

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(Railway Board)**

No.2017-E(SCT)I/22/4(Inf.Meeting)

New Delhi, dated 14.05.2018

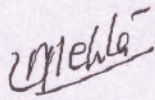
The General Secretary/ The President,
All India SC/ST Railway Employees Association,
Room No.7, Rail Bhawan,
New Delhi – 110001

Sub: Informal meeting between office bearers of CEC of AISC/STREA and Railway Board held on 11th January 2018 in Railway Board's office – Record note of discussion.

Informal meeting was held between Central Executive Committee of All India SC/ST Railway Employees Federation and Railway Board on 11th January 2018 at 11.00 am at Conference Hall, Rail Bhawan wherein 33 office bearers of the said SC/ST Association attended the meeting.

Copy of Record Note of discussion held in the informal meeting has since been finalized by the competent authority. The same is enclosed herewith for information.

Encl: As above.


(U N Mehta)
Jt. Director Estt.(Res.)

**RECORD NOTE OF DISCUSSION HELD DURING THE INFORMAL MEETING
BETWEEN CEC OF ALL INDIA SC/ST RAILWAY EMPLOYEES ASSOCIATION AND
RAILWAY BOARD ON 11.01.2018 AT 10.30 HRS. AT CONFERENCE HALL, RAIL
BHAVAN, NEW DELHI.**

PRESENT

MANAGEMENT		OFFICE BEARERS OF CEC OF AISC/STREA	
S/Shri		S/Shri	
D.K.Gayen, MS	1	B.L.Bairwa	National President
Anand Mathur, DG(Pers.)	2	R.Peruamal	Sr. Vice President
Manoj Pande, AM(Staff)	3	J.R.Harnotia	Working President
S.P.Mahi, EDE(Res.)	4	T.R.Meena	Zonal President- NWR
Alok Kumar, ED(IR)	5	Prem Singh	Zonal President -NR
U.N.Mehta, JDE(Res.)	6	Goutom Roy	Zonal President – Metro/ Kolkata
P.C.Verma, JDE(Res.)	7	Kartar Singh	Zonal President - WCR
	8	Y.R.Sagar	Zonal President – RDSO
	9	Mahendra Kumar	Zonal President - ECR
	10	Jaranil Singh	Zonal president – DMW/Patiala
	11	V.V.Naik	Zonal president - SCR
	12	P. Kuamarasan	Zonal President -SR
	13	Jeet Singh	Zonal President – RCF KXH
	14	C.K.Ram	Zonal President -ER
	15	Ba-----	Zonal President -NER
	16	Kishan Swaroop	Zonal President - NCR
	17	V.S.Sawalkar	Zonal Secretary -CR
	18	Ashok Behra	Zonal Secretary -ECoR
	19	Samir Kumar Das	Zonal Secretary -ER
	20	Lalsa Ram	Zonal Secretary - NCR
	21	Chandra Shekhar	Zonal Secretary- NER
	22	T.C.Das	Zonal Secretary - NFR
	23	B.K.Khoiya	Addl. General Secretary -CEC
	24	O.P.Bairwa	Zonal Secretary -WR
	25	Prabhat Paswan	Zonal Secretary -SECR
	26	B.J.Rao	Zonal Secretary - SER
	27	Sardar Singh	Zonal Secretary - DLW
	28	M.Ravindran	Zonal Secretary - SWR
	29	A.Gananasekaran	Zonal Secretary – SR
	30	R.N.Paswan	Zonal Secretary - ECR
	31	Ram Singh	Zonal Addl. Secretary-NWR
	32	K.C.Boro	Zonal Addl. Secretary-NFR
	33	J.P----	Ex.Genl. Secy- AISCSTREA- CR

1. **EDE(Res.)** in his welcome address mentioned that the last Informal meeting was held on 10.10.2017 after a gap of more than 3 ½ years and in order to streamline, it was decided to hold the next meeting on 11th January 2018. The agenda for the Informal Meeting was items which could not be discussed in the previous meeting. EDE(Res.) requested Board (MS) to chair the meeting. Next Informal meeting was proposed for 26.06.2018.

2. **MS** welcomed Association and expressed happiness in interacting with the office bearers of Association. He also congratulated the Association for their success in celebrations of Constitution Day and their Annual General body meeting at Jaipur held on 26th and 27th November 2017 which was attended by AM(S) & EDE(Res.).

2.1 He pointed out that the matter of Reservation is passing through complex litigation in Apex Court and the matter of Nagraj Judgement has been referred to constitution bench. The basic OM dated 13.08.97 regarding Reservation in promotion has been quashed by the Delhi High Court. SLP has been filed and CLA has been requested to appoint Ld. Attorney General. Further DOP&T has not issued any instructions/guidelines as to how to deal with such situation which is creating problems for the Administration.

2.2 Hon'ble Chairman of NCST had held a review meeting with Board and appreciated Railways for the efforts being made for the welfare of SC/ST employess. He also mentioned that the Reservation directorate is committed to attending grievances w.r.t service matters of SC/ST employees.

3. Shri Bairwa, National President expressed his gratitude for convening the meeting at the very beginning of the year and for the positive approach in proposing the date of next Informal Meeting.

He stated that AISC/STREA was formed in 1959 and has been recognized as welfare Association by Ministry of Railways. During the Constitution day celebrations, it was discussed that strict compliance of Government rules on reservation for SC/ST should be made. As regards facilities, he pointed out that the same should be provided proportionately as with Trade Unions viz. Card passes, office Accommodation etc. Further, some of the facilities mentioned as under are not being provided;

- (i) Zonal/divisional level facilities under PREM scheme
- (ii) Participation in welfare committees, workshop, Hospital visiting committee, canteen, pin pointing committee etc.
- (iii) Participation in POM/DOM so that one could be aware of Railway issues.
- (iv) No secretarial staff even at Apex level has been provided and the honorarium being given is less.
- (v) Court case- There is no promotion either through seniority or Roster. SLP has already been filed and referred to 5 Judge Bench. A Sr. level advocate may be appointed by the Railways. Promotions should be continued.

- (vi) Inter Railway transfer: Railway Board's uniform policy on own/mutual transfer should be adopted. N.W.Railway has issued their own instructions on transfer policy. It is therefore requested to interfere in the matter.

He thanked and expressed his gratitude for coordination by the Administration and suggesting the date for the next informal meeting on 26.06.2018 or in the month of June as convenient to Board (MS).

Discussion on Agenda items

<u>Agenda Item No.</u>	<u>Discussion on Agenda Item</u>	<u>Action to be taken by</u>
<p>1. Grant of Full Recognition and allowing minimum 2 PNM meetings</p>	<p>Facilities proportionately and participation in all the fields at par with FROA, IRPOF, RPF Association & trade Union. Informal meetings are conducted, but formal minutes are not circulated for compliance instead, Record note of Discussion is issued to the Association. The purpose of discussion is defeated because compliance by the concerned on the issues discussed are not adhered to. But if the same are discussed in PNM, twice a year, then the same would be complied by the concerned Railways.</p> <p>AM(S) has clarified that Trade Unions are separate entities. At Zonal or Divisional level, recognition is given to Trade Unions only under Trade Union Act and elections are conducted through secret ballot Associations are registered under Societies Act with Registrar of Societies.</p> <p>SC/ST association is included in PREM group and all facilities are being extended to Association also. Item is therefore considered as complied with.</p>	<p><u>EDE/IR</u></p>
<p>2. Monthly Informal Meetings & Card Pass Facility at Branch Level</p>	<p>National President/AISCSTREA requested for monthly Informal meetings and if not possible at least quarterly meetings so that more issues could be resolved with a regular and frequent interaction with the Administration.</p> <p>Shri Bairwa has stated that Minutes are not circulated due to which issues discussed</p>	<p><u>EDE(RES) & EDE/IR</u></p>

	<p>are not complied with. If monthly meetings are not possible, it should be at least quarterly. Two meetings in a year are not sufficient.</p> <p>ED(IR) clarified that in terms of Board's order of 2008 special need based informal meetings can be conducted at GM /CPO level.</p> <p>Association submitted that need based meetings are generally not convened therefore if it is specifically laid down then it would be fruitful.</p> <p>EDE(Res.) expressed his observations that mostly Informal Meetings are not conducted on Zonal Railway. It was agreed to reiterate 2008 orders to ensure that the Informal Meetings are conducted on zone and divisional level.</p> <p>Shri Bairwa requested for Card facility at Branch level to President & Secretary within the jurisdiction of the Branch. It was decided to examine depending on the criteria.</p>	
3. SCL for Central AGM and Quarterly meeting	<p>AM(S) stated that there is no such provision even to Trade Union members. Association was however of the view that such provision exists for Trade Union.</p> <p>This will be looked into.</p>	<u>EDE/IR</u>
4. Transfer of Office Bearers	<p>Association requested to follow the procedure as for Trade Union office bearers.</p> <p>There is no objection in transfer but sufficient time is required for alternate arrangement.</p> <p>EDE (Res.) clarified that as per existing provisions transfers should not be done but if so warranted, nominated L.O is to be consulted about the circumstances of that transfer by the Administrative Officer.</p>	<u>EDE/RES</u>

AM(S) also clarified that most of the transfers are generally periodical transfers. Further there is no blanket provision even for Trade Unions.

Association pointed out that L.O's are not being consulted but only copies of transfers are being given and when the candidate approach Court or National commission for SC/ST, then approval of Liaison Officers are being taken, which appears to be not in order.

EDE(Res.) requested to furnish data of 2 years so that same will be helpful in examining.

Shri Bairwa mentioned that there is a policy to inform Liaison Officer but not to consult. Requested to put a clause in the instructions that Association should be consulted.

EDE(Res.) stated that where there is violation of instructions, it was requested to bring to the notice of Board.

Shri Bairwa stated that they will furnish such cases. The instructions are regarding consultation with L.O but not with Association. This provision is not fruitful. AM(S) explained that as per transfer policy letter, the transfer of the office bearer of SC/ST in the same grade may not be done in ordinary situation. However where such transfer is essential, the controlling officer may satisfy himself that the same is warranted appropriately and in such cases L.O may be apprised of the circumstances which will enable to explain the circumstances to Association. DG (Pers.) asked the Association to approach GM of the concerned Railways. He advised to bring to the notice of Board such cases where cases were brought to the notice of GM and no action taken at GM's level.

<p>5. Acknowledgement on representations of Association</p>	<p>National President has stated that Reply or acknowledgement on representations of Association is not being given. If the same are given, then it would be easy to chase. In the last informal meeting it was decided that representations received from President/General Secretary at Apex/zonal/Division level should be acknowledged.</p> <p>EDE(Res.) clarified that instructions already exist for acknowledgments.</p>	<p><u>EDE(RES)</u></p>
<p>6. Participation in PREM Group</p>	<p>National President requested to include the Association in POM/DOM also as FROA and IRPOF have been included.</p> <p>Shri Bairwa requested for following provisions:</p> <p>(i) Exemption from Electricity bill & Licence fee</p> <p>(ii) Provision of Telephone to President & General secretary of Division & Branch level</p> <p>(iii) Accommodation at Apex level</p> <p>(iv) Residential accommodation to President & Secretary of Apex level & Zonal level at par with Trade Union. In this regard NW Railway's letter regarding provision of residential accommodation to Trade union was shown to Board(MS), AM(S) has however clarified that there is no authority for NWR's letter. However, the case will be examined.</p>	<p><u>EDE(RES) & EDE/IR</u></p>
<p>7. Transfer policy</p>	<p>As per Government's policy, SC/ST employees should be posted near home town and should not be harassed by frequently transferring in same grade but the same is not being followed on Zonal & Divisional level, and instead local policy viz. name noting policy is being adopted in which in same station if there is a vacancy in the same grade and the SC/ST employee is due for promotion, he is</p>	<p><u>EDE(N)</u></p>

	<p>posted outside the home town and the post is filled by bringing other employee from outside. This issue has been brought to the notice of GM's at various zonal levels who in turn has informed that they will follow name noting policy.</p> <p>Association has raised the issue on Board's policy on positing at same station which is a parliamentary decision.</p> <p>AM(S) – Name noting is a local policy for convenience of all employees to streamline transfers.</p> <p>Shri Bairwa- NWR is following its own policy. While taking a candidate, roster is being considered whereas while relieving roster point is not being considered and mutual transfer is also not being followed.</p>	
8. List of Facilities	<p>Shri Bairwa informed that EDE(Res.) has furnished a list of facilities provided to AISC/STREA to NWR in 2015, but in that list, facilities already provided have not been indicated due to which Zonal Railways are of the view that facilities which were so far given, have been withdrawn .</p> <p>AM(S) assured that item will be examined.</p>	<u>EDE(RES)</u>
9. Safai Karamcharis	<p>Shri Bairwa requested to look into the grievances of Safai Karamcharis.</p>	<u>EDE/IR</u>
10. Other issues	<p>After the discussion on the agenda items Shri Bairwa has put forth some more issues related to :</p> <p>10.1 Recruitment of Gp. Ç' in Ministerial staff cadre i.e to fill vacancies/backlog vacancies of SC/ST either through compassionate appointment or through alternate appointment or through special recruitment drive for filling the posts of SC/ST.</p> <p>10.2 Posts are also lying vacant in OS-II</p>	<u>EDE(N)</u>

	<p>under 20% LDCE quota: It is therefore requested to fill these vacancies through direct recruitment quota.</p> <p>10.3 For MACP or for promotion, the criterion in APAR is 'Very Good'. It is requested to consider 'Good' for SC/ST employees. In written exams also there is a relaxation of 10%.</p> <p>Board (MS) has clarified that Compassionate appointments and filling of posts are under GM's powers.</p>	
11. Other items	<p>(i) It has been brought to the notice of Board that Northern railway is facing difficulty in arranging Rest House when all Office bearers from all Zonal Railways comes to Delhi for attending the Informal meeting being held at Board's office. Therefore request Board to arrange for ORH.</p> <p>(ii) To grant Superintendent allowance in Production Units.</p> <p>(i) Metro railway being one of the Zonal railways, Card pass facility may be extended to Metro Railway office bearers also.</p> <p>(ii) To fill the feeder cadre.</p>	<u>DIR(GA)</u>

Vote of Thanks - JDE(Res.) thanked MS, DG(Pers.), AM(Staff), National President, General Secretary & Office Bearers of AISC/STREA and all Officers and Staff of Administration and Reservation Dte.
