

**MINUTES OF THE 72nd MEETING OF THE CENTRAL ADVISORY CONTRACT
LABOUR BOARD HELD ON 15-16 MAY,2008 AT DELHI**

Dr. S. Balakrishnam Raju, Chairman of Central Advisory Contract Labour Board presided over the meeting. All the parties who had been invited for the meeting were welcome and the agenda was discussed item-wise as under:

MAIN AGENDA (discussed on 15-05-2008)

Item No.1: Confirmation of Minutes of Previous Meeting

The Board confirmed the minutes of the 71st Meeting held on 21-22 Feb.2008 in Mumbai.

Item No.2 : Note on Working of Contract Labour

The report prepared by the Chief Labour Commissioner (Central) on the working of the contract Labour system in the Central sphere was placed before the Board. It was noted that position is almost the same as in the last meeting. There is no significant change in the position since last meeting. Some of the members pointed out that latest figures for prosecution cases is not mentioned in the note. Dy. CLC (C) replied that she will look in to the matter.

Item No.3: Progress Report on working of various Committees formed by the Board for deciding on Abolition/otherwise of FCI Depots/ Godowns.

The matter was discussed and it was decided to expedite the reports from the Member Conveners where reports have not been received.

Item No.4:Fixing of Uniform Criteria for recommending abolition/otherwise in FCI Depots / Godowns in the Country.

This issue has been discussed in various meetings of the Board, but no consensus has been evolved. The submissions made by the workers unions were well heard already in the 71st CACLB Meeting held in Mumbai, however, they were

once again given an opportunity to make additional submissions, if any. The general view among the workers unions was that the criteria of 120 days should be taken into consideration for deciding the quantum of sufficient work for making the recommendations for prohibition of contract labour system in the FCI Depots/Godowns in the Country.

Representatives of the FCI Management representing Corporate Office and various Zones and Depots at the level of General Manager and Zonal Managers also attended the meeting. It included Executive Director from North Zone. The Director of Ministry of Food was also present. These representatives narrated the difficulties in adopting 120 days criteria and pleaded that 240 days criteria as recommended by the Asnani committee should be adopted. The Board made it clear to the FCI Management that the committees constituted by the Board, have taken into consideration all the parameters as per the nature of operations carried by FCI and the recommendations are based on the factual data provided by the FCI Management in their Depots all over the country and the board will go ahead accordingly. The Board advised the FCI Management to consider the matter seriously and take adequate steps at apex level to evolve a suitable criteria to resolve the issues pertaining to FCI.

The Board Members deliberated upon reaching to consensus for fixing of a uniform Criteria for recommending abolition/otherwise of Contract Labour System in FCI Depots in the Country. Dr. V. Monterio, Member suggested that the following criteria should be adopted to calculate the workload and man days for each Depot:

“Sufficient work for one person is equal to 135 bags handled in a day(as per FCI norms), multiplied by 240 days of work per year. According to formula, one lakh bags handled in a year translates into sufficient work for 3 workmen. Thus where sufficient work is available for minimum of 20 workers that depot can be brought within the purview of Section 10(2) of the Contract Labour (R&A) act, 1970. “

Shri G.V.R. Sharma, Member was of the view that the criteria adopted for the committee's report in respect of Gujrat shall be helpful in evolving the criteria.

Chairman of the Board expressed that the criteria should be uniform and the criteria adopted in case of Andhra Pradesh may also be kept into consideration, however, he said before deciding the matter a depot wise summary of work load and recommendations of the Committees for all the Depots under reference may be prepared to facilitate a decision.

Members were of the view that the final decision is required to be taken in this matter at the earliest and it was decided to hold a meeting in the first week of June, 2008 for the purpose. FCI Management and various workers unions have already submitted their submissions which are in the notice of the Board as such their presence shall not be required for any proposed meeting.

(Action: LW Section : to take up the matter with concerned RLC 's, Concerned RLC Offices : To forward the Reports of the Committees constituted for examining the Contract Labour system in the FCI Depots etc. in their Area along with the data sheets of workload and volume of tonnage handled in each year)

Item No. 5: Practical difficulties faced by Management of FCI in implementing the Notifications issued u/s 10 of the CL (R&A) Act, 1970 from time to time

Same as Item No.4.

Item No. 6: Consideration of abolition/otherwise in the FCI depot at Gandhigram (Gujrat).

Same as Item No.4

Item No. 7: Consideration of Question of abolition/otherwise of Contract Labour in FCI Depots/Godowns of FCI in the States of Uttar Pradesh, Uttaranchal, Himachal Pradesh, Punjab, Rajasthan and Haryana.

Same as Item No.4

Item No. 8: Consideration of Question of abolition/otherwise of Contract Labour in FCI Depots/Godowns of FCI in the States of Andhra Pradesh, Tamil Nadu, Pondicherry, Karnataka, Maharashtra & Orissa.

Same as Item No.4

Item No. 9: Consideration of Question of abolition/otherwise of Contract Labour in FCI Depots/Godowns of FCI in the States of Bihar, Assam, Sikkim, West Bengal, North Eastern States.

Same as Item No.4.

SUPPLEMENTARY AGENDA

Item No. 1. Consideration of request of Shri Om Parkash,G-3/65,Sector-15,New Delhi-110085 for abolition of Contract Labour System in Jobs of Receptionist,Telephone Operator and Sweeper in the Guest House –Cum-Canteen in the establishment of Nuclear Science Centre, Asaf Ali Marg, New Delhi-110067(S-16014/12/2005-LW)

Both the parties i.e. management & the workers were heard in person. It came to the notice that number of employees in the said case is only two. The Board considered the issue and found that this is not a fit case to proceed under Contract Labour Act. Petitioners were advised to raise the grievance reg. wages at the appropriate platform. Case closed.

Item No. 2. Consideration of the request of the Grindlays Bank Employees Union, Mumbai for abolition of Contract Labour System in the establishment of Standard Chartered Bank Limited in its Branches in Mumbai. (S-16014/51/04-LW)

The matter was discussed in the 69th meeting of the Board. It was decided to seek the following clarifications from the CLC(C).

- (i) Whether outsourcing comes under the purview of the Contract Labour Act?

- (ii) Whether outsourcing to a party, which is operating within the premises, the proposal of employment comes within the purview of the Contract Labour Act?
- (iii)
- (iv) Whether permanent workers can espouse the cause of contract labour?
- (v) Whether permanent workers of an establishment can be the contract workers in another establishment?
- (vi) What constitutes exploitation from the standpoint of the Contract Labour Act?

CLC(C)'s comments were enclosed with the Agenda of 71st Meeting.

In the submissions made by the Representatives of the Worker's Union i.e. Grindlays Bank Employees Union, Mumbai in the 71st Meeting they had raised some allegations against Chairman, CACLB that he is suffering from conflict of interest by showing the reason of his past association with a consulting company which has enlisted Standard Chartered Bank as it's one of the Clients.

Referring to this allegation, Chairman explained and reminded to the Members that he has resigned to his position as Managing Director and got relieved w.e.f 09.05.2005 i.e., one day before his appointment as Chairman to CACLB. He has revealed this information in 61st Meeting of CACLB with an intention to maintain transparency and impartiality during his tenure. All the decisions so far taken by the Board, most of them were unanimous and in two or three cases members have requested the Chairman to record their dissent.

He also explained and reminded the members that the Workers Union had never appeared before this Board for more than two years and every time last opportunity was given to them only to follow the principle of natural justice. Despite this fact, they tried to blame this Board for delay in resolving their issue.

However since the Union Representatives raised the allegation against the Chairman, he has decided not to hear this case and requested Sri V.S.Rao, Sr. member of this Board to preside over the meeting and hear this case and left the meeting hall. On behalf of all other Members, Shri Johri, Member, requested Chairman, CACLB to

preside over the proceedings of this agenda item also with a larger interest of the Board and to avoid any bad precedent . At this the Chairman agreed and conducted the proceedings. Chairman felt that Dr. Mantario, member has some vested interest in this case as he is closely associated with the Union and guiding them from time to time. In fact Dr. Mantario himself revealed to the Chairman that the past President of the Union Late Mr Subramaniam was a close friend to him. He also introduced one of the Lawyers who appeared for hearing before this Board in this case is a close friend of him. It clearly shows that the member has vested interests in this case and started demanding for constituting a committee to go into the details of the case. Chairman along with a majority of the members felt that it is not at all a fit case for considering under Contract Labour (R & A) Act 1970.

The then RLC (C) Mumbai also expressed the same opinion and his recommendation which is mentioned here under:

Chairman has agreed and conducted the proceedings.

The reports of the RLC , Mumbai was also read where it was stated that :

“ As seen from the petition, the majority of the works pointed out by the union are invariably carried out by SCOPE International, Standard Chartered Financial Services and Standard Chartered Asset Management Co. by their own employees, except the above jobs which has been out sourced to the contractors.

The reference of the union to the Award of CGIT -2/49 of 2001 with reference to the petition/complaint absolutely has no relation and is out of contest. For the simple reason that all these workmen covered under this award are being paid full salaries and all other financial benefits without any work, since their postings at Mumbai, had been shifted to Chennai operation and these disputed workmen are still on the role of the Standard Chartered Bank and are being paid full salary and other benefits as paid to the regular award staff of the bank.

Under the circumstances there is no merit in the reference made by the union under Section 10 of the The Contract Labour (Regulation and Abolition) Act, 1970 (R&A) Act, 1970.”

Mr. Monterio, Board member was of the view that a committee may be constituted to go into the case, as desired by the Union in their additional submissions for 72nd meeting. Shri Parmar, Member was of also the same view. Shri R.D. Gupta, Member desired that the matter may be adjourned to the next meeting. However, Shri R.Mohan Das said that they (workers) are the permanent workers of SCOPE International, as such they do not come under the purview of CLR&A, Act,1970 . In

brief, majority of the Board members are of the view that since the work in Standard Chartered Banks Ltd. is being done through own subsidiaries of the said bank, this is not a fit case for proceeding under CL (R&A) Act,1970. Hence recommended to close the case.

In view of the above, the case has been treated as closed and Shri Monterio 's note of dissent has been enclosed as Annexure – A.

Item No.3 Order dated 12th July, 2006 of the Hon'ble Supreme Court of India in Civil Appeal No.3741 of 2000 filed by M/s. Bharat Petroleum Corporation Vs. Union of India (S-16014/234/2000-LW)

It was placed in the 69th and 71st Meeting also. In the report from Dy. CLC(C), Mumbai under Rule 25(2) (v) (b) of C L(R&A) Central Rules, has fixed the wages/other conditions of service of these workers as under:-

- i) The basic wages of the contract labours engaged at BPCL Mahul Refinery in their bottling plant shall be Rs.214/- per day with perspective effect.
- ii) For the purpose of calculation of wages 30 days shall be taken into account instead of 26 days
- iii) All the workmen shall be paid on the basis of monthly rate of wages instead of daily rate of wages.
- iv) The contractor shall continue to engage these Contract Labours subject to health fitness till their superannuation even though the contractor is changed.

- v) The workers shall continue to avail, leave salary, paid holidays, Bonus, ESI contribution, Maharashtra Labour Welfare Fund etc. as provided by the Management/contractor before this order.

The position from the management and workers to be ascertained. Case deferred to the next meeting.

Item No. 4 Consideration of the request of Bharat Petroleum Workers Union, Thoothakudi for abolition of contract labour system the jobs/works of maintenance of loading & unloading operation cylinder handling, house keeping & cleaning, cylinder stay plate bend in the establishments of Bharat Petroleum Corporation Ltd, LPG Bottling Plant, Madurai Bye-Pass Road, Tuticurin, Tamil Nadu (S-16014/01/2006-LW)

It was placed in the 69th & 71st Meeting also. The report received from Dy. CLC(C), Chennai was placed before the Board. In his report Dy. CLC (C) Chennai has observed :-

Sl.No.

Activity

Observation of the DY.CLC (C) , Chennai

1

Loading and Unloading Operations

The management of Bharat Petroleum Corporation Limited stated that the engagement of contract workmen for shifting/filling of cylinders from/to the trucks is a responsibility of the transport contractor as per the agreement entered into and that these activities are not the core activity of the plant. But from the magnitude of the loading and unloading activities which is a vital link activity for the entire plant operation, the Management's assertion falls flat.

2.

Internal cylinder handling operations

The magnitude of the of internal cylinder handling operations and from the account of the bills for the aforesaid work for the period from 1.11.2006 to 30.6.2007, it is evident that the

stand of the Management of BPCL again falls flat. It is apparent that the cylinder handling operation in BPCL at Tuticorin are at a much higher magnitude and definitely these operations fulfill the conditions described under section 10 of CL (R& A) Act.

3

House keeping and cleaning operation

These jobs don't have work load for engagement of regular work

4

Cylinder stay plate bend operation

The payments for these operations are made on job basis. I am also inclined to accept the view of the Management of BPCL and feel that there is not much justification for considering the operation for placing permanent workmen on full time.

The Board heard the management representatives. No one from the workers side appeared. Therefore, it was decided to give a last chance to workers to submit their submission and send a notice to the Workers Union. The matter posted to the next meeting.

Item No. 5 Order dated 6.8.2001 of High Court of Mumbai in W.P. No.309/2000 – Anand Harishchandra Gaurv & Ors. Vs. IOC & Ors for abolition of Contract Labour System in OIC Mumbai.(S-16014/330/2001-LW)

The representatives of the Management as well as the workers were present. In their submission, the workers had pleaded for abolition of Contract Labour and regularization and absorption. Management and Workers, both were advised by the Board to reconsider the consequences of the abolition of Contract Labour and have a dialogue for amicable settlement of the issues with mutual consent.

The Board decided to defer the matter to the next meeting.

Item No. 6 Consideration of the request of Mr. Manoujia Bharatiya Janata Maha Sangh, Maharashtra for abolition of contract labour in the job of Security Guard, Cylinder handling and House keeping in HPCL, Wardha Road, Nagpur.(S-16014/44/2004-LW)

It was placed in the 69th meeting also. The management, workers and Ministry of P & N G had been requested to arrive at a workable solution. Both the parties again advised to have a meeting to reach some amicable settlement.

Item No. 7 Consideration of the request of Shri Muniraj Singh Chauhan, Vill: Rangpuri, Mahipalpur, New Delhi for abolition of contract labour in the jobs of watch and guard in the establishment of Indian Oil Corporation Limited, World Trade Centre, Babar Road, New Delhi.(S-16014/25/2006-LW)

It was placed in the 69th and 71st meeting also. Neither the Management nor the workers attended. Hence it was deferred. The Board noticed that concerned person representing the worker is Shri Gangadhar Bajpai, as such all future communication should be addressed to him.

In the submission it has been stated that the workers are working under the direct control and supervision of the IOC management and their engagement through the different contractors is nothing but a camouflage under the sham contract. They are designated as 'security guards' and doing the job of watching and guarding the office premises of IOC and its assets and vehicles parked there in. The job done by them is of permanent nature and it is fit case for notification u/s 10 (1) of the Contract Labour (Regulation and Abolition) Act, 1970.

Board heard the both parties and advised to have a meeting to reach some amicable settlement.

Item No. 8 Consideration of the request of Prasanna Kumar for abolition of Contract Labour System in the jobs of maintenance of Mazdoor in the OIL India Limited, Duliajan, Assam. (S-16014/59/2004-LW)

It was placed in the 69th meeting and 71st meeting also. No intimation has been received regarding the understanding reached between the management and the workers. In the 72nd Meeting, the management informed that agreement has been reached between the Management and the workers

The Board decided to close the case as agreement has been reached between Management and the workers

Item No. 9 Consideration of request of Ms. Godawari, Nangal Diary, Tyre Sole Company, Gurgaon Road, New Delhi and 9 others for abolition of contract labour in the jobs of maintenance of cleaning and sweeping in the establishment of Punjab National Bank, New Customs House, New Delhi(S-16014/27/2004-LW)

Submissions of the petitioner and the representatives were considered. The Board examined the issue and found that the case does not attract the provisions of the Act, however, representatives of the management were advised to look in to the matter and they promised to ensure the minimum wages to the worker credited to respective bank accounts of the concerned workers through the contractor.

The case is closed.

Item No. 10 Consideration of request of Shri C. Palani, General Secretary, Customs & Central Excise Commissionerate Service Tax Daily Wages Workers Association, Bangalore for stopping of contract system in the establishment of Commissioner of Central Excise, Bangalore. (S-16014/37/2007-LW)

It was placed in the 69th meeting also. Since the management was not clear about certain aspects, the matter was deferred. A copy of the grievances of the

Workers association for consideration for regularization of the services of daily wages staff in customs, CE and ST Commissionerates Karnataka, Bangalore is enclosed. In the 71st meeting, no one from the management and the Workers Union was present. In this meeting, no one from the office of Central Excise, Bangalore appeared. Shri Shankar Lal, US, Department of Central Excise appeared. He was advised by the board that matter should be taken up at the level of Chairman, Central Board of Central Excise. Last opportunity given to the Management.

The Board also decided that a letter may be written to Commissioner of Central Excise, Bangalore to intimate immediately:

- whether they have Registered themselves as per the requirement of CL (R&A) Act, 1970?
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- whether the contractor holds the license for employing contract labour?
- Whether minimum wages are paid to the contract labours? If yes, the details of wages being paid.

The matter was posted to next meeting.

Item No. 11 Consideration of request of Shri M.D. Akbar Ali, General Secretary, Custom and Central Excise Contingents Welfare Association – A.P, 9-3-104, Harijanbasti, Hasmathpet, Secunderabad for abolition of contract system in the jobs of sweeping and cleaning in the establishment of Commissioner of Central Excise, Hyderabad. (M-15030/2/2007-LW)

It was placed in the 69th meeting also. It was deferred. A letter was issued to Commissioner Central Excise, Hyderabad, the concerned Ministry and RLC, Hyderabad to furnish their submissions which is still awaited. In the 72nd Meeting, Shri Ram Kishan, AO attended on behalf of the establishment of Commissioner of Central Excise, Hyderabad.

The Board decided that a letter may be written to Commissioner of Central Excise, Hyderabad to intimate immediately:

- whether they have Registered themselves as per the requirement of CL (R&A) Act,1970?
- whether the contractor holds the license for employing contract labour?
- whether minimum wages are paid to the contract labour? If yes, the details of wages being paid.

The matter posted to next meeting.

Item No. 12 Order dated 6.9.2001 in Civil Appeal No, 6287/2001 filed by Board of Trustees of JNPT Vs. Nhava Seva Kamgar Sangathana (Antargat) & Others in the Supreme Court against the orders passed by the Bombay High Court on 28.06.2000 and 26.07.2000 in Civil Appeal No.4380/2000 arising from Writ Petition No.1297/2000 on the matter of Nhava Sheva Bandar Kamgar Sangathan Vs., Board of Trustees, JNPT and Others regarding review of Notification dated 1.10.1999 prohibiting employment of contract labour in certain jobs in JNPT.(S-16014/319/2000-LW)

It was placed in the 69th meeting also. The Management informed matter was under discussion between the Workers Union and the Management and a settlement took place. Though no body attended from the workers side, however, a written submission of the workers was produced by the Management, in which the workers had requested for postponement of the proceeding for a period of six months.

The Board acceded to the request of the workers Union and decided to keep the matter in abeyance for a period of six months.

Item No. 13 Consideration of abolition of Contract Labour System in the jobs of bus operations in the establishment of Jawaharlal Nehru Port Trust, Nhava Sheva District Raigad, Maharashtra.(U-23013/02/2003-LW)

It was placed in 69th Meeting also. The Board of Trustees, JNPT had been requested to explore the possibility of employment of workmen under the new contract on the expiry/termination of the existing contract. The management informed the Board that a clause was incorporated in the tender document to give preference to the existing workers. They also informed that the matter is pending with Industrial Tribunal also.

No one from the Workers Union attended the meeting. The Board decided to hear the workers representatives also. Matter deferred to next meeting.

Item No. 14 Order dated 16.09.2005 in Writ Petition No.3971 of 1995 filed by Koyla Shramic Sangh, Distt. Korea, Chhattisgarh, Bilaspur Vs., UOI and Others regarding prohibition of employment of contract labour, Payment of correct wages and other consequential benefits and social security like Mines Provident Fund, Gratuity, etc. in the establishment of South Eastern Coalfields Chirimari Area, District Korea (Chhattisgarh). (S-16014/12/2006-LW)

It was placed in the 69th and 71st meetings also and the matter was deferred. In the 72nd meeting the workers raised the issues of Non deduction of PF, Job security and wage increases. Shri H.K.Shukla, Deputy Legal Manager and others appeared on behalf of the Management. Board asked the management whether they are prepared to consider the issues raised by workers. The representatives of the management sought time to consider the issues.

Board decided to post the matter to the next meeting.

Item No. 15 Consideration of the request of Shri Laxman Kumar Jena and 53 Ors for abolition of Contract Labour System in the jobs of sweeping and cleaning in the establishment of Coal India Limited, Kolkata. (S-16014/39/2004-LW)

The petitioners pleaded for abolition of Contract Labour System and to regularize the service of the petitioners. Management and Workers, both were

advised by the Board to reconsider the consequences of the abolition of Contract Labour and have a dialogue for amicable settlement of the issues with mutual consent. Management agreed to advise their Contractor to pay the salaries of the worker as early as possible by 31st May, 2008.

Posted to next meeting.

Item No. 16 Consideration of the request of Bokajan Cement Corporation Employees Union under section 10 of the Contract Labour (Regulation and Abolition) Act, 1970 for abolition of contract labour system in various jobs/works in the establishments of Bokajan Cement Factory, Cement Corporation of India Ltd, Bokajan, Distt. Karbi Anglong, Assam. (S-16014/28/2004-LW)

The Board heard both the parties and decided to constitute following committee to examine the issue and give its recommendation within a period of three months:-

Shri Rakhal Das Gupta – Member

Shri R. Mohan Das - Member

Regional Labour Commission

Guwahati - Member convener

The Board will take decision on receipt of the report of the said committee.

Item No. 17 Consideration of the request of Shri Promod Kumar and 16 others, Shri Shiv Kumar and 2 others and Shri Avdesh Kumar and 12 others for abolition of contract labour in the jobs/works of electrical maintenance in the establishment of Airport Authority of India. (S-16014/55/2004-LW)

It was placed in the 69th meeting also. A committee was to be formed to look into the matter. This is in process. Board constituted the following committee :-

Shri P.S. Parmar- Member

Shri A.K. Nigam- Member

RLC (Delhi) – Member Convener

Item No. 18 Consideration of the request for abolition of Contract Labour System in the jobs of operation and maintenance of AC Plants in the establishment of the Chief Engineer Military Engineering Service, Bhatinda Zone, Bhatinda Cantt. and Garrison Engineer (Utility) Bhatinda Military Station, Punjab.(S-16014/04/2005-LW)

Both Management and workers representatives were heard by the Board. The management in the 69th meeting and subsequent meeting was requested to ensure the payment of wages by cheque. Management produced the proof that the payment is being given by the Cheques. Board further, advised the Management to include terms relating to payment to the contract workers through cheques in the Contract. Workers also agreed to work where-ever the work shall be available within the distance to 10 to 15 KM .

The issue stands disposed.

Item No. 19 Order dt 13-11-2000 of Hon`ble Calcutta H.C in Writ petition No. 17732/2000 filled by NBCC W Union(Tikadar) and ors Vs. NBCC Ltd.,& Ors.(U-23013/10/2001-LW)

Dy CLC (C) Kolkatta has submitted the Enquiry Report that the contract workers have accepted employment and consequently their claim for abolition does not arise. The matter is placed before the Board for approval to remove this item since no further action is pending. Therefore, the issue is closed.

Item No. 20 Consideration of the request of President, P.G.I. Employees Union, Chandigarh (Group B, C & D Employees) Chandigarh for abolition of contract labour in various jobs in the establishment of P.G.I. Chandigarh. (S-16014/29/2006-LW)

The petitioners pleaded for abolition of Contract Labour System. Management and Workers, both were advised by the Board to reconsider the consequences of the abolition of Contract Labour and have a dialogue for amicable settlement of the issues with mutual consent. Management was further advised to come to next meeting with some concrete proposal. The board also expressed its concern over non attending the meeting by the Sr. Management level, and advised that in the next meeting top level officer should attend the meeting.

Posted to next Meeting.

Item No. 21 Expediting submission of reports of Committees furnished by the Board & Item No. 22 Fixing date & venue of next meeting.

The chairman, CACLB directed that such items may be kept separately for consideration and should not be part of the Agenda.

Item No. 23 Consideration of request of Shri J. George & 92 Others J.K. Niwas, Road No. 3, Chandrama Sadan Compound, Kandivli (East) Singh Estate, Mumbai-400101 for abolition of Contract Labour System in the jobs/works of commutation/transportation of passengers in the establishment of Airport Authority of India, Mumbai. (S-16014/37/2005-LW)

The matter was placed in the 69th & 71st Meeting. However, its submissions were received much after the adjournment of the 71st meeting. This will be placed before the Board in the next meeting. The Board also decided to issue specific instructions to Mumbai International Airport Private Limited (MIAL), to appear before the Board. The Workers Unions requested to give job or give compensation to the employees who lost their job due to contracting out the job to private agencies during

the year 1998. They had been working since 1974 to 1998, who were ex-service men.

In the 72nd Meeting, representative of MIAL, Airport Authority of India, Mumbai and workers representatives also appeared. It came to the notice of the Board that the petitioners are out-of job since 1998. Board directed the Management to submit their submissions in writing.

Posted to next meeting.

Item No. 24. The committee to go into the question of abolishing contract labour in the establishment of Indian Oil Corporation, Balasore, Orissa (U-23013/10/2004-LW)

RLC (C), Bhubaneswar has submitted the report dt. 13-2-08 under letter No. 46(3)/2005-LS-III dt. 14-2-08 vide Resolution No. U-23013/10/2004-LW dt. 3-3-2005. The management informed that they are ready to accept the recommendation of the report of the RLC (C) Bhubaneswar, however, they requested the Board to direct RLC (C) Bhubaneswar to refer the recommendation No.5 regarding fixing

of wages to Dy. CLC (C) Bhubaneswar under Rule 25(2) (v) (b) of CL (R&A) (Central) Rules, 1971.

The Board acceded to the request of the Management.

The matter is posted to next meeting.

Item No. 25. Consideration of the request of Ministry of Rlys (Rly. Board) regarding Gazette Notification No. U-23013/24/2000-LW dated 26.02.2002 and Notification No. S-16014/324/2001-LW dated 08.03.2004 for prohibition of employment of contract labour in the works of "Checking Assistants and Safaiwala" in Metro Railway Kolkatta. (S-16012/05/2006-LW)

This matter was placed in 68th meeting under item no. 30 & 31. It is again heard in this Meeting. The Management sought exemption for two years. Two of the

representatives of the workers also stated that they have no objection for the proposed exemptions sought by the Management. The Board decided that it may consider granting exemption for a period of two years subject to the condition that the Management submits written No Objection letters from the Union who had raised the issue.

The matter posted to the next meeting.

Item No. 26. Consideration of ShriHarshadbhai D. Thakkar, Jilla President, Bhartiya Karmachari Sangh, Vadodra for abolition of contract labour in the job/works of maintenance of Electricians and AC Plant Operator in the establishment.of Airport Authority of India Civil Aerodrome, Vadodara. (Item No.20) S-16014/56/2004-LW

Worker Representatives not attended the meeting. Posted to next meeting.

Item No. 27. Consideration of request of the Addl. General Secretary, National Coal Workers Congress, Ranchi for prohibition of employment of contract labour in jobs/works of permanent and perennial nature such as security guard and sweeping and cleaning in the establishment of M/s. Central Mine Planning & Design Institute Limited, (CMPDIL), Gondwana /Place, Kanke Road, Ranchi. (S-16014/38/07-LW)

This matter was placed before the Board in its 69th Meeting held on 2nd & 3rd August, 2007 at New Delhi wherein the representative of the management appeared before the Board and made their submissions. The undertaking given by the management with regard to wages to be offered to the workers was not found satisfactory.

In the 72nd Meeting only representative of the Management appeared. They have been heard and directed to come along with comparative statements of wages given prior to the earlier direction of the Board and the wages being paid after the said direction.

Nobody from workers side appeared. Last chance is given to them, other wise the case shall be decided without hearing them.

Posted to next meeting.

Item No. 28 Consideration of the request of Kishore Shet General Secretary Maharashtra Audyogic Mathadi for 26 employees for abolition of Contract Labour System in the job of maintenance of Canteen in the establishment of Central Bank of India, Main office- Mumbai-23 (S-16014/26/04-LW).

This matter was placed before the Board in its 68th Meeting held on 13-14 Feb,2007 at Goa as item No. 11. In the matter report from concerned RLC was awaited. In 72nd meeting, it has been decided to expedite the report and circulate it to all the members for obtaining their opinion.

The matter is posted to the next meeting.

(Action: LW Section: To circulate the RLC Report to all Board Members and to include this item in the agenda for the next meeting. Notices to worker Union are to be sent at the address of B.J. Sawant & Co., the advocates for the workers Union)

Item No. 29 Request of HPCL Mumbai to revoke the prohibition imposed on the jobs mentioned in the Notification dated 30-01-1996. (U-23013/01/2008-LW)

Board heard Managements plea for granting exemptions. They also produced written NOC from Hindustan Petroleum Karmachari Union. The Board found that the Management has not specified in their submission, they activity for which they require revocation. The management said that they require it to be revoked for certain activities. At this, the Board directed the management to give submission in written specifying their request and produce no objection letters from all the concern Unions functioning in that particular establishment.

Posted to next meeting.

Item No. 30 Order dated 12.1.2005 of High Court of Gujarat in W.P. No. 3026 of 1997 filed by Petroleum Employees Union Vs. Union of India and Ors. Regarding

employment of contract labour in the establishment of BPC Ltd., Kandla Installation, Gandhidham. S-16014/35/2005-LW

This matter was placed before the Board in its 67th Meeting held on 30th -31st October, 2006 at New Delhi wherein the representatives of the workers and management were present and heard.

The representative of the workers sought time to file additional affidavit to the rejoinder of the management. The Board, accordingly, directed the workers' representative to file the same **within four weeks** with a copy to the management and the management in turn was directed to send their response, if any, within the next 10 days. The management has filed its additional submissions vide dated 14th December, 2006 and submitted that no case is made out by the Union for invoking the provision of section 10 of the Contract Labour (Regulation and Abolition)Act, 1970.

The management informed that a meeting on 28th May, 2008 has been fixed to negotiate with the workers. The said meeting shall take place in the presence of RLC Ahmedabad and they hope to reach to some acceptable agreement.

Posted to next meeting.

Item No. 31. Consideration of the request of Sh Raju for abolition of contract labour in the jobs/works of Bird Scarers in the establishment of Airport Authority of India at Trivandrum Airport. (S-16014/49/2004-LW)

This matter was placed before the 64th Meeting of the Board held on 27th -28th December, 2005 at New Delhi wherein the representatives of the workers and management were present and heard. After discussions, the Board authorized the Chairman to conduct an inquiry and submit his recommendations for consideration.

The then Chairman, CACLB enquired the matter and was of the opinion that it is not a fit case for prohibiting contract labour. He has, however, recommended that the management should be advised to increase the wages reasonably and at least fix a sum of Rs.4000/- as wages with incremental facilities especially considering the fact that these workers have been working regularly for several years. Further, even though the contractor may be changed, the workers should not be changed and be allowed to continue. As the then Chairman's recommendation is reasonable and

logical and has been made keeping in view the provisions of Section 10 of the Act, the Board decided to accept the same and recommend to the Government accordingly.

No body from workers side appeared. The representative of the management have informed that they have implemented board's recommendations and are already paying @ Rs.4000/- pm, however, the issue of giving annual increments have been referred to Court and the further action shall depend on the verdict of the court. Keeping the above facts in view, Board decided that no further action is required from its side. Case closed. However, Shri Parmar, Member said that similar case is also pending in the Airport Authority India, Kolkata where report of the sub-committee, is awaited as Mr. M. Salimuddin, ex- director, Coal India Limited has retired from Govt. Service. Chairman directed that a letter may be written to the ex-member to submit the report and if required, the present member from Coal India may provide place to the committee to finalize the report.

Item No. 32 Sh. Parmar Ashok. M., Secretary, The All India Federation of Scheduled Castes, Tribes, Backwards and Minorities Employees Welfare Associations,

Mulhansh So. Near Telkuwa, Kalol (E) Dist. Gandhinagar- 382721 (Gujarat) for abolition of contract labour in jobs/works of maintenance of Peon, Khalasi, Sweepers and Clerks in the establishments of O.N.G.C., W.S.S., Ahmedabad. (S-16014/24/2005-LW)

It was placed in the 62nd meeting wherein the representatives of the workers and management of Oil & Natural Gas Corporation (ONGC) were present and heard. In view of the agreement reached with the management that, the problem of contract labour, if any, will be looked into by ONGC, and thereupon petitioner-Association will withdraw their request. The Board decided that no action is called for and recommended to the Government to treat the matter as closed. The petitioner Sh. Parmar Ashok. M and others vide letters dated 26.7.2005, 27.7.2005, 3.10.2005, 23.11.2005 and 3/1/2006 have stated that the officers of ONGC have not fulfilled their demands and have not heard them. The said agreement made on 13.4.05 was illegal and betrayed all the workers benefit and their lives. They have

also requested that Contract Labour System which exists in ONGC should be abolished. The representations dated 26.7.2005 & 27.7.2005 have also been forwarded by the Ministry of Social Justice and Empowerment with the request that the details of action taken/proposed to be taken to redress the grievances of the Scheduled Caste and Scheduled Tribes workers of ONGC be sent.

The Regional Labour Commissioner (Central) Ahmedabad's comments/report is awaited.

The Board considered the matter and opined that this case has already been decided in 2005 , Therefore, it is not a fit case to be considered by the Board at this stage. The Regional Labour Commission (Central) Ahmedabad's report may be considered by the Government first, and decided whether it requires to be referred to the Board again. At present, the case is treated as closed.

Item No. 33. Consideration of the report of the Committee to go into the question of abolition of Contract Labour System in various jobs in the establishment of Airport Authority of India and Indian Airlines at IGI Airport, New Delhi(U-23013/12/05-LW)

It was placed in the 69th meeting also. DAIL and AAI are to sort out their differences regarding the responsibility of the contract workers working for them and submit a report by 16th August 2007 which is still awaited.

It has been informed by the management that the matter is pending in the High Court and coming up for hearing on 23-5-08.

The Board decided that all the items relating to Contract Labour System may be deferred to the next meeting.

Item No. 34 Consideration of request of Shri Ranjeet Singh, Senior Working General Secretary, Airport Employees Union, New Delhi for abolition of Contract Labour System in jobs / works of civil maintenance (plumber, carpenter, mason, sewer man, helper & supervisor) in the establishments of Cargo complex (export/import), IGI, Airport, Terminal II, Airport Authority of India, New Delhi. (S-16014/5/2006-LW)

It was placed in the 69th meeting . DAIL and AAI are to sort out their differences regarding the responsibility of the contract workers working for them and submit a report by 16th August 2007 which is still awaited .

It has been informed by the management that the matter is pending in the High Court and coming up for hearing on 23-5-08.

The Board decided that all the items relating to Contract Labour System may be deferred to the next meeting.

Item No. 35 Consideration of the request of Sr. Working General Secretary, Airport Employees Union, Mahipalpur, New Delhi for abolition of contract labour in the jobs/works of electrician, Mechanic, lift Operater, Khalasi, Supervisor in various establishment of Airport Authority of India at Terminal II, IGI Airport, New Delhi. (S-16014/58/2004-LW)

It was placed in the 69th meeting . DAIL and AAI are to sort out their differences regarding the responsibility of the contract workers working for them and submit a report by 16th August 2007 which is still awaited. It has been informed by the management that the matter is pending in the High Court and coming up for hearing on 23-5-08.

The Board decided that all the items relating to Contract Labour System may be deferred to the next meeting.

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Item No. 36. Consideration of the request of Shri Ranjeet Singh, General Secretary, Airport Employees Union for abolition of contract labour in the job of Civil maintenance i.e. Wireman, Mechanic, Fire Fighting Pump Operator and helper in the establishment of Airport Authority of India (S-16014/ 40/2004-LW)

It was placed in the 69th meeting . DAIL and AAI are to sort out their differences regarding the responsibility of the contract workers working for them and submit a report by 16th August 2007 which is still awaited .

It has been informed by the management that the matter is pending in the High Court and coming up for hearing on 23-5-08.

The Board decided that all the items relating to Contract Labour System may be deferred to the next meeting.

Item No. 37. Writ Petition No. 472/00 filed by Jay Krishna Vs Airport Authority of India for abolition of contract labour in the job of sewage water treatment plant at IGI Airport Terminal-II NewDelhi (S-16014/64/00-LW)

It was placed in the 69th meeting . DAIL and AAI are to sort out their differences regarding the responsibility of the contract workers working for them and submit a report by 16th August 2007 which is still awaited .

It has been informed by the management that the matter is pending in the High Court and coming up for hearing on 23-5-08.

The Board decided that all the items relating to Contract Labour System may be deferred to the next meeting.

Item No. 38 Consideration of Abolition of Contract Labour System in various jobs in Indian Airlines and Airport Authority of India. (U-23013/01/2002-LW)

It was placed in the 69th meeting. Zonal committees are to be formed. The case deferred to next meeting in view of the position of the cases mentioned in Item No.33 to 37.

Item No. 39. LPA No. 60/2003 filed by Shri Hari Singh, Air India for abolition of Contract Labour System in the job of Sub Station attendant (Electrician, AC Operator and helper in the establishment of Air India, New Delhi (S-16014/32/03-LW).

It was placed in the 69th meeting. Workers requested for nothing less than abolition. It was seen that the managements is very co-operative and was not lacking in its efforts. Keeping in view the merger of Air India and Airlines the management was not sure about the modus operandi they are going to adopt and wanted some more time till the merger is completed. The matter was postponed for the next meeting.

It has come to notice of the Board, that no of workers is not adequate, in this case, to proceed under CL (R&A), Act, 1970. However, It has been informed by the management that they have tried to extend full co-operation to these workers and Canteen facilities and bus facilities are being provided to them. The concerned contractor is making their payments through cheques. The workers said that we have to give a cheque or money in lieu of the cheques to the contractor and we do not get admissible payment. They are out of the job for the past two years. The management was advised by the Board to look into the matter and ensure the salaries are credited to the bank accounts of the workers.

The case is closed accordingly.

SUPPLEMENTARY AGENDA –II

Item No.1 (Item No. 29 of supplementary Agenda) Request of HPCL Mumbai to revoke the prohibition imposed on the jobs mentioned in the Notification dated 30-01-1996. (U-23013/01/2008-LW)

Board heard Managements plea for granting exemptions. They also produced written NOC from Hindustan Petroleum Karmachari Union. The Board found that the Management has not specified in their submission, they activity for which they require revocation. The management said that they require it to be revoked for certain activities. At this, the Board directed the management to give submission in written specifying their request and produce NOC's from the majority of the Unions.

Posted to next meeting.

(Action: LW Section: To be included only this item as item No. 29 in the Agenda for the next meeting.)

SUPPLEMENTARY AGENDA –III

Item No. 1 : W.P. No. 11337/98 in the High Court at Hyderabad between Shri M.V.N. Rao Vs. HPCL and Ors. And representation of Shri V. Parkash.

The High Court of Judicature , Andhra Pradesh at Hyderabad while dismissing this W.P on 30.01.2008 directed that the petitioners are at liberty to approach the Advisory Board under the Act for appropriate remedies.

The petitioner workman viz. Shri V. Prakash has moved an application before the Board on which the view/ Submission of the Management viz M/S HPCL have been sought.

The case came for the information of the Board. The matter posted to the next meeting along with the submission of the Management.

Item No.34 (Revised) Consideration of request of Shri Ranjeet singh Senior Working General Secretary, Air port Employees Union, New Delhi for abolition of Contract Labour system in jobs/works of civil maintenance (Plumber, carpenter, mason, sewer man, helper & supervisor) in the establishments of cargo complex (export/import), IGI Airport, terminal II, Airport Authority of India , New Delhi.

The Delhi International Airport Ltd. had approached the Delhi High court by a WP(C) No.139/2008. The High court in its order dt. 12.2.2008 directed that "file the till the next date of hearing, (23.5.08) any action taken by the Central Government shall be subject to the outcome of this writ petition).

In view of above, the board decided to defer the matter.

The Meeting ended with a vote of thanks to the Chair.

Annexure- A

DISSENTING NOTE OF DR. V.C. MONTEIRO IN RESPECT OF THE DECISION OF THE BOARD TO CLOSE THE PROCEEDINGS IN REGARD TO THE APPLICATION OF THE GRINDLAYS BANK UNION IN RESPECT OF THE STANDARD CHARTERED BANK LTD.

1. The minutes of the 71st meeting of the CACLB held in Mumbai on FEBRUARY 21,22 2008, record in respect of this matter the following : “The matter was deferred”. In fact it has now become necessary to bring on record the full facts, viz., that the workmen appeared and submitted an application requesting that the Hon’ble Chairman recuse himself in this matter on account of a conflict of interest due to his past association with the Standard Chartered Bank. Hon’ble Chairman had stated in that meeting that he would not be present when the matter was discussed. In view of the subsequent developments it has also become necessary to bring on record in the proceedings regarding this item the application (together with annexures) submitted by the workmen in the 71st CACLB meeting, stating the grounds for conflict of interest.
2. When the matter came up in the 72nd meeting, the Hon’ble Chairman reversed his earlier decision not to be present when the matter was discussed, and not only was present and took active part in the discussion, but insisted that the matter be closed. This despite the request of one member Shri Rakhil Das Gupta that the matter be adjourned and discussed in the next meeting, and the objections of two other members to the closing of the matter . Hon’ble Chairman took the position that he was very hurt by the allegations made against him. Other members, perhaps out of respect for the Chairman’s feelings , concurred with the Chairman. The undersigned was compelled to point out that the proceedings of the CACLB are quasi-judicial proceedings and that certain norms must be observed. That a reading of the application made by the union in the 71st meeting shows that it was not making allegations against the Chairman, nor was it questioning his integrity. That in view of the facts brought on record there was a prima facie ground for potential conflict of interest and that it would not be proper for the Chairman to participate in the discussion and decision. That the Board cannot go by the feelings of any of its members, or its Chairman, but must exercise its jurisdiction and function conscientiously and according to certain norms, based only on the facts of the matters before it.
3. The Hon’ble Chairman’s decision to participate in the discussion and his insistence on closing the matter despite the objections of some of the Board members was highly improper, and a serious error of judgement, which raises some larger questions, which the undersigned is compelled to raise in another proper forum. However, for the purpose of this discussion, certain facts need to be brought on record.
4. When the matter had come up in the 60th meeting of the CACLB, the Board decided that the undersigned, Dr. Monteiro, should assist the RLC Mumbai in submitting a report to the Board. I have earlier reported to the Board that despite my repeated reminders to the then RLC, Shri Shivaswamy, the RLC did not fix up any joint visit for inspection. I reported to the
5. Board that the RLC seemed to be avoiding to conduct a joint visit with the undersigned as directed by the Board. When the report of the RLC was placed before the Board, I was compelled to pass some adverse comments on the report, which I am now compelled to place on written record in this note. The report of the RLC is a highly colourable exercise of

his powers. It ignores even the written submissions made by the workmen in their various applications and arrives prematurely and hastily at erroneous conclusions . There is a strong correlation between Shri Shivaswamy's avoiding the presence of the member in violation of the direction of the Board, and the biased report that he has submitted which constitute a gross misuse of his powers and a dereliction of duty.

6. When the matter came up in a subsequent meeting, there was a disagreement between the members on the crucial issue of "outsourcing". Finally the Board decided to seek the opinion of the CLC. At that time, some of the members, including the undersigned, stated that though we are seeking opinion of the CLC, the Board will not be bound by it and the matter will be discussed again after receiving the opinion.
7. The opinion of the CLC was placed in the 72nd meeting. The opinion states that "Outsourcing the services of the nature under discussion in a bank does not come under the purview of the CL(R&A) Act 1970. However, outsourcing of other services in a bank may or may not come under the purview of the Act depending upon the nature of services outsourced". The undersigned criticized the opinion of the CLC on the following grounds:
 - a. The workmen in their application have submitted a long list of services which are outsourced including sweeping and cleaning and watch and ward. The Board has, in numerous other applications, considered sweeping and cleaning and watch and ward services as coming under the purview of the Act. The opinion of the CLC is therefore prima facie incorrect.
 - b. The CLC has erroneously concluded that "it is generally perceived that outsourcing is related to the sale of products..." The Board is a statutory authority. It cannot proceed on general perceptions, but must base itself on facts, and the law. Even if we accept the opinion of the CLC at its face value, there is a need for a proper fact finding exercise conducted by the Board. (The earlier fact finding exercise conducted by the RLC is vitiated and biased, for reasons already mentioned.)

In view of the above, I have to register my strong objection to the closing of the matter . The proper course would be to appoint a committee , as the Board normally does, to investigate the facts of the matter, and present its report to the Board. The scope of the investigation should cover the Mumbai establishments as well as the Chennai and other establishments of the Standard Chartered Bank, in view of the integrated operations and the shifting of operations from Mumbai to other branches during the pendency of the proceedings before the Board. The matter must therefore be reviewed urgently.

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Meenakshi Dua, GM (OPn)

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HR Department IGI airport

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Attendance Sheet of workers

1. **Sisupalan, receptionist, 138/3/9 Indira Niwas,W.D. No.9, Kishan Ganj,New Delhi-110070**
2. **Shri Om Parkash, receptionist,G-3/65,Sector-15,Rohini, New Delhi-110085**
3. **Jagdish A.Kuualekar,Dy. General Secretary,
G.C.Paul,Jt.Secretary ,H.P.Karamchari Union,C-112,Maruti Sadan,Khanda colony,Sector-10,New
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4. J.S.Thakare,Secretary
R.S.Kanoujia, General Secretary
,Bhartiya Janta Kamgar Mahasangh Maharashtra,
21/7/ Empress Mill Chowk, Subhash Road, Nagpur-440018
5. **Shri Rakesh Sawant,Advocate for the Union,**
Maharashtra Audyogic Mathadi and General Workers Union,10 MANISHA Plaza Shopping
Centre,L.B.S.Marg, Kurla (w),Mumbai-400070
6. **Gangadhar Bajpai,Secretary,Delhi State General Worker's
Congress, C/o Mukesh Jain, 5/178 Sunder Vihar,New Delhi**
7. **Shri Shaku Mehra, Smt Godawari Devi ,H.No.269,Shyam Enclave,Dinpur,Najafgarh,New
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8. Shri M.D. Akbar Ali, General Secretary,
D.Ramachandran, Prasad
K.Naveen Kumar
Custom and Central Excise Contingents Welfare Association, 9-3-104, Harijanbasti, Hasmathpet,
Secunderabad-500009 (Andhra Pradesh)
9. **R.Mukhopadhyaya,Advocate,Koyla Shramik Sangh,CITU,**
Near Post Office,Chirimiri, Distt. Korea,Chattishgarh-495447
10. Shri Laxman Kumar Jena,
Coal India Limited Guest House,5th Floor,12-C,
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Shyam Kunj Flat Owner Society
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11. Kausik Chanda,Advocate,K-99 Bosipara Garia Kolkata-700084
12. Shri Avdesh Kumar Electrician, S/o Shri Moti Lal,
H.No.10160,West Gorakh Park,Gali No.1,Shahdara,
13. Shiv Kumar, Electrician,2-B-342,Vasundhra,Ghaziabad,UP-201012
Rajiv Gandhi Bhawan,New Delhi-110037
14. Suresh Kumar,Electrician, 23/172,TrilokPuri,Delhi-110091
15. Brijender Singh,H.No.132,Aligunj,Kotla Mubarkpur,New Delhi-11003
16. Shri Bal Ram ,Lift Operator,House No.65,Sangli Mess,
Near Bhagwan Dass Road,New Delhi-110009
17. Zangpo Sherpa,Advocate,Chamber No-94,Supreme Court,New Delhi
18. Shri Ashwani Munjal, Chairman,S.P.Bhardwaj,Chairman Sunil Dutt Sharma,President
Arvind Kumar,V.KYadav Genl.Secy, PGI Employees Union,H.No. 3089-A, Sector-24-D, Chandigarh-160023
19. J.George and Others,
Surat Singh,Bhart Nagar 33,Romm No. 511.Bandra East,Mumbai-400055
20. J.George and Others
Anant R.Kamble, B5/14,Chakravarti Ashok Co.operative Housing Society Group. 505, J.B.Nagar,
Andheri East, Mumbai-400099
21. J.George and Others
Apparao V.SwamyEats worker, Swamy House, Church Pakhadi Road No.1, Mehboob Nagar, Sahar Village,
Andheri East, Mumbai-400099
22. Shri Hari Singh, S/O Shri Narayana Singh Ahlawat,
V & PO Chawala, New Delhi -110071

23. **Shri H.P.singh,Ex-Member Parliament,Labour Representative Haryana,8663 Arakashan Road ,Paharganj New Delhi-110055**

Attendance Sheet of FCI workers

- 1 Amarnath Kumkalan, General Secretary
Laljhanda, FCI workers & Palledar Union (Pb)(CITU)
, FCI,F.S.D.,Sahniwal,Distt. Ludhiana(Punjab)
2. Shri Malkiat Singh
Laljhanda, FCI workers & Palledar Union (Pb)(CITU)
, FCI,F.S.D.,TAPA, Sangrur (Punjab)
3. Sandeep S.Tiwari,
Advocate,Supreme Court of India,
Bhartiya (Khadya Nigam Majdoor sangh Shahjahanpur,) A-17,Parwana Apartment,Mayur
Vihar,Phase-1,Delhi-110091
4. Organising secretary(P.K.Nayak)
Food Corporation of India Workers Union,58/1.,Dipmond Harbour Road,Kolkata-700023
5. Sachdev D.L, President, FCI All India Palledar (Handling)Workers Union, 35-36, DDU,Marg,New
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6. Shri Amar Singh Bhatia, Secretary, FCI Wokers PalledarUnion,(AITUC),(Regd.No.25) Amlah Road,
Khanna,Distt. Ludhiana-141101
7. Balbir Singh,Secretary, Amrit Lal, FCI Wokers Palledar Union, (Regd.No. 934,) (AITUC) ,Chandigarh Road Near Railway CrossingTohana(Haryana)
8. **Khushi Mohmad M.L.Sharma, Asstt. Secretary, Food Corporation of India Workers Union**
9. S.P.Pipal,Legal Advisor,
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