



ALL INDIA LOCO RUNNING STAFF ASSOCIATION

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Date:30/11/2022.....

Central Circular – Golden Jubilee BGM -3

To
All Central Office Bearers & Zonal Secretaries of AILRSA.

Dear Comrades,

Sub.: Proceedings of 23rd BGM

Golden Jubilee Celebrations and 23rd BGM of our Association was held at Y. Sundarmurthy Nagar (Basava Punnaiah Vignana Kendram) Vijayawada, on 28th to 30th November 2022. The colour full rally and Public meeting at Zimkhana ground, where the unity conference was held, had displayed the strength and discipline of our Association.

Golden Jubilee Celebration and inaugural session of BGM

This session was started with hoisting of National flag by veteran Trade Unionist and one of our well-wisher and whole time Associate Com. Basudev Acharya Ex. M. P. and AILRSA flag by our beloved Central President.

Then all leaders and delegates paid tribute to the Martyrs of the workers' movement and struggles against exploitation of masses, amid the revolutionary song sung by Praja Natya Mandali artists.

Com. S Gurumurthy, General Secretary of the Reception Committee invited the guests and leaders to the dais, named after Com. N. Sarkar, our Ex. Working president, delegates to the hall and the family members to the annexed auditorium where a big LED screen was erected for live display of the proceedings in the main hall. Com. Lakshman Rao, MLC- AP, the Chairman of the Reception Committee welcomed the guests and delegates. COM T.Hanumaiah, our Central Vice President & Convener of the Reception Committee presided. Com. Tapan Sen Ex. MP & General Secretary of CITU, the ever fighting wing of the Indian trade union front, delivered the inaugural speech and appealed the house to take the lead in organizing the entire Railwaymen against the anti-people privatisation policy. Com. MN Prasad, our respectful Secretary General delivered the key note address. Beloved Com. Basudev Acharya Ex. MP, our strong and

dedicated fighter for reduction of duty hours of running staff, outside AILRSA, portrayed the sufferings of the poor and downtrodden in India, pointing out the tragedies met by the fleeing labourers during covid -19 lockdown.

Com. C. Sreekumar General Secretary, AIDF, explained the attack unleashed on the defence industry, its employees and the undemocratic withdrawal of trade union rights and penal clauses enforced through ordinance, to suppress strike as part of the privatisation policy. Com. Nirmal Mukherjee Ex general secretary, CLW and whole time supporter of AILRSA, Com. Harilal, General Secretary of DREU, Com. Gireesh, representative from Kamkar Ekta Committee etc. Praised and felicitated AILRSA.

The second session of the inaugural session was honouring of 4 veteran living leaders who were the members of the organizing Committee of Unity Conference or elected office bearer in 1970 conference viz, Com. T. Hanumaiah, Com. K. Subramanian. Com. G Bhusha Rao and Com. S. V. Rao.

Due to ill health, Com K. Subramanian & Com. Bhusha Rao could not receive the honour on dais. Com. T. Hanumaiah explained the course of actions leading to the historical unity Conference of 1970 and the glorious struggle of 1973 by locomen. The house also honoured Com. Basudev Acharya, Com. Nirmal Mukherjee, Com. C. Sreekumar, Com. Harilal & Com P. K. Ghosh.

Mass Rally started at 4.00.PM from parcel office near Railway station. Over 1500 delegates and family members took part in rally and hundreds from mass organisations in and around Vijayawada. Percussion artists made the rally attractive and the three tableaux and placards made the rally meaning full. Praja Natya Mandali artists played well to enthuse the audience.

Com. Tapan Sen, Com. Basudev Acharya, Com. C. Sreekumar, Com. Harilal, Ch. Sankar Rao, General secretary SCRMU/AIRF, Sri. Sooryaprakasam, General Secretary SRES/NFIR, COM. G. S. S. Prakash, Deputy Secretary General, AISMA, Com. Kameswar. Rao, AIGC, Com. V. Umamaheswar, CITU- AP, Com. R. Ajayakumar, BEFI etc. addressed the thousands assembled there. Com. T. Hanumaiah presided the public meeting.

Delegate session was started by the welcome song sung by praja natya mandali artists. Session was presided by the presidium consisting of Central President, Working president and senior most Vice President. Com. Basudev Aharya delivered the inaugural speech. Booklet containing, Presidential address, Working report, financial report etc. were supplied to all delegates in both English and Hindi. Important Resolutions were read out by Joint Secretary General.

After lunch, meeting resumed for discussion in which 14 delegates spoke on the reports and resolutions in the afternoon session and meeting adjourned for the day at 18.30 hours, leaving the dais for the artists

Subject committee consisting of Com. T. Hanumaiah as convenor and General Secretary & presidents of all zones, and 4 member resolutions committee sat together to finalise the resolutions. After that members of sub committee for resolutions left the meeting place. Subject committee unanimously formulated a panel of office bearers by late midnight for placing before the delegates.

Second day of delegate session was addressed by 17 delegates.

In the afternoon session Com. Secretary General and Treasurer replied for the discussions. Both working report and finance report were accepted by the house with applause. Then joint Secretary General placed the resolutions finalised by the subject committee. There was a demand for explaining the resolutions in Hindi too. House decided to translate the resolutions in Hindi and circulate it within two weeks. 11 Resolutions and three separate letters against new order for

reduction of running staff strength , proposal for abolition of LP/Shg. posts and the office memorandum restricting creation of new posts, were also accepted unanimously.

Presidium asked Com. T. Hanumaiah, convenor of the subject committee to place the proposals for Central office bearers drafted by the subject committee before the house. The proposal was accepted by the house unanimously with great applause. Com N. B Dutta invited all the central office bearers to dais and entrusted the new committee to continue the meeting. New Secretary General and President delivered small speeches accepting the new responsibilities.

Com. Ramakrishna, Treasurer Reception Committee thanked one and all for their hard work and co-operation for the success full conduct of the jubilee and 23rd BGM.

The hard work of the trio- Com. Gurumurthy, Com. G V Lu, Com Ramakrishna made the BGM a memorable one. Volunteers from SR and ECoR contributed much in decorating the hall as well as the route of the rally. Without the support given by the mass organisations specially CITU, BZA, the programme could not have taken place. Financial and man power assistance offered by neighbouring zones, especially SR, was a great boost for the reception committee. Artists of Praja Natya Mandali and Com. Radhakrishnan M R of SR, require special mention for their cultural tribute.

Comradely yours



JAMES K C
SECRETARY GENERAL

Ernakulam,
30-Nov-2022.

Annexures

- 1) List of Office Bearers.
- 2) Resolutions
- 3) Organisational Resolutions

ANNEXURE 1

CENTRAL OFFICE BEARERS ELECTED IN 23rd BGM HELD AT BZA ON 28-30 NOVEMBER 2022.

PORTFOLIO	NAME	RAILWAYS	PHONE NUMBER
PRESIDENT	M.N.PRASAD	ECoR	8016325757
WKG PRESIDENT	L.MONY	SR	9446207312
Vice Presidents (10)	T.Hanumaiah	SCR	9440449933
	MM Roly	SR	9995352084,9446925084
	Ramsharan	NR	9717654544
	RS Singh	NFR	9365680552
	Ranjeet Kumar	ECR	9771462377,7991100473
	Prakash Parmar	WR	9752495060
	R.C.Choudhary	NWR	9001033094

	Jaga Narayan Sah	NER	9771443326
	R.R.Bhagat	ER	9002578956
	HS Bhadauria	SECR	9752441588
SECRETARY GENERAL	K.C.JAMES	SR	9495341516, 9746740039
Joint Secretary Generals(3)	MP Deo	CR	7588741485
	Zafrul Hasan	WR	9752495041
	C.Sunish	SWR	9448417098,9731647115
Assistant Secretary Generals (12)	K Paraskumar	SER	8809792149,7004931575
	K Ravichandran	SR	7708090707
	C.K.Sarkar	ER	9748080523,9831035136
	Gourav Sen	NWR	9588235598
	Ramesh O Meghwal	WR	9079691571,9724041278
	S.K.Goutam	CR	9975215716, 8600048040
	Sanjay Giri	SECR	9777575329
	HL Srivas	NCR	9793022692,9140748344
	DS Rathore	WCR	9828011838,9001015132
	G.Venkateswarlu	SCR	9032887190,9133817017
	DK Sahu	E Co R	8455892586,,9437584788
	DB Deen	ECR	6201737458
Treasurer	MOHAN CHAND PANDEY	NR	9717632376
Asst Treasurer	Tanmoy Roy	ER	8420320003,9007202460
Internal Auditor	Manoj Kumar Roy	ER	9432312723,9432919029
Permanent Invitee-4	K.A.S.Mani	SR	9446053415
	N.B.Dutta	SER	9830280269
	Goutam Das Gupta	Metro	9433203738,7980798149
	N.K.Bhattacharjee	Metro	9748605268

PORTFOLIO	NAME	RAILWAYS	PHONE NUMBER
Central Organising Secretaries (16)	Vishwanath Gupta	NR	9760539157, 8439194057
	Sumankumar	NER	7882248851, 8210340617
	SS Thakur	NFR	7588741485
	Ajith Singh	NCR	9794867530
	Radhesyam Yadav	NWR	9007093177
	Raghunath Seil	ER	8777830056
	BVSiva Varma Raju	ECOR	9652823096
	Jhunnu Kumar	ECR	8292625262
	Mukesh Yadav	WR	8866206649
	V Balachandran	SR	9942902547,7708090625
	Goutham Goswami	SER	9547983667
	CH Govinda Rao	SWR	9731646051
	Rajanish Kumar	SECR	9752442835
	Ravikant Kumar	SCR	9561012216
	RP Gedam	CR	9420523518
	MP Choudhary	WCR	7974624068,9752417252

----- CWC Members (24)	Rajesh Kumar	NR	9794834342
	Arvind Kumar	NR	9760538863
	K.P.Yadav	NER	9794832932, 9452302717
	Prabhat Mourya	NER	9794831731
	CK Joshi	NFR	77398625855,6392294736
	Nayeen Khan	NCR	7985240415,7398865857
	Pintu lal Meena	NCR	8878831216
	Hemanth sen	NWR	9694154678
	JP Mirdha	NWR	9001033169
	RK Singh	ER	9771422554
	Anjan Kumar Sahoo	ECOR	8455888649, 9437583115
	Mohammed F Alam	ECOR	8455888602
	RK Verma	ECR	9097334393
	RC Patel	ECR	8436406905
	GP Lakhwal	WR	9752495389
	Mahesh Prajapathy	WR	7737311030
	PN Soman	SR	9446036625
	M Bhattacharya	SER	9002086176
	P. K. Bose	SER	
	R Manjunath	SWR	9986734445, 8105786067
	Jai Sankar Sharma	SECR	8085956757
	V.Venkatesan	SCR	7702773503, 9052945002
	HB Singh	CR	9004442686
	Giriraj Sharma	WCR	9461610961,7442475265

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ANNEXURE 2
(RESOLUTIONS)

Condolence Resolution

23rd BGM of AILRSA pay its respectful homage to the memory of the departed souls of leaders and cadres of AILRSA who passed away during the period since last BGM viz to Com N.SARKAR, long-time Central working president of AILRSA from 1970 up to last BGM, Com. Brahma dev Kumar Ex general secretary, North Eastern Railway and one who signed the agreement arrived after 1973 strike, Com MNP Naidu, Central Office Bearer, Com.D N Pal, Com. Avasthy, Ex Zonal leader of Western Railway, Com. G. G. Rao zonal office bearer of South Central Railway,, Com. Balaramaiah, Zonal Vice president of SCR, Com. Ramakrishnaiah founder member and branch secretary BZA, Com. C.H Narayana Rao, founder member & branch secretary, Rajamundry, Com. C. Hanumantha Rao, divisional office bearer BZA & victimised in 1981 strike. Com. G Vijaya Mohana Rao branch Secretary Donekonda & victimised in 1981, Com. Rajamundry Razool, branch president Guntur, Com. M. R. Sabapathy, Ex Central President, Com. Paul David Sam, Founder President of Sothern Railway Firemen Council and Ex Zonal President South Zone, Com . I Raveendranathan Ex General Secretary South Zone, Com. B. Subbareddy Ex Zonal President South sZone, Com.A.Devadanam, Branch Secretary, Nandyal, Com. Bhadgujar, Ex CWC member and divisional secretary of Mumbai, Com. GUDDA KUMAR KESARI (ALP/Kharagpur) who committed suicide due to the harassment by the railway management Com.. M. KRISHNAN (Former Secretary General. of Confederation of Central Government Employees & workers and a champion of worker's cause. He was a close associate and companion of AILRSA .

We pay homage to **Sri. Pranab Mukherjee** , **Sri. A P J Abdul Kalam** Former Presidents of India **Com. K R Gowri Amma** Renowned trade unionist and former minister of Kerala, **Com. Gurudas Dasgupta** AITUC Gen. Sec. **Com. George Fernandes** 1974 railway strike leader & Former AIRF President **Com. Rakhal Dasgupta** Former AIRF President & trade unionist, **Com. Aijaz Ahmed** Renowned Marxist ideologue, **Com. Nirupem sen** Trade unionist & PB member of CPI(M), **Com. K. Varadarajan** Politician and All India kisan Sabha Gen. Secretary and **Com. Mallu Swarajyam** Telangana struggle leader

Many famous personalities who made significant contributions in their respective fields have passed away during this period and pay homage to Famous singers Smt. Latha Mangeshkar, PanditJasraj and Sri. S. P. Balasubramaniam, Social activists Swamy Agnivesh and Fr. Stan Swamy.

This BGM express its profound grief in the demise of Loco Running staff who succumbed to covid and the other covid victims, railway workers who lost their life while performing official duties, people who died of natural calamities, train accidents, who lost their lives in communal riots, social unrest, state oppressive actions and soldiers who sacrificed their lives in the course of duty to protect our nation, who lost their lives in terrorist attacks etc.

We pay homage to the - Farmers who lost their lives in the struggle against farm laws, farmers who were forced to commit suicide due to debt burden, crores of people who died due to poverty, malnutrition and due to lack of availability of medical care and social support.

1.ON ECONOMIC POLICY OF INDIA

Privatisation of public sector was started in India as part of neo liberal policies along with liberalisation and globalisation (LPG policies in short) in 1991. Those policies were introduced globally to suit the millionaires. 30 years of experience in India prove the same fact from the immense accumulation of wealth by the rich while pushing the middle class to poor and the poor to starvation. Now our country stands at 105th position next to Afghanistan, in terms of poverty, while our rich people became the richest in the world. The middle-class employees find that their real wages are not increasing but decreasing.

1.1 Increasing unemployment

Privatisation, restructuring, monetization, whatever be the name used, lead to drastic reduction in the number of permanent jobs in Government sector and contract labours are engaged in those posts. Abolition of permanent posts in Government sector gave boost in private sector to adopt hire and fire of workers. Large number of permanent posts are being kept vacant, specifically 3 Lakh posts in Railways and more than 10 Lakhs in Government sector. The policies favouring the rich led to the destruction of small scale industries, handicraft industries, small retailers etc. pushing the people those sections, to the labour market. Unemployment in India rose to a level that existed in pre independence era, where the British rulers did not allow to start industries in India, to patronage the industries in England. This worse situation is often the three decade long appeasement of investors and industrialists by curtailing labour rights and lifting all governmental control, to avoid exploitation. Whatever foreign/ domestic investment came did not create job opportunities in India.

1.2 Reducing wages

NPS was introduced in 2004 and that imposed 10% direct salary cut from the authorized pay structure besides denial of statutory pension. Denial of level 6 pay in pay matrix to ALPs and higher levels to LPs, never ending attack on pay element and running allowance, denial of NDA, withdrawal of paper pass, destruction of railway quarters & forcing employees to spend heavily for house rent, denial of modern medical facilities by non-up gradation of Railway Hospitals, unjust deduction of Income Tax from running allowance etc are imposed on us. Private sector implemented the same policy in a more vigorous manner. As a result, the percentage of salary expenditure of Indian industries dropped from 11% to 6% in 25 years of LPG exercise. Thus, the living standard of workers are lowered and their purchasing capacity declined.

1.3 Increasing stress of workers

Privatisation of Public Sector is justified on the protracted profit made by the private firms. So, public sector firms too started aiming profit. This has paved the way for non- filling up of vacancies, recruitment ban, multi skilling, imposition of more and more work load etc. Contractisation of non-core activities like CMS denied the chance of getting light duty for medically decategorised persons and force them to opt VRS. Contractisation of box boys now mounts pressure on us to carry tools by ourselves. Contractisation of maintenance of loco, track and signal indirectly increased our stress level while on duty. In addition,

technological advancement is utilized to impose more and more work load. It affects us in the form of heavier load, increased speed, increased number of signals, multi traction and multiplicity of models of loco and rolling stock, multiplicity and complex signals, long haul trains, crack goods etc. And finally, through public abuse and inhuman penalties for the unavoidable lapses while on duty.

1.4 Monetization is privatization in disguise.

Anti- privatisation campaign led by working class describing it as a crony capitalist idea to amass wealth and the rampant loot of public money by big corporates, created a public opinion against privatisation. To confuse the common people, the same privatisation policy is being pursued in the name of monetisation. The claim that ownership remain with the Govt. is for mere namesake.

1.5 No more social security

Number of people covered under statutory pension scheme are drastically reducing, resulting in lowering the living standard of the very few youths those get a decent job too, as they have to spend heavily on the maintenance of their parents in addition to the unemployed or under employed wards. Agniveer scheme introduced in Défense sector is aimed to torpedo the only existing statutory pension system in India.

1.6 Common people are denied services.

Privatisation in whatever be the form, triggers abandoning of non-profitable services or increase of fares in rural/ under developed areas. Such a course in Railways will lead to increased fare for services or even denial of transport facilities to rural people.

1.7 Unbundling of Railways increase cost of service

Unbundling of Railways into splinters will give rise to numerous commercial transactions between splinter units and every such transaction will be taxed under GST. The food served in major running rooms are levied 5% GST at present. Such a taxation would not have been possible if the old system of Railway cooks & ration system was continued.

In a nutshell the Privatisation, Corporatisation, Monetisation policies are aimed to grab the wages of employees & workers, deny job opportunities to the aspiring youth, to increase the living cost of general public and to favour the rich people to exploit the workers and all other sections of people. Together with Liberalization and globalisation, the new economic policy pushed agriculture, handicraft and small scale industries into a deep crisis.

So, this BGM urges the Government of India to stop the anti-people policies. We, the members of AILRSA pledge to join together all sections of workers and mass organizations to defeat the anti- people economic policies.

2. AGAINST AMENDMENTS OF LABOUR LAWS

44 Labour Laws were replaced and 4 Codes were enacted in Parliament. Most of the amendments in labour laws sought to be made have serious adverse impact on the democratic rights of workers to form trade union and strive for a decent living with dignity. The amendments proposed by the Central government and by

some State governments which are justified in the name of “ease of doing business” are aimed at empowering the employers to retrench / lay off workers or declare closure / shut down at their will and also to resort to large scale contractisation. These are also designed to push more than 70% of the industrial and service establishments in the country out of the purview of all labour laws. This is nothing but letting the hapless poor people for inhuman exploitation by the rich people who possess control over land and capital, without any control of the Governmental machineries like labour department or judiciary. This BGM express its protest against the unjust labour code which will impose inhuman exploitation of the working class and against the interests of toiling masses of our country.

3. ON UNJUST PAY & ALLOWANCES AND THEIR ARBITRARY REDUCTION

3.1 Disproportionate pay scales to the work load of Loco Pilots & Assistant Loco Pilots

This 23rd BGM of AILRSA express its serious resentment on the disproportionate and inadequate pay scales allotted to Loco Running Staff by 7th CPC. As per the Railway establishment rules in force Loco Pilot(goods) and Loco Pilot (Pass) are selection posts and candidates have to qualify the pre-promotional course to appear for selection test. The duty of Loco Pilot (Shg), the feeder category for promotion to Loco Pilot (Goods) is confined to station yard, whereas Loco Pilot (Goods) has to work on main line, hauling heavy, long and faster goods trains and also has to stay away from Head quarter for days together. Loco Pilot (Pass) is the next promotion through a selection process and work in faster trains carrying passengers. Loco Pilot (Mail) has to work all Express, super-fast, Rajadhani and Vandebharath express etc. But all the 4 posts from Loco Pilot (Shg) to Loco Pilot (Mail) are in the same pay scale of Level 6 in pay matrix. Running category is the only category in group ‘C’ without having the apex scale of level 9, though proclaimed as the back bone of Railway safety while fixing the responsibility for all untoward incidents. The vertical relativity between comparable group ‘C’ categories has been shattered now by allowing Level 8 and Level 9 in pay matrix by cadre restructuring to prominent categories, while Loco Pilot (Mail) stands at (a level) 3 stage below. This is unjustifiable while all committees studied about running job had described it tiresome than any other job in railways and the stress levels remain highest of all.

The Assistant Loco Pilots are still in Level 2 with a starting pay of Rs.19900/- just above the lowest paid employee in Railways. The education qualification, the induction training, the knowledge, skill and the highest level of concentration required to perform the duty, the highest medical standard to hold the post etc. not been reflected in their pay. This BGM demand to allot Level 6 scale to Assistant Loco Pilots and distinct higher Level of pay to Loco Pilots to mitigate the injustice of disproportionate wages hither to paid to loco running staff when compared to the work extracted from them.

3.2. Denial of legitimate Running Allowance rates as per RAC 1980 formula.

Prior to 1976, running allowance earned by running staff up to a maximum of 75% of their individual basic pay was reckoned as pay for the purpose of retirement benefits. Most of the running staff were drawing an amount more than their basic pay on account of running allowance. Periodic revision of running allowance had resulted in notable reduction in the running allowance and hence scientific revision of Running allowance became an important demand of 1973 locomen agitation. That gave birth to RAC1980 and RAC80 formula.

It is an agreed fact that the running staff gets their 30% pay and TA through running allowance. After a detailed study the running allowance committee in the year 1980(RAC 80) derived a formula to calculate running allowance rate. It withstood for the past 41 years. After the introduction of 7th CPC scales of pay and

TA rates, the KMA rate has been fixed at Rs525/- per 100 kms, by taking the entry pay of LP(Pass) in level 6 instead of taking the mean pay as given in the formula. A plain reading of provisions clearly gives a definite meaning that 30% pay element (pay embedded in running allowance) is not of the minimum of the basic pay in scale, but the 30% of the actual basic pay drawn by the Running Staff. Therefore, deriving a rate of kilometrage allowance basing on minimum of the basic pay of the scale, for all the Running Staff, who are drawing different basic pay from Rs.35400 to Rs.1,12,400 in the level 6 Pay Matrix, is totally wrong and against provisions contained in IREM. It is a great discrimination towards all running staff. This BGM demands to revise the KMA as per RAC 1980 Formula, by taking the mean pay of LPP or in the alternative fix the rate according to the actual basic pay of individual employee, as been done for NDA rates.

3.3 Denial of pension through NPS.

New pension scheme introduced through an executive order for Central Govt. Employees appointed after 01/01/2004 and on a later date for state Govt employees, was an attack on statutory pension. With regard to Running Staff, NPS deny the 55% pensionary benefit too.

NPS do not guarantee social security to an employee after his retirement. The meagre amount of pension fixed to those got retired under NPS prove it crystal clear. Apex court has held that, gratuity and pension are not a bounty but the hard-earned benefits by dint of an employee's long, continuous, faithful and unblemished service and are in the nature of property (that can't be deprived). As NPS proved to be a deception. This BGM demands to extend old pension scheme under the CCS (Pension) Rule 1972/ Railway servant (Pension) rule 1993 to all staff who were covered under the New Pension Scheme.

3.4 Denial of pay element is nothing but arbitrary reduction of pay.

IREM 903 reads as follows: -

903. Pay element in running allowance: - 30% of the basic pay of the running staff will be treated to be in the nature of pay representing the pay element in running allowance. This pay element would fall under clause(iii) of Rule 1303 - FR- 9.21 (a), i.e. Emoluments which are specially classed as pay by the President. IREM 924 & 927 further explain the occasions where the weightage of pay element is given, which include leave and cancellation of trains. But in many divisions this 30% is denied and being denied in many instances listed below and thereby arbitrarily imposing a pay cut at the tune of 30%.

- a) During cancellation of trains due to covid by denying NRDA.
- b) While absorbing on a stationary post on redeployment or request by not allowing 30% enhanced fixation.
- c) Denial of AMA for Maternity leave, Paternity leave, Child Care Leave, leave encashment while in service.
- d) Denying 30% weightage in basic pay for medical facilities at earmarked referral hospitals as recently ordered by Railway Board against IREM.
- e) Denial of 55% benefit for retirement after medical categorization for those opt for alternate job after medical de-categorisation.
- f) Denial of parity in pension to pre 2016 running staff retirees too is an attack on pay element and there by an arbitrary reduction in pension.
- g) Denial of stepping up of pay of CLIs on par with juniors in every pay revision is also denial of proper weightage to the rightful pay element in the revised pay structure.
- h) Denial of corresponding pay in the post CPC scales of pay and pay element there to, while calculating the last drawn pay while opting pension under 17/ii of Railway pension rules is an unlawful reduction in pension.

3.5 Withdrawal of the status of travelling authority to E-Pass (privilege passes issued digitally) is designed to make the employees pay for their travel, is an innovative way to recover back the wages paid by the railways.

3.6 Denial of modern facilities at Railway hospitals force railway men to seek expensive treatment at his expense.

3.7. Improper / no maintenance of Railway quarters forced railway men out of railway colony and to seek expensive private family accommodation. HRA is being denied in many places citing the reason that railway accommodation is vacant.

3.8. low ceiling limit of 2.5 Lakhs for exemption of Income Tax is another way to impose salary cut indirectly. A very few employees in the Group 'C' apex scale were in the tax net of 5% in 1980s. Now they pay 30% of their income as income tax and all the employees including the lowest paid are within the tax net, in other words 5% to 30% salary is reduced.

3.9. Non identification of slow moving trains and non-granting of pilot mileage (120 kilometers+bonus).

3.10. Refusal to enhance the limit of Rs. 10,000/- pm, to Rs 31,000/-for exemption of running allowance from income tax.

3.11. When Asst. Loco Pilots in level 2, are utilized as Train Manager in level 5, and paid with the pay of ALP, it is 75% pay cut.

3.12. Denial of NDA for the pay beyond Rs. 43600/- is pay cut in the tune of Rs 5000/- and more per month.

3.13 GDR check and certification of stabled line brings added stress of certifying the train fit without having proper training.

3.14 By notifying equivalent non running staff pay scales to running staff pay scales after 7th CPC, medically de-categorised running staff in stationary post suffer a pay/pension cut due to stagnation.

In nutshell every running staff is subjected to huge reduction in salary fixed by pay commission despite the vigorous resistance efforts by AILRSA. This BGM urge the railway administration to take necessary steps to stop the unlawful wage cut imposed against the rules and call upon entire rank and file to unitedly resist such highhandedness then and there.

4. ON UN BEARABLE WORK LOAD & INHUMAN ENFORCEMENT OF ADDITIONAL WORK LOAD ON LOCO RUNNING STAFF

Imposing of heavy work load on workers against the national and international norms is subjecting the workers for bonded labour and inhuman exploitation. Workload of running staff is being increased day by day and so the exploitation.

4.1 Stop Crew beat extension:

Quoting the reason of increase in average speed of goods trains during Covid-19, many divisional administrations have issued instructions to extend crew beat resorting bypassing of HQ even. Extending the crew beat based on this temporary marginal increase of average speed is nothing but extension of duty hours.

4.2 Imposing unbearable responsibilities in the name of Learning Road:

Asking the loco running staff to draw the yard layout and explain SWR provisions of entire stations after completion of spare travel for mere three trips as LRS, is nothing but shifting the responsibility of all wrong train movements and yard accidents on loco running staff which is beyond human endurance.

4.3 Super Intensive nature of job and unlimited duty hours of loco running staff.

Intensive classification of loco running was demanded by workmen before Rajadhyaksha commission in 1948. Rajadhysksha found that loco running job is one that bring fatigue much earlier than any other job and thus running job was recognised as tedious one. But the Railway management managed to prevent the Commission from recommending the 8 hours duty on par with others, citing adequacy of infrastructure and still bank up on it even at present. That gave the freedom to Railway administration to impose unlimited working hours on running staff. The demand for job evaluation was never conceded by administration and do not permit the labor department to do the same by denying permission to enter locomotive. And plead before court of law that reclassification to intensive ordered by Ministry of labour as invalid citing that the job evaluation was not done on a running train which was prohibited by themselves by denying permission and continue to impose unlimited duty on them. On the other side the work load is being increased day by day through various means.

4.4 Effect of modernization on work load

i) Modernisation in locomotives brought heavy steam engines that made the firemen to fire more than 18 tonnes of coal in a single duty and that lead to fireman struggles. The stress on steam drivers were comparatively less than firemen in steam traction. Dieselization and electrification resulted in the tremendous increase in hauling capacity & speed of the trains and practically wiped out the enroute detentions available in steam traction, for watering and fire cleaning. Steam locomotives were purely mechanical engines without any complexity, which made illiterate people operate them safe, while the present fleet of locomotives can only be handled by technically qualified persons. High Level Safety Review Committee recommended to increase the educational qualification of ALPs at least to diploma in engineering. Railway is now appoint mostly engineering graduates and post graduates as ALPs, to meet the demand (but maintain minimum qualification as ITI only to deprive the just pay scales). Number of gauges, meters and sensors are countless in loco, which are to be surveyed by both LP and ALP frequently. Hundreds of loco parameters including those are not visible or sensed by the crew, are being recorded in milliseconds to and cameras are installed inside cabin to fix the responsibility of accidents.

ii) Conversion of Single lines to double, double lines to quadruple / automatic/ twin single line, Quadruple lines to 5/6 line section with automatic signals, increase of number of lines in yards etc. resulted in increase of number of signals many fold. The interlocking, combination and sequence of operation of signals became complex and made them vulnerable. Hence cases of missing and misunderstanding Number of lines in yards are increased. These changes increased the number of signals many fold and their interlocking, combination and sequence of operation complex. Hence misreading, missing of signals and misguiding cases are increased manifold.

iii) Increase of speed resulted in too many permanent speed restrictions at curves and cuttings, resulting in difficulty in identifying temporary speed restrictions.

iv) Increase of brake power reduced the braking distance and there by reaction time became minimal in turn stress levels are increased.

4.5. Withdrawal Co- LP in super fast trains increase the work load on LP.

The cumulative effect of all those above the loco pilots are virtually in a position that no other thought or idea other than signal, speed, loco parameters track etc can enter in his mind. This fact is evidently proved by the SPAD analysis that most of the SPAD incidents happen as an after effect of an unusual occurrence. SPAD incidents shows an increasing trend with suburban services, passenger/ express trains and high speed goods trains while showing an overall trend of decrease. This speaks volumes about the unbearable stress to which loco running staff are subjected to, till the last day, last trip and last and final stop of his train, he last work before retirement.

5.ON VIOLATION OF SAFETY RULES

5.1 Safety department in railways has shrunked to mere an agency to conduct departmental enquiries into accidents. Recommendations of CRS &CCRS made in accident enquiries are totally neglected by railway administration.

5.2 Divisional & zonal officers are issuing numerous instructions and Joint procedure orders to nullify the restrictions in general and subsidiary rules.

5.3 Technical advancement in signal, track or rolling stock are adopted in railways without proper field study and least bothered about the feed back from the workers eg: introduction of ICMS Caution order without proper field study is mounting pressure on the crew.

5.4 Rules which are framed to tide over emergent situation are being adopted as a general provision. The best example in running of trains without Gurard &BV or both are now being resorted as rule of normal working.

5.5 Control organisations are set free to issue orders permitting any violations of safety rules. General rules and subsidiary rules doesn't permit a train to leave/run through a station without tail lamp/LV board. Traffic controlling officers are compelling the staff to work without tail lamp issuing control messages- a gross violation of GR & SR.

5.6 Any sort of safety violations is compromised in the name of innovative experiments. Tiger rakes, python trains and Super Vasuki trains are running bypassing all provisions of block working, ensuring of complete arrival, stopping the train clear of fouling mark etc.

5.7 Period of induction training is being reduced while syllabus of training programme grew a thousand times, Training for Apprentice fireman who had to work one or two models of a steam locos- a pure mechanical machine was two years. Training period of Apprentice AC Asst. driver was one year while the fleet of electric locomotives in Indian railways consisted a single model. That of App Diesel Asst was one year in 1980s while diesel fleet was also consisted only two models. Training period for ALP has been cut short to barest minimum where they have to work in both traction with countless models.

5.8 A meagre rest of 16 hrs has been allowed in between two tours of duty that may extend up to 4 days and involving continuous night duties. They are subjected denial of periodical rests up to 10 days. No need to explain that they are deprived of family and social life. Such being the precarious situation, serving call at 14th hours disturbing their sleep is inhuman and detrimental to safety. This aspect is being observed by Railway aboard and issued order No.E(LL)/2009/HER1 dated 17-07-2018 which said that serving call book within rest period is against the interest of safety in train operations. But the said order was kept in pending citing reason that it could not be implemented due to the paucity of running staff. Even after the lapse of 4 years the practice of serving call book at 14 hrs is continuing making the life of running staff miserable.

5.9 Asking the ALPs to keep hand on RS valve always after passing signal at caution is unscientific. In many locos RS valve is placed either beneath of the desk or behind ALP seats. While doing so ALP has to compromise his vision on signals and lead to wrong judgement which will invite accidents. The judgement of braking distance of experienced LP and inexperienced ALP differs and that results in advance emergency brake application which may lead to abrupt stoppage of train.

5.10 In spite of clear instructions for unified SR on the Learning Road to be given to loco pilots, railway like Central Railway still maintain 6 months currency of LR in subsidiary rules.

6. ON ATTACK ON THE STATUS AND DIGNITY OF RUNNING STAFF

The status and dignity of loco running cadre is deteriorating day by day due to the indifferent attitude of Railway administration.

6.1 The pay scale of the highest post in loco running cadre i.e. LP(Mail) was deliberately placed one stage below the Group C apex scale in successive pay revisions while all other categories did have their highest scale two or three stages below group C apex scale were granted apex scale. The number of posts in apex scale were a handful in all categories earlier. Later the posts in apex scale were increased to 40 -50% in all prominent categories. Further the responsibilities attached to the erstwhile 840-1200 scale was reduced considerably due to the creation of numerous group B posts and group A posts.

6.2 Restructuring of the level 7 posts to level 8 & 9, ordered recently shattered the vertical relativity as now the group C apex scale is 3 stage above that of LP(Mail).

6.3 Least priority is shown to adopt an operator friendly cab design. Non availability of toilet inside the locomotive make every locomen uncivilized creatures who respond to their urgent nature calls public and every loco woman curse their ill fate while on duty.

6.4 Lady loco running staff are treated like bonded labours by refusing leave when climbing locomotive and running duty are not advised due to pregnancy and they are being mercilessly taken up under DAR. Lactating mothers are being harassed severely and brutally by denying CCL.

6.5 They are asked to carry a number of bags and luggage in such a way that they may be mistaken by public as a coolie in a different uniform.

6.6 Recently in some division LPs are compelled to carry the FSD especially those who are working in the MEMU rake citing the reason that it will ensure additional safety in train operation. Unfortunately, FSD

provided in some crew booking offices were not calibrated properly and it indicates signal incorrectly, this creates confusion in the mind of loco pilots and misleads the loco pilots. Because the MEMU rakes are single man working without ALP, there is no other person to ensure the correctness of the FSD. Moreover, loco pilots are carrying personal equipments like water bottle, torch, flag, food, and clothes to stay at outstation for about 48 hours even in the coaching crew links. This BGM requires the administration to keep FSD duly calibrated and it should be made available in the cab of all locos.

6.7 Denial of meals break force the running staff to feel guilty feeding themselves on duty.

7.AGAINST THE MOVE TO ABOLISH THE POST OF LP(SHG) Gr.1

Railway Board order dated 10/11/2022 issued by Dy.Director/Estt.(N), is against the general principles of fixing pay and also against the principles of scientific management. Successive pay commissions have drawn a principle of parallel and vertical comparison for fixation of pay and decide certain up gradation whenever found necessary. The said order means to say that in order to make LP(Goods) post lucrative, the best way is to make the feeder post of LP(Shg) Gr:1 a damn hell.

Senior scale in running cadre was brought by 1993 cadre restructuring where 20% posts of all cadres were upgraded to the scale of next higher post in cadre as part a policy adopted to avoid stagnation. Percentage upgradation was further increased through cadre restructuring orders in 2003 and 2010 too.

Everyone join any service, whatever be his job, will desire to reach the highest post as early as possible. It is so in loco running cadre too, few employees declining promotion is quite natural due to familial or medical reasons. In almost all cadres the nature of job remains the same from bottom to top but become more and more supervisory in nature. It is a unique phenomenon in running cadre that the nature of duty of LP(Shg) and ex-cadre posts of CRC/PRC/TLC are having an entirely different nature from other posts. As a result, percentage of cases of declining promotion may be a little more to changeover from those posts, as some of them realise that their health problems subside with the rostered nature of duty.

The order intended to force them to a harmful work is nothing but symptoms of the bonded labour within railways that push the workers to chronic diseases and early demise.

It may be noted that general condition of two years of residency period in immediate lower post for promotion to the post of LP(Goods) had been relaxed and ALPs were given promotion to LP(Goods) by-passing LP(Shg) much before the introduction of Senior scales in 1993.

This bye-pass was resorted because the number of posts in LP(Shg) cadre is very few and form a bottle neck there.

Had the administration admitted that the workload of LP (goods) is enormously higher than the feeder category of LP(Shg) Gr:1 it will be just from the part of the administration to allot a proportionately higher pay scale than that of LP(Shg) through cadre restructuring immediately.

8. PROVIDE SECOND CHANCE FOR PSYCHO TEST FOR SPAD VICTIMS.

As per Railway Board letter no 20108/safety(DM)20/01 dated 20/08/2019 the running staff who involved in SPAD will be given only one attempt for psychological test. Which agitates against the spirit of the original

order of 2017(A&R)/18/11 dated 08/01/2018. The original order forbids only the reinstatement of loco running staff involved in second instance of SPAD.

In case of running staff involved in SPAD as specified item no:3 of Railway Board letter dated 08/01/2018, where alternate posting is given, their pay fixation to be done taking in to account the 30% Pay element eligible to running staff. It is seen that at present injustice is being done to such staff by fixing their pay without adding 30% pay element which amounts to subjecting them to double jeopardy and unintended loss in emoluments. This BGM condemn the practice and require the railway administration stop this outrageous treatment.

9. THIS 23RD BGM URGE IMMEDIATE POSITIVE ACTION FROM THE RAILWAY ADMINISTRATION ON FOLLOWING DEMANDS.

1. Fill up all vacancies.
2. Stop compel long running staff to resort unsafe train working.
3. Stop in human treatment towards lady running staff.
4. Provide tool box in loco cab
5. Link FSD with RTIS
6. Withdraw the ceiling limit of Rs. 43600 on NDA
7. Allow 40 hours rest as PR
8. Stop denial of Leave and rest
9. Stop Under rest Calling
10. Bring back crew to Headquarters within 36 hrs and ensure 96 hours rest at head quarters in a week.
11. Stop imposing inhuman punishment for SPAD. Give training and counselling for the short comings.
12. Speed up IDT/IRT/mutual transfers
13. Withdraw the proposal of Railway Board for abolition of LP Shg posts
14. Stop withdrawal of Co LP in super fast trains.

10. THIS BGM ADOPT 5 STAGE ACTION PROGRAMME ON THE FOLLOWING ISSUE

1. Against privatization of Railways and PSUs.
2. Protesting against denial of just pay and allowances of loco running staff.
3. Protesting against in human working hours and continuing increase of workload through various instructions
4. Protesting against forcing crew for safety violations in train working
- 5 Against the in human treatment towards lady Loco pilots.

11. PRGRAMME OF ACTION PROPOSED BY 23RD BGM

1. Demonstration before Depot/lobbies - 21st December 2022.
2. Demons station before GM office- third week of January 2023.
3. Delhi rally and dharna in February 2023.
4. Central Tour program February /March 2023.
5. Non cooperation in the first week of April 2023.

ANNEXURE 3
(ORGANISATIONAL RESOLUTIONS)

1) On AILRSA Office in TVC Division

The 23rd All India Biennial General Body Meeting of All India Loco Running Staff Association held at Vijayawada on 28th, 29th and 30th November 2022 resolved as follows.

The Trivandrum (TVC) Divisional Committee of All India Loco Running Staff Association (AILRSA) in the year 2005, with the funds contributed by the workers of Trivandrum Division, plot No: 4 having an extent of 161.88 square meters (4 cents) comprised in Survey No: 555/1 of Ernakulam Village was purchased in the name of All India Loco Running Staff Association, Headquartered at Anara, ie the Central Committee, as per Sale deed bearing No: 2525/2005 of the S.R.O., Ernakulam. After the purchase, a two storied building (G+2) was constructed therein now bearing Kochi Corporation Door Nos: 63/3286(1) (Old No: 38/266(1), 63/3286(2) (Old No: 38/266(2), 63/3286(3) (Old No: 38/266(3).

23rd All India BGM to considered the appeal of the Trivandrum divisional committee and accord permission to the Central Committee to transfer the property and the building covered by Sale deed bearing No: 2525/2005 of the S.R.O., Ernakulam in the name of the All India Loco Running Staff Association, Trivandrum Division, relinquishing all the rights of the central committee and also to confer and give all rights and authority to the Trivandrum Division to deal with the property and the building independently without the sanction of the Central Committee for the reason that the entire sale consideration for the property and the building was paid out of the pocket of the workers of Trivandrum Division.

2) On financial assistance to Reception Committee .

The 23rd BGM of AILRSA held at Vijayawada from 28th to 30th November 2022, decide to accord Post deed sanction for the advance money of Rs. Four lakhs sent from central fund to the Reception Committee of the BGM, as a grant for the successful conduct of the BGM.

This BGM further direct that, all zonal committees except SR, SWR and ECoR, shall contribute RS 70,000/- (seventy thousand) each to the reception committee to make good the debt of reception committee. SWR and ECoR are directed to sent the full amount of contribution offered earlier

3) **On Publication of Official Organ – FIRE**

All India Loco Running staff Association, Reg. No. 17903, head quarter at ADRA, decide in its 23rd BGM, to publish a quarterly in the Name FIRE, pursuing the clause 4.(h) item and appoint the following as published in English & Hindi and appoint the following in the official capacity.

Com. T. Hanumaiah – Chief Editor (Hindi& English)

Com. C. Sunish- Manager (Hindi & English)

Editorial Board (English)

Com. K. C. James, Com. C. K. Darkar, Com. S. K. Choubey,

Com. Paraskumar, Com. U. Baburajan, Com. S. P. Singh

Editorial Board (Hindi)

Com. Giriraj Sharma, Com. Paraskumar, Com. R. K. Ranjan,

Com. A. Bolanath, Com. Bharthi, Com. Lalan Prasad.
