED FEDERATIONS
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)

Joint Circular No. : 43/2021

Date : 24.10.2021

To,

All Affiliated Unions of

AIDEF, BPMS & CDRA

AIDEF, BPMS & CDRA writes to Secretary(DP) to instruct the Managements of 7 Corporations to desist from illegal and whimsical actions

You are aware that we have already submitted 3 joint letters to Secretary(DP) against the various arbitrary decisions on service matters illegally being taken by the Managements of 7 corporations. At present we have issued another letter today (i.e. 24/10/2021) on some of the arbitrary actions being taken by the Corporations and the Directorate General of Ordnance (C&S). A copy of our joint letter dated 24/10/2021 on the subject is enclosed herewith.

AIDEF, BPMS & CDRA issued notice of agitation to Secretary(DP) against the arbitrary and unilateral decisions being taken by the 7 Corporations and Directorate of Ordnance.

After considering the silence on the part of DDP on the various representations submitted by us post Corporatisation of Ordnance Factories, it has been decided to issue a notice of agitation to the Secretary(DP) in support of our 11 major demands. We have mentioned in the letter that in case the DDP fails to issue appropriate instructions to the Corporations within 10 days, then we will be forced to launch various action programmes. A copy of our joint letter dated 24/10/2021 is enclosed herewith.



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Copy to

The General Secretary

AIBDEF..... for information only

ALL INDIA DEFENCE EMPLOYEES' FEDERATION
BHARTIYA PRATIRAKSHA MAZDOOR SANGH
CONFEDERATION OF DEFENCE RECOGNISED FEDERATIONS
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)

Ref. No. : 126/AIDEF/ BPMS/CDRA/21

Date : 24.10.2021

To,

The Secretary (DP)

Department of Defence Production

South Block, New Delhi.

Subject : Continuing violation of Cabinet decision and DDP OM dated 24/09/2021 by the Managements of the 7 Corporations taking unilateral/whimsical decision on service conditions of the employees when the entire matter is subjudice before the Hon'ble High Courts.

Reference : 1) Joint Letter No.122/AIDEF/BPMS/ CDRA/21
Dated 07/10/2021
2) Joint Letter No.123/AIDEF/BPMS/CDRA/21,
dated 07/10/2021.
3) Joint Letter No.125/AIDEF/BPMS/CDRA/21,
dated 18/10/2021

Sir,

It is most unfortunate that till date all the above mentioned representations submitted by us are remaining unattended and due to which the Managements of the Corporations are taking unilateral/whimsical decisions on service matters of the Defence Civilian Employees of Ordnance Factories by wilfully violating the Cabinet decision and also the DDP OM dated 24/09/2021. We apprehended this attitude and hence we are rightly opposing the Government decision of Corporatisation of Ordnance Factories. All the assurances given by the Hon'ble Defence Minister, Secretary(DP), the Cabinet decision and the DDP OM dtd.24/09/2021 are only in paper and practically all these are being blatantly violated. The 76000 employees are subjected to harassment,

torture and many employees have gone to depression stage. Yesterday one women employee of OCF Avadi at the age of 49 years have died due to massive cardiac arrest immediately after reaching home from Factory.

In this situation we are shocked to note an instruction issued by the Yantra India Ltd., on 18/10/2021, in which different Office timings for various levels of employees are kept different within the same Factory, whereas the factual position is a common timing has been kept for all Factories located at different Stations due to various prevailing situations such as availability of public transport etc. The Factory working timings are decided by the elected Works Committee in accordance with the local conditions. We fail to understand that how this irrational and discriminatory timings is going to improve the productivity, efficiency, quality and accountability. Such type of decision are being taken unilaterally by the Corporations. We once again reiterate that the Corporations has got no authority to enforce any rules or amendment in the Government orders which takes away the rights and privileges of the Government Employees who are only on deemed deputation which means the employees are on forced deputation and not according to their choice or option. In accordance with Government orders late up to two occasions can be condoned by the competent authority. It is also pertinent to mention that in accordance with DOP&T OM No.13/11/86-JCA, dated 07/11/1986 the working hours for all Central Government employees including Defence Civilian Employees are 40 hours in a week and accordingly all Central Government Establishments are working 5 day in a week with the restrictions of maximum 8 hours working per day.

Defence Industrial Establishments including Ordnance Factories working hours is 44 $\frac{3}{4}$ hours per week i.e. Monday to Friday 8 hours and Saturday 4 $\frac{3}{4}$ hours. In accordance with MoD Orders if an employee is asked to work beyond 44 $\frac{3}{4}$ hours in a week, then for working extra hours up to 8 hours on Saturday (3 $\frac{1}{4}$ hours) the employees are eligible for additional time wages for 3 $\frac{1}{4}$ hours calculated on the basis of Basic pay + DA/200 per hour. However this benefit is not extended to Industrial Employees who are deployed on piece work system. A proposal to grant time wages to the Industrial Employees deployed on piece work system for 3 $\frac{1}{4}$ hours for working Saturdays 8 hours on the basis of incremental pay + DA/200 per hours is not considered by DDP and hence when there is no Overtime in the Ordnance Factories, the Industrial Employees deployed on piece work system are not forced to work beyond 4 $\frac{3}{4}$ hours on Saturday. It has now been brought to our notice that some of the Factories are forcing the Industrial Workers deployed on piece work system to work extra 3 $\frac{1}{4}$ hours by restricting their time wages only to Rs.7100/- (6th CPC hourly

rates). This is nothing but illegal, unjustified and exploitation of the employees.

Apart from this the Directorate of Ordnance (C&S) vide its circular dated 20/10/2021 have asked the employees of the OFB Hqrs., to submit their option within one day i.e. on 21/10/2021 for their transfer/posting to work in the Field office of the Directorate or DPSU. This Circular is also issued arbitrarily without any discussion with the employees Organisations. Due to this there was a total unrest at the Directorate of Ordnance(C&S),Kolkata and after which the Director General met the representatives and decided to make a policy through High Power Committee.

In view of the above if this type of harassment and illegal decisions by the Corporations continue then we will be forced to plunge in to various agitations in all the 41 Ordnance Factories. It is also pointed out here that the entire decision of the Government to corporatise the Ordnance Factories and also the issue pertaining to the service status of the employees are subjected to judicial scrutiny, since the matter is subjudice in the High Courts. Hope you will view the entire issue in its true perspective and issue necessary directions to the Managements of 7 Corporations to desist from such type of illegal and whimsical actions and not to tinker with the service conditions of the employees, for which they have got no authority.

Thanking you,

Yours Sincerely,



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Copy to :

- 1) **The Directorate General of Ordnance(C&S)**
Director of Ordnance
10-A, S.K.Bose Road, Kolkata – 700 001.
- 2) **The Chief Labour Commissioner(C),**
Ministry of Labor and employment
New Delhi.

For your kind
information and
favourable
action please.

**ALL INDIA DEFENCE EMPLOYEES' FEDERATION
BHARTIYA PRATIRAKSHA MAZDOOR SANGH
CONFEDERATION OF DEFENCE RECOGNISED FEDERATIONS
(RECOGNIZED FEDERATIONS OF DEFENCE CIVILIAN EMPLOYEES)**

Ref. No. : 127/AIDEF/ BPMS/CDRA/21

Date : 24.10.2021

To,

The Secretary (DP)
Department of Defence Production
South Block, New Delhi.

Subject : Notice of agitation against arbitrary and unilateral decisions being taken by the 7 Corporations and Directorate of Ordnance.

**Reference : 1) Joint Letter No.122/AIDEF/BPMS/ CDRA/21
Dated 07/10/2021
2) Joint Letter No.123/AIDEF/BPMS/CDRA/21,
dated 07/10/2021.
3) Joint Letter No.125/AIDEF/BPMS/CDRA/21,
dated 18/10/2021
4) Joint Letter No.126/AIDEF/BPMS/CDRA/21,
dated 24/10/2021.**

Sir,

With reference to the above joint letters issued by us to Secretary(DP), since there is no positive response from the DDP, we are left with no other option than to commence various agitations in the Ordnance Factories in support of the following demands.

- 1) To restrain the 7 Corporations from unilaterally and whimsically altering the service conditions of the employees of Ordnance Factories in violation of the Cabinet decision and DDP OM dated 24/09/2021.
- 2) To ensure proper functioning of all the industrial relation machineries including JCM IV & III Level Councils, Apex productive Council and Local productivity Council, Additional Meeting Mechanism etc.
- 3) To maintain the normal working hours of the Ordnance Factories as 44 ¾ hours per week and beyond this if employees are deployed for additional work, then they should be paid overtime allowance/wages including to the Industrial Employees deployed on piece work system.
- 4) Overtime wages/allowance is a part of the wages/salary of the employees for more than 7 decades. The same cannot be abruptly stopped without compensation.
- 5) No arbitrary withdrawal of 75 % piece work profit limit and revision of the piece work rates/hourly rates in the 7th CPC pay scales w.e.f. 01/01/2016.
- 6) No disturbance in the medical facilities of the employees and required funds may be provided for medical reimbursement claims and Hospital employees may be paid Overtime if deployed on extra hours.

- 7) To ensure regular payment of GPF withdrawals.
- 8) To grant compassionate appointment to the Dependent of the deceased employees without further delay.
- 9) To settle all the pending inter factory/inter directorate transfer cases.
- 10) To grant promotions/MACP etc., in accordance with the Government Instructions and Recruitment Rules.
- 11) Implementation of the Hon'ble CAT Judgment in OA/021/00074/2021, dated 28/09/2021 by promoting the 63 employees who are in the select panel for promotion/appointment in the last Chargeman LDCE.
- 12) Withdrawal of the Yantra India Ltd., instructions on different Office timings for different categories.
- 13) To withdraw the circular issued by the Directorate or Ordnance (C&S) seeking option from the OFB Hq., employees for their transfer/posting to Corporations.
- 14) To implement all the Cadre Review proposals of different categories.
- 15) Fixing in DPC date for promotion from JWM to AWM against years up to 2018 as per OFB's proposal already submitted to UPSC.
- 16) Submission of DPC proposal by OFB for JWM to AWM to DDP and UPSC against years 2021 and 2022.
- 17) To stop throwing out existing contract workers from their job.

Sir, in case instructions are not issued to settle all the above issues / meetings not held with the AIDEF, BPMS and CDRA within 10 days then we will be forced to launch various Trade Union Action programmes against the anti labour attitude of the DDP/Directorate/Corporations.

An earlier and favourable action is solicited.

Thanking you,

Yours Sincerely,

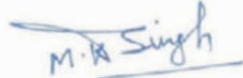


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