

D(JCM) Section

Item of Work

1. Reconstitution of JCM II Level Councils/holding of periodical meetings of the Council.
2. All JCM matters for Defence civilians working in the lower formations of the Ministry of Defence (Department of Defence, Department of Defence Production, Department of Defence Research & Development and Department of Ex-Servicemen Welfare excluding employees of CSS/CSCS/CSSS/AFHQ cadres.
3. Grant of PLB to the eligible civilian employees of the Department of Defence. Circulation of Ad hoc Bonus Orders.
4. Labour Welfare/Laws/Conferences/ILO matters.
5. Grant of recognition to Associations under CCS(RSA) Rules, 1993 and Unions and Federations under Rules for the Recognition of Unions of workers employed in the Ministry of Defence Installations and the Federations of such Unions.
6. Reports and returns regarding number of SC/ST/OBC/Physically Handicapped in Central Government Service and other matters thereon.
7. De-reservation of vacancies reserved for SC/ST for which SC/ST candidates are not available in respect of Army and Air Force.
8. Matters relating to National Council.
9. Strike matters.
10. Prime Ministers Shram Awards and National Awards for the welfare of Persons with Disabilities and National Technology Awards for the Persons with Disabilities and other such Awards.

Channel of submission :

SO → US → DS/Dir(CP) → JS(E) → AS → Def. Secy → RRM/RM.

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**LIST OF JCM-II MEMBERS (DEPARTMENTAL COUNCIL (JCM),
MINISTRY OF DEFENCE 2017**

All India Defence Employees Federation (AIDEF)	
1.	Sh C. Srikumar, General Secretary, All India Defence Employeesq Federation, S.M.Joshi Bhavanq Survey No. 81, Dr. Babasaheb Ambedkar Road, Khadki, Pune-411003.
2.	Shri M.K. Ravindran Pillai SSS (Retd) CQAL, E-2 Sri Krishna Garden Apartments, 1 st Cross, MM Layout K.B Sandra, RT Nagar P.O., Bangalore-560032.
3.	Shri K. Balakrishnan, Member Staff Side Departmental Council (JCM), C/o Naval Armament Depot Employees Union, Alwaye, P.O. NAD Alwaye, Ernakulam, Distt. Kerala- 683563
4.	Shri. Jose Philip Cruz, Member Staff Side, Departmental Council (JCM), 1176, Colean Donger, Raia, Village - Taluk Salcete, Goa-403720
5.	Shri Kajal Dey, Member Staff Side, Departmental Council (JCM), Jaffarpur PanchananTala, P.O- Nona Chandanpukur, Distt. North-24 Parganas West Bengal-700122.
6.	Vacant*
7.	Shri O.P.Vashist, Member Staff Side, Departmental Council (JCM), Qtr No-223/3,MES Colony (Bravo Power House), Ambala Cantt., PIN- 133001.
8.	Shri G.Vijaya Kumar, Member Staff Side, Departmental Council (JCM), Cordite Factory Labour Union, Aruvankadu, Nilgiris, Tamil Nadu, Chennai- 613202
9.	Shri D.K. Nath Retd. Assistant (Group %G+)

	Departmental Council (JCM), Village - South Hazarapar, P.O. Tezpur - 784001 Distt. Sonitpur (Assam).
10.	Shri. R.N.Pandey, Member Staff Side Departmental Council (JCM), 19/98,Patkapur, Kanpur -208001 (U.P).
11.	Shri Sunil H. Mahajan, Member Staff Side Departmental Council Qtr. No.176/C, Type-II(M), Ordnance Factory, Vanangaon, Maharashtra, PIN 425308
12.	Shri J.S. Sharma, Retd. Turner/MCM Member Staff Side, Departmental Council (JCM), Fouzi Bhavan, Naval Nagar, Hathras (UP) PIN - 204101
13.	Vacant*
Indian National Defence Workers Federation (INDWF)	
14.	Shri. R. Srinivasan (Retd. Employee) & Secretary, Staff Side Departmental Council (JCM), No-6,6 th Street, Vaishnavi Nagar,R.C.C PO, Chennai-600109.
15.	Shri Akbar Ali Zaidi Member, Staff Side Departmental Council (JCM), Military Farm No. 1, Qtr. No. 62, Grass Farm Road, Meerut Cantt. (U.P)
16.	Shri Gurudayal Singh, Member, Staff Side Departmental Council (JCM), No- 42, Inder Road, Dehradun, Utrakhand-240018.
17.	Shri. H.N Tiwari, (Retd. Employee) & Member Staff Side, Departmental Council (JCM), 183/X-I, Krishna Puram, Kanpur-208007.
18.	Shri Arun Kumar Dubey, Member Staff Side Departmental Council (JCM), Ordnance Factory, Khamaria, Jabalpur-(M.P) . 482005.
Bharatia Pratiraksha Mazdoor Sangh (BPMS)	
19.	Vacant (resigned)*

20	Shri M.P. Singh, General Secretary & Member, Departmental Council (JCM), 2-A, Naveen Mkt, Kanpur-01.
21.	Shri Virendera Kumar Sharma, Member Staff Side Departmental Council (JCM), 1/3167, Ram Nagar, Mandoli Road, Shahdara, Delhi-32.
22.	Shri Daya Shankar Upadhyay, (Retd. Employee) & Member Staff Side Departmental Council (JCM), 18, Madhwapur, Bairahna, Allahabad -211003. (U.P.)
23.	Shri Mukesh Kumar Singh, Member Staff Side Departmental Council (JCM), Plot No. 4473, Awass Vikas Colony 03, Kanpur-208017 (U.P.).
24.	Sh. Kajal Kumar Biswas, Member Staff Side Deptt. Council (JCM), 31411/IV Type III, O.F. Badmal, Estate Badmal, Distt. Bolangir (Orissa).
Confederation of Defence Recognized Associations (CDRA)	
25.	Shri Ved Pal Yadav, Member Staff Side, Departmental Council (JCM), H.No. D-499, Gali No-14, Sadh Nagar, Palam Colony, New Delhi-110045.
26	Shri K.U. Issac, Member Staff Side, Departmental Council (JCM), Draftsman Gr-II, H.M. Division, DMDE, Secunderabad-500003.
27.	Shri K.K. Shukla, Store Supdt., Member, Staff Side, Departmental Council (JCM), A-15 . B Mansa Ram Park, Near Metro Pillar No.753, Uttam Nagar, New Delhi-110059.
28	Shri Ashok Kumar Namdeo, Chargeman Gr. II (T), Member Staff Side Departmental Council (JCM), A-11 Section, Ordnance Factory, Khamaria, Jabalpur (MP)-482005.
29.	Vacant (Expired)*

*Could not be filled up due to the stay imposed by Honble Madras High Court Order dated 25.01.2012 in W.P. No. 1711 of 2012 filed by HVF Mazdoor Sangh, Avadi, Chennai.

NAME & ADDRESS OF THE 4 FEDERATIONS/CONFEDERATION

Name	Address
S/Sh. C. Srikumar Gen. Secy., AIDEF & Leader Staff Side DC(JCM)	Sh C. Srikumar, General Secretary, All India Defence Employeesq Federation, S.M.Joshi Bhavanq Survey No. 81, Dr. Babasaheb Ambedkar Road, Khadki, Pune-411003.
R. Srinivasan Gen. Secy., INDWF & Secy, Staff Side DC(JCM)	Shri. R. Srinivasan (Retd. Employee) & Secretary, Staff Side Departmental Council (JCM), No-6,6 th Street, Vaishnavi Nagar,R.C.C PO, Chennai-600109.
M.P. Singh, Gen. Secy., BPMS	Shri M.P Singh, (Retd. Employee) & Member Staff Side Departmental Council (JCM), BPMS Office, 2-A,Navin Market, Kanpur-208001
Ved Pal Yadav Gen. Secy., CDRA	Shri Ved Pal Yadav, Member Staff Side, Departmental Council (JCM), H.No. D-499, Gali No-14, Sadh Nagar, Palam Colony, New Delhi-110045.

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LIST OF OFFICE BEARERS OF 4 FEDERATIONS/CONFEDERATION

All India Defence Employees Federation (AIDEF)			
1.	S/Shri S.N. Pathak, President, Retd. Asstt. Foreman, Gun Carriage Factory, Jabalpur.	2.	S/Shri Harbhajan Singh Siddhu Vice President, Retd. Railway Employee/ Honorary Member, Northern Railway.
3.	Rajendra Jha Vice President, Ex-employee, Ordnance Factory, Bhusaval.	4.	M.K. Ravindran Pillai, Vice President Retd. Sr. Store Supdt., CQAL Bengaluru.
5.	K. Balakrishnan, Vice President, Retd. UDC, NAD Alwaye.	6.	CH Satyaenarayana Vice President, Meter Reader (HSG), GE (NW) Nofra, Colaba, Mumbai.
7.	C. Srikumar, General Secretary, Retd. Mastercraftsman, OCF, Avadi.	8.	B. Guha Thakurta, Addl. General Secretary, Retd. Asstt. Foreman, Vehicle Factory, Jabalpur.
9.	Ravindra S. Reddy, Joint Secretary, Mastercraftsman, Ammunition Factory, Khadki.	10.	G.T. Gopal Rao, Joint Secretary, Retd. Sr.Tech. Asstt., DLRL Hyderabad.
11.	R.K. Parashar, Joint Secretary, Mastercraftsman, Ordnance Parachute Factory, Kanpur.	12.	M.M. Hol, Treasurer, Vehicle Mechanic/AFV HS Gr.I, CAFVD, Khadki.
13.	J.S. Sharma, Organizing Secretary, Retd. Mastercraftsman, 509 Army Base Workshop, Agra.	14.	S. Muthu Veerappan, Organizing Secretary, Foreman, Nawi Mumbai.
15.	B.K. Sahoo, Organizing Secretary, Fitter Pipe HS-I, GE (AF) Barrackpore.	16.	B. Chandralah, Organizing Secretary, Retd. Technician, DLRL Hyderabad.
17.	R.S. Tripathi, Organizing Secretary, Mastercraftsman, OEF, Kanpur.	18.	Ram Pravesh, Organizing Secretary, Mastercraftsman, Ordnance Factory, Khamaria.
19.	Ajay R. Shelar, Organizing Secretary, Vehicle Mechanic, AGE (E/M), GE (South), Pune.	20.	Bipul Bhattacharya, Organizing Secretary, Mastercraftsman, Rifle Factory, Ishapore.
21.	V. Mohan, Organizing Secretary (Expired).		

Indian National Defence Workers Federation (INDWF)			
1.	S/Sh. Ashok Singh, President, Social Worker INTUC Nominee	2.	S/Sh. Gurudayal Singh, Vice President, Retd. Mastercraftsman, OFB, Uttarakhand.
3.	H.N. Tiwari, Vice President, Retd. Office Supdt., DGQA, U.P.	4.	M. Jayachandran, Vice President, Mastercraftsman, Ordnance Depot, Avadi
5.	Jay Murti Mishra, Vice President, HS-I, VFJ, Madhya Pradesh	6.	Subash Baga, Vice President, Mastercraftsman, GSF, West Bengal.
7.	P. Janardhan Reddy, Vice President, HS-II, OFMK, Andhra Pradesh.	8.	Pradeep Basu, Vice President, Mastercraftsman, RFI, West Bengal.
9.	Pradeep S. Gandhi, Vice President, Sr. Storekeeper, NAD, Mumbai	10.	Arun Dubey, Vice President, Mastercraftsman, OFK, Madhya Pradesh.
11.	R. Srinivasan, General Secretary, Retd. Mastercraftsman, HVF, Tamil Nadu.	12.	Vinod Kumar Tiwari, Treasurer, Mastercraftsman, OFC, Uttar Pradesh.
13.	Ajay Mishra, Joint General Secretary, Sr. Storekeeper, AOC, Kanpur.	14.	B.S. Reddy, Joint General Secretary, HS-I, Vishakhapatnam.
15.	Vinod Tyagi, Joint General Secretary, Mastercraftsman, OFM, U.P.	16.	Subhash D. Wagmode, Joint General Secretary, HS-II, AFK, Maharashtra.
17.	G.D. Sharma, Joint General Secretary, Mastercraftsman, AF Kanpur.	18.	N. Dileep Kumar, Joint General Secretary, Mastercraftsman, CFA, Tamilnadu.
19.	Rajesh Kumar, Secretary, Mastercraftsman, Ferozpur.	20.	Rajesh Sharma, Secretary, Mastercraftsman, Agra.
21.	Pradeep Kumar Vij, Secretary, Mastercraftsman Electrician, Delhi.	22.	S. Dilli, Secretary, Retd. Mastercraftsman, HVF, Avadi.
23.	B.D. Singh, Secretary, UDC, IGS, Kanpur.	24.	Mrinal Kanti Dhar, Secretary, Retd. Mastercraftsman, MSF, West Bengal.
25.	Satyanarayan Ram, Secretary, Storekeeper, MES, Bihar.	26.	Anjaneyalu, Secretary, HS-I, MES, Secunderabad.

27.	Amit Yadav, Secretary, CMD (OG), COD, Allahabad.	28.	B.S. Parihar, Organizing Secretary, IAF, Gujarat.
29.	R.P. Nagappan, Organizing Secretary, Mastercraftsman, HVF, T.N.	30.	Arokia Raj, Organizing Secretary, Mastercraftsman, EFA, Tamil Nadu.
31.	K.K. Singh, Organizing Secretary, HS-I Turner, OVF, Maharashtra.	32.	Dhananjay Behra, Organizing Secretary, MES, Kalaikunda, West Bengal.
33.	Chandrasekaran, Organizing Secretary, Mastercraftsman, OFT, Tamil Nadu.	34.	Sid Nath Tiwari, Organizing Secretary, Mastercraftsman Tailor, OEF Kanpur.
35.	Satyanand Godwani, Organizing Secretary, Fitter SK, OF Bhusaval, M.S.	36.	R. Balakumar, Nominated Asstt. Secretary, Storekeeper EFA, Tanil Nadu.
37.	S. Punia, Nominated Asstt. Secretary, Office Supdt., AOC, Delhi.	38.	Dhumal, Nominated Asstt. Secretary, Office Supdt., CFAVD, Pune.
Confederation of Defence Recognized Associations (CDRA)			
1.	S/Sh. S.K. Mann, President, All India MES Civ. Emp. Assn.	2.	S/Sh. B.K. Singh, Sr. Vice President, All India OFGO Association.
3.	V.K. Dubey, Vice President, Indian Ord. Fys. Non-Tech. Supervisory Staff Association.	4.	Brij Kishore, Vice President, All India MES Admin Cadre & Min. Staff Association.
5.	Ved Pal Yadav, General Secretary, All India Association of Storekeeping Staff of AOC.	6.	Nar Singh, Joint Secretary, All India Defence Accounts Association (CB).
7.	Ajay, Joint Secretary, All India ANGOs Assn, OFB.	8.	Kamal Singh, Joint Secretary, All India Naval D/Men Association.
9.	Jaigopal Singh, Joint Secretary, NDGBGO Association.	10.	Vijay P. Dhyani, Zonal Secretary, DRDO Admin Staff Association.
11.	OnN. Nagender, Zonal Secretary, All India EME Civilian Personnel Association.	12.	V.V. Ramanna Raju, Zonal Secretary, All India Naval Stores Storehouse Staff Association.
13.	H.K. Agnihotri, Zonal Secretary, All India Association of Clerical Employees of Ord. Fys.	14.	Deepak Kumar, Zonal Secretary, DRDO Stores Staff Association.
15.	Jugal Kishore, Treasurer, DRDO Civilian Vehicle Operator Association.		

Bharatiya Pratiraksha Mazdoor Sangh (BPMS)			
1.	S/Sh. S.N. Batwe, Patron (OFB)	2.	S/Sh. Narendra Tiwari, President (OFB)
3.	R.S. Bangera, Working President (OFB)	4.	G. Thirukumar, Vice President (Air HQ)
5.	Charan Jeet Singh, Vice President (MES)	6.	M.P. Singh, General Secretary (OFB)
7.	Mukesh Singh, Dy. General Secretary (OFB)	8.	Sadhu Singh, Organizing Secretary (OFB)
9.	M.M. Rangdale, Organizing Secretary (OFB)	10.	B. Sreenivas, Secretary (DGQA)
11.	Ram Pravesh Singh, Secretary (OFB)	12.	Qader Subhani Ma, Secretary (DRDO)
13.	A.K. Soni, Joint Secretary (MES)	14.	Ajay Pratap Singh Baghel Joint Secretary (OFB)
15.	Balkar Singh, Joint Secretary (DGOS)	16.	Birendra Nath Singh, Joint Secretary (OFB)
17.	D.M. Hirani, Joint Secretary (Air HQ)	18.	D.T. Uihare, Joint Secretary (OFB)
19.	K. Satyanarayana, Joint Secretary (MES)	20.	Kanwar Singh, Joint Secretary (DGOS)
21.	Puttaraju, Joint Secretary (MES)	22.	S.K. Singh, Joint Secretary (Naval HQ)
23.	S.P. Kailash, Joint Secretary (OFB)	24.	Sanjay Menkudale, Joint Secretary (OFB)
25.	Suresh Chandra Fuleria, Joint Secretary (DGOS)	26.	T.K. Bose, Joint Secretary (MES)
27.	Smt. Emely Debnath, Joint Secretary (OFB)	28.	Dinesh Chhatrodiya, Asstt. Joint Secretary (Air HQ)
29.	Kuldeep, Asstt. Joint Secretary (DGEME)	30.	M.N. Nair, Asstt. Joint Secretary (DRDO)
31.	Ravindra Mishra, Asstt. Joint Secretary (OFB)	32.	Smt. Punitha, Asstt. Joint Secretary (OFB)
33.	Gopal Krishana, Office Secretary (OFB)	34.	Indrajeet Singh, Finance Secretary (OFB)

No.14 (4)/93/D(JCM)
Government of India,
Ministry of Defence,
New Delhi, dated September 6, 1995.

To

The Chief of Army Staff
The Chief of Naval Staff
The Chief of Air Staff

Subject:- Rules for the recognition of Unions of workers employed in the Ministry of Defence Installations and the Federations of such Unions.

Sir,

I am directed to say that the Government of India have decided to promulgate Fresh rules for the Recognition of the Unions of workers employed in the Ministry of Defence Installations and the Federations of such Unions as in the Annexure hereto.

2. This Ministry's letter No. NR.14(47)/D-10/4297 Dated 01/06/1950 is hereby cancelled.

3. This issues with the approval of the Defence Secretary.

Sd/-
[A.K.SETHI]
UNDER SECRETARY

Tele: 301 1260

Copy to:-

- | | |
|------------------------|------------------|
| 1. AG's Branch/DDG(CP) | 2. NHQ/DDCP |
| 3. Air HQ | 4. DGAFMS |
| 5. DGDE(Admin) | 6. DGNCC/Pens(C) |
| 7. CGHQ | 8. DPR(PR-X) |
| 9. DRDO | 10. CGDA |
| 11. DTD&P(AIR) | |

Copy also to:-

1. Ministry of Labour
2. All India Defence Employees Federation
3. Indian National Defence Workers Federation

REVISED RULES FOR RECOGNITION OF UNIONS OF WORKERS EMPLOYED IN THE MINISTRY
OF DEFENCE INSTALLATIONS AND THE FEDERATIONS OF SUCH UNIONS

As a general principle, the grant and continuance of recognition to workers' Unions or Federation of such Unions rests in the discretion of the Government. If, in the opinion of the Government, a Union/Federation recognized under these rules fails to comply with any of the conditions set out in this CPRO, the Government may after giving an opportunity to the Union/Federation to present the case, withdraw the recognition accorded to such Union/Federation.

2. No application from any Union will be considered unless it fulfills the following conditions:-
 - (a) Its membership must be confined to workmen employed in the same industry or industries closely allied to or connected with each other.
 - (b) It must be representative of all workmen employed in that industry or industries.
 - (c) Its rules must not provide for the exclusion from membership of any class or workmen referred to in clause (b).
 - (d) Suitable provision regarding the procedure for declaring strikes is included in the rules or the constitution of the Union. A model strike clause is published as Annexure-I to this order.
 - (e) The rules should provide for the holding of a meeting of its executive committee at least once in six months.
 - (f) It must be registered under the Indian Trade Unions Act, 1926.
 - (g) The union shall not maintain a Political fund except with the general or special sanction of the Government of India and subject to such conditions as the Government may impose.
 - (h) Foremen, Assistant Foremen and Charge men are not members of the Union.
 - (i) No Cook, Water-carrier and similar other categories of NCsU/Civilians working in the unit lines or messes is a member of Union.

(Contd..2)

3. To establish the representative character of the Union, it will be deemed sufficient if not less than 15% of the workmen whom the Union purports to represent are its members.
4. In the case of mixed Unions of different categories of workers e.g., clerks, supervisors and workmen, a union shall not be granted recognition unless it is having not less than 15% membership of the total strength of workers/employees who are eligible to join the Unions as members.
5. Before granting recognition to a Federation of Unions, it is not necessary to ensure that all the Unions represented by the Federation are also recognized.
6. A Federation will be deemed to be representative of all the Unions if it has on its rolls an overall membership of 15% of the workers.
7. Similarly, in case of Unions representing more than one establishment, it is not necessary for the purpose of according recognition, that it should have on its membership rolls the prescribed percentage of members from each of the establishments it seeks to represent. Recognition should be accorded on the basis of overall strength of establishments, which the Union claims to represent, subject to the condition that representations relating to the problems of individual establishments will be considered only if the Union has on its rolls, the prescribed percentage of members belonging to the individual establishments.
8. A recognized Union will be required:-
 - a) To submit regularly copies of the rules of its constitution, its annual accounts and list of its members; the options of an employee in favour of more than one Union will be treated as invalid;
 - b) To notify immediately any amendment/amendments, proposed to be made to the constitution;
 - c) Invariably to submit any representation to the Government through prescribed channels as laid down in the Ministry of Defence note No. NR 7(45) D-10/48 dated 22nd October, 1948 reproduced as annexure to CPRO 48/48.

9. On an application being received from a Trade Union, the Officer-in-charge of the establishment, after verifying and scrutinizing the same as to its completeness and correctness, will submit a report to the Ministry of Defence through staff channels which will show inter-alia the following information:-
 - a) The name of the Union applying for recognition.
 - b) The class(es) of workers it purports to represent.
 - c) The number of employees in the establishment in each class separately by categories viz. clerks, supervisors and workmen separately.
 - d) The number of members of the Union by categories viz. clerks, supervisors and workmen separately.
 - e) Whether the Union maintains a Political Fund.
 - f) Particulars of any other Trade Union recognized representing the same category of employees.
 - g) Whether the installation whose employees the Union purports to represent is:-
 - i) an industrial establishment; or
 - ii) an administrative office; or
 - iii) a Training establishment.
 - h) Whether the Union/Federation is affiliated to any Central Trade Union Organization (CTUO).
10. It shall be ensured that the following documents are submitted along with the application for recognition:-
 - a) A copy of the Rules of the Union.
 - b) A copy of the certificate of registration.
 - c) A list of office bearers and members of the Executive Committee of the Union, confirming that none of them is a person dismissed/removed/discharged from Government Service on disciplinary grounds.
11. On receipt of the report, the Ministry of Defence will decide the question of recognition of the Union.

MODEL STRIKE CLAUSE

No member of the Union shall strike work without the permission and specific direction of the Executive Committee and any member who acts in contravention of this rule shall not be entitled to any help and shall also be subject to such disciplinary action as may be decided upon by the Executive Committee.

The Executive Committee of the Union shall be the sole authority to call for and conduct a strike and such action shall be taken by the Executive Committee only after exploring all possible avenues for the settlement of disputes open to it and also those provided for in the Industrial Disputes Act, 1947, and such other laws as may be framed by Government from time to time and, in particular, no strike shall be called unless at least 75 percent of the members of the Union have voted at a Secret Ballot, specially conducted for the purpose and three fourths of the votes so polled favour the calling of a strike. Further, no strike shall be called for unless the Union gives a proper notice of strike to the authorities concerned on the prescribed form, a copy of which is enclosed. The Labour Officer of the installation concerned shall invariably be associated in any strike ballot, which the Trade Union may conduct.

No. 14(5)/95/D(JCM)
Government of India,
Ministry of Defence,
New Delhi, dated March 26, 1996.

OFFICE MEMORANDUM

Subject:- Procedure for the recognition of Unions of workers employed in the Ministry of Defence Installations.

Attention is invited to this ministry's letter number 14(4)/95/D(JCM) dated 6th September, 1995 forwarding herewith a copy of the revised rules for recognition of Unions of workers employed in the Ministry of Defence Installations and the Federations of such Unions. These rules are applicable to all the Unions and the Federations of such Unions functioning within the Defence fold.

2. All Unions who wish to be recognized, as well as existing recognized Unions, and those whose applications are pending for recognition under the erstwhile rules of recognition shall submit their applications for grant of recognition for continuation of recognition, as the case may be, to the Officer-In-Charge of the Unit/Installation, latest by 30th September, 1996. The applications should be accompanied by the following documents:-

- (i) A copy of the Rules of the Union.
- (ii) A copy of certificate of Registration under Trade Union Act, 1926.
- (iii) A list of office bearers and Members of the Executive Committee of the Union, confirming that none of them is the person dismissed/removed/discharged from Government service on disciplinary grounds.

3. The Officer-In-Charge of the Unit/Installation shall verify and scrutinize the applications as to its completeness and correctness including the verification of the membership of the concerned Union, and will forward the applications direct to the HQ Command, who will forward the same to the Service HQ/ concerned Defence Organization within a period of 90 days from the date of receipt of the application. The applications shall be examined by the Service HQ/ concerned Defence Organization in the light of the Rules to ensure that they conform to the provisions contained in the Rules. The case file, in respect of each such application, along with the comments/ recommendations of the Service HQ/ concerned Defence Organization will be sent to the Ministry of Defence. Recognition will be accorded by the Ministry

to the concerned Union on fulfilling the conditions prescribed in the rules. Application for fresh recognition or continuation of existing recognition is to be entertained only from Unions functioning at Units/ Installations where Union activities are permitted.

4. Relaxation of any provisions of the Rules shall be done only with the prior approval of MoD.
5. The application for recognition of Trade Unions and the connected correspondence will be dealt with on 'priority' basis at all levels.

Sd/-

(A.K.SETHI)

Under Secretary to the Govt. of India

Tele: 301 1260

To

1. Chief of the Army Staff, Army HQ.
2. Chief of the Naval Staff, Naval HQ.
3. Chief of the Air Staff, Air HQ.
4. JS(OF)
5. DGAFMS
6. DGDE
7. DGNCC
8. CGHQ
9. DPR
10. DRDO/CCR&D(S)
11. CGDA
12. DTD&P[Air]
13. DGOF
14. DGQA

Copy to:- Ministry of Labour,
Shram Shakti Bhawan, New Delhi.

General Secretary,
All India Defence Employees Federation.

General Secretary,
Indian National Defence Workers Federation.

MOST IMMEDIATE
No.14(4)/93/D(JCM)/Vol.II,
Government of India,
Ministry of Defence,
New Delhi, the 4th March, 1997.

To

The Chief of the Army Staff
The Chief of the Naval Staff
The Chief of the Air Staff

Subject:- Rules for the recognition of Union and workers employed in the Ministry of Defence Installations and the Federations of such Unions.

Sir,

I am directed to refer to this Ministry's letter No.14(4)/93/D(JCM) dated 6.9.1995 promulgating the revised Rules for the recognition of Unions and the Federations of such Unions functioning within the Defence fold and to say that the Rules ibid have been partially amended as follows:-

In Rules 3,4 and 6

FOR '20%'

READ '15%'

2. The above amendment has been made in pursuance of the decision taken in the meeting held on 15/11/1996 specially convened to review the above cited Rules.
3. A complete set of Rules including the amendment ibid may be published through CPRO and circulated to all concerned under intimation to the undersigned.
4. This issues with the approval of the Defence Secretary.

Yours faithfully

Sd/-

[A.K.SETHI]

Under Secretary to the Government of India

Copy to:-

1. JS(OF)
2. D(Fy.II)

MOST IMMEDIATE
No.14(5)/95/D(JCM),
Government of India,
Ministry of Defence,
New Delhi, the 4th March, 1997.

OFFICE MEMORANDUM

Subject:- Revised procedure for the recognition of Unions of Workers employed in the Ministry of Defence Installations.

The undersigned is directed to refer to this Ministry's OM of even number dated 26th March, 1996 on the above mentioned subject and to say that pursuant to the decision taken in the meeting convened in MOD on 15/11/1996, the following revised procedure for recognition of Unions etc. has been laid down in supersession of the OM ibid.

2. All Unions, who wish to be recognized and those whose applications are pending for recognition under the erstwhile rules of recognition shall submit their applications for grant of recognition to the Officer-in-Charge of the Unit/Installation latest by 31st March, 1997. The applications should be accompanied by the following documents:-

- i) A copy of the Rules of the Union.
- ii) A copy of Certificate of Registration under Trade Union Act, 1926; and
- iii) A list of Office-bearers and members of the Executive Committee of the Union, confirming that none of them is a person dismissed/removed/discharged from the Govt. service on disciplinary grounds.

3. The Officer-in-Charge of the Unit/Installation shall verify and scrutinize the applications as to its completeness and correctness. The minimum enrolled membership of 15% as per Rules in the case of each applicant Union shall be verified through the concerned Regional Labour Commissioner. The Officer-in-Charge after scrutiny of the applications along with the verification of membership through concerned Regional Labour Commissioner will forward the same direct to the HQ Command, who in turn will forward it to the concerned Service HQ/Defence Organization within a period of 90 days from the date of receipt of application. The Service HQ/concerned Defence Organization shall examine the applications in the light of revised rules to ensure that the provisions contained therein have been strictly adhered to by the applicant Union. In case there is no objection barring the verification of membership, raised by any authority within a period of 90 days from the date

of receipt of application from the applicant Unions, their case for grant of recognition would be processed as per the Rules. The case file under examination in respect of each application along with the recommendations of the Service HQ/concerned Defence Organization will thereafter be referred to Ministry of Defence, who will after due scrutiny and ensuring that the Union concerned has fulfilled all the stipulated conditions may grant recognition to the Union. Applications for recognition from the Unions would only be entertained in respect of these Defence Units/Installations, where the Union activities are permitted.

4. The existing recognized Unions/Federations, would continue to function with the recognition already granted to them under the erstwhile Rules and in their case, there will be no verification of membership, in general. However, in case of doubt or dispute, the verification of membership shall be resorted to through concerned Regional Labour Commissioner as per the provisions of Industrial Disputes Act, 1947.

5. Relaxation of any provisions of the Rules shall be done only with the prior approval of MoD.

6. The application for recognition of Trade Unions and the connected correspondence will be dealt only with "Priority" basis at all levels.

Sd/-

(A.K.SETHI)

Under Secretary to the Government of India)

To

1. The Chief of the Army Staff
2. The Chief of the Naval Staff
3. The Chief of the Air Staff
4. JS(OF)
5. D(Fy.II)
6. Dir(CP)/AG's Branch- They are requested to bring the contents of this OM to the notice of all concerned including all the Unions/Federations under their administrative control under intimation to D(JCM)
7. DDGCP/NHQ
8. Dir(PC)/Air HQ
9. DRDO
10. DGQA
11. DGDE(Admin)

12. CGDA
13. DGAQA
14. DGOF through D(F.II)
15. DGNCC/PERS(C)
16. CGHQ
17. DGAFMS
18. DPR/PR(X)

Copy also to:-

1. Ministry of Labour, Shram Shakti Bhavan, New Delhi.
2. All India Defence Employees Federation.
3. Indian National Defence Workers Federation.

MOST IMMEDIATE

No.14(1)/2000/D(JCM)

Government of India,

Ministry of Defence,

New Delhi, the 16th March 2004

To

The Chief of the Army Staff,

The Chief of Naval Staff,

The chief of Air Staff

Subject- Rules for recognition of Unions of Workers employed in the Ministry of Defence Installations and the Federations of such Unions.

Sir,

I am directed to refer to this Ministry's letter No. 14(4)/93/D(JCM), dated 6.9.95 relating to the revised Rules for the recognition of Unions of Workers employed in the Ministry of Defence Installation and the Federation of such Unions as amended vide letter No.14(4)/93/D(JCM)/Vol II dt.4.3.1997 and to say that the representatives of three Federations have been demanding modification of the existing para-4 of the said Rules stipulating at least 15% membership in each of the three categories of workers i.e Supervisors, Clerks and Workmen separately, as the Unions of Workers were not able to secure the requisite membership of non-industrial employees as their members since most of these categories of employees have joined Service Associations formed under the CCS (RSA) Rules. Accordingly, it has been decided to partially modify para-4 of the ibid Rule as under:-

For:- "In the case of mixed Unions of different categories of workers eg; Clerks, Supervisors and Workmen, recognition may be with-held unless they have as their members not less than 15% of employees of each of the three categories, namely Clerks, Supervisors and Workmen, who are eligible to join the Unions as members."

Read:- "A union shall not be granted recognition unless it is having not less than 15% membership of the total strength of Workers/employees who are eligible to join the Unions as members."

2. This issues with the approval of Defence Secretary.

Yours faithfully,

Sd/-

(Anula Kumar)

Director(CP)

Tele: 2301 3416

Dir(PC)/Air HQ

DCP/NHQ

DRDO/Dy.Dir(MS-I)

DGQA/Dy.Adv.(LW)

DGQA/Jt.Dir.(Admin).

DPR/PR(x)

DGARMS

DGDE(Admin).

CGDA

DGNCC[Pers(c)]

CGHQ

Copy to: (1) M/o Labour, [(IR/POL) Section, Shram Shakti Bhawan, New Delhi

(2) General Secretary, AIDEF (3) General Secretary, INDWF.

(4) General Secretary, BPMS

Copy to

JS(OF)

D(Fy-II)

Army HQ/AG'S Branch/Dir(CP)

Naval HQ/DCP

Air HQ/Dir(PC)

DGOF/Dir(IR)

DRDO/Jt.Dir(MS-I)

DGAQA/Jt.Dir(Admn)

DGNCC/Pers(C)

DGDE(Admin)

DGAFMS/Jt.Dir(DG-2B)

DPR(PR-X)

CGHQ

DGQA/Jt.Dir (P-II)

Copy also to:-

4. Ministry of Labour
5. All India Defence Employees Federation(AIDEF)
6. Indian National Defence Workers Federation (INDWF)
7. Bhartiya Pratiraksha Mazdoor Sangh (BPMS)