

*NJCA*  
*National Joint Council of Action*

4, State Entry Road, New Delhi – 110055

No.NJC/2015/7<sup>th</sup> CPC

December 10, 2015

To

Shri. Pradip Kumar Sinha  
Cabinet Secretary  
Government of India  
Rashtrapati Bhawan Annexe  
New Delhi-110001

Sir,

Subject:- 7<sup>th</sup> CPC recommendations and Charter of Demands – Reg.

We send herewith our suggestions and demands on the recommendation made by the 7<sup>th</sup> CPC. As indicated when the undersigned met you on 20<sup>th</sup> November 2015 the central government employees are extremely agitated over the totally retrograde recommendations of the Commission.

The meagre increase of 14% recommended by the 7<sup>th</sup> CPC is the lowest ever any pay Commission has made. It was the similar recommendation, we would request you to recall, made by the 2<sup>nd</sup> CPC that triggered a confrontation of an unprecedented nature, leading to a strike action which lasted for five days in the year 1960. In the background of the fact that the 5<sup>th</sup> and 6<sup>th</sup> CPC recommendations had resulted in the wage rise of 31% and 54% respectively, the anger, anguish and frustration of the employees are the natural outcome. Unless the minimum wage is re-determined with all consequential benefits, the discontent will not be capable of being addressed effectively.

It is, therefore, necessary that a meeting of the members of the Standing Committee of JCM NC is convened under your chairmanship immediately to discuss the issues we have incorporated in the enclosed charter. Settlement through bilateral negotiation has become the urgent need and requirement.

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I have been directed by the meeting of the NJCA held on 8<sup>th</sup> December 2015 to convey to you the disappointment and resentment of the employees over the recommendations of the 7<sup>th</sup> CPC. We expect a bilateral negotiated settlement of the issues without delay from the Government. We request you that a mutually agreeable settlement on the issues are brought about latest by the first week of February 2016. I have been asked by the meeting to inform you that the entire Central Govt Employees under the auspices of National JCA will be constrained to go indefinite strike in the first week of March 2016 if the desired settlement through bilateral discussions is not brought about by the first week of February 2016. To facilitate an early resolution of the issues, we expect the government to set up a Committee of Group of Ministers to negotiate with the NJCA immediately.

We earnestly hope that the Government will effectively intervene and bring about a satisfactory settlement much before the first week of February 2016 and avoid an otherwise inevitable confrontation.

Thanking you,

Yours faithfully,

(Shiva Gopal Mishra)  
Convener