



CONFEDERATION OF CENTRAL GOVT. EMPLOYEES & WORKERS

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CIRCULAR

TO

*All Office Bearers/National Executive Members,
All General Secretaries of State COCs.
All Chief Executive of affiliated Organizations*

Dear Comrades,

The Confederation has been agitating since December 22 in pursuant of it's seven points Demands that are affecting the Central Government Employees, that culminating into a one-day token strike on 9th July 2025. No tangible action has been initiated by the Government to redress /resolve our grievances till date baring Constitution of the 8th CPC Committee. On the contrary repressive measures are being adopted by the Government on Associations/ Federations in the form of De recognising the organisations or by denial of grant of recognition to Associations/Federations by many Departments inspite of the organisations fulfilling all the terms and conditions of CCS RSA Rules 1993. Vindictive Victimization of Union functionaries simply for union activities has become a common phenomena , recent suspension of GS of Kerela CoC and Dismissal from engagement of the GS of AIGDSU (DOP) are the classic examples of Vindictive Victimization. Government is reluctant to honour it's own commitment of implementing the Awards given by Board of Arbitration under JCM, which were agreed upon with the staff side.

As anticipated, the ramifications of the Validation of Pension Act 25 a part of Finance Bill 25 are reflected in the GOI, Ministry of Finance Gazette Notification dated 03.11.2025 vide which 8th CPC has been constituted along with ToR , wherein the revision of Pension for Pensioners and Family Pensioners have been kept beyond its purview. Inclusion of the clause of new terminology, to examine " UNFUNDED COST OF NON - CONTRIBUTORY PENSION SCHEMES ", will have a cascading effect on the existing OPS. Confederation in its National Executive Committee Meeting held on 25th October, discussed threadbare on all the issues and after deliberations unanimously decided to renew phase wise Agitational Program's in support of its revised charter of Demands. The following phase wise Agitational Programs have been finalised:

The proposed phase wise Agitational Program's to be conducted are as under ;

1. An intensive countrywide campaign to be carried out to popularize charter of Demands and strengthen the organisations, prepare the rank and file for struggles. National Secretariat members will tour the states as per the annexed program, campaigning is to be completed by 15th December 2025.
2. To hold Lunch Hours Demonstration at all work places /Offices on 16th December 25 , sending of resolution to the Authorities.
3. Holding of State Conventions in support of our Demands by 31st December, National Secretariat members would be attending such Conventions. State CoCs where conferences are overdue shall conduct their conferences by 31st December 25.

Further course of Action programs will be decided after reviewing the above phases of Agitational Program's.

The Charter of Demands in pursuant of which the above phase wise Agitational Programs are to be conducted are as under

CHARTER OF DEMANDS:

1. Modify Terms of Reference of 8th CPC by incorporating suggestions/views given by Confederation and staff side NC-JCM on Revision of emoluments of Employees and Pensioners and other issues.
2. Merge 50% DA/DR with Basic Pay/Pension, Grant 20% of Pay/Pension as an Interim Relief (IR) w.e.f. 1.1.2026.
3. Scrap NPS/UPS, Restore OPS for all Employees.
4. No Distinctions amongst Pensioners should be made, potentially on the basis of factors like Date of Retirement and Accepted recommendations of Central Pay Commission.
5. Release the three instalments (18 months) of DA/DAR frozen during Covid pandemic to Employees and Pensioners, Restoration of commuted part of pension after 11 years instead of 15 years.
6. Remove 5% Ceiling imposed on Compassionate Appointment, grant Compassionate Appointment in all cases to wards/Dependants of Deceased employee.
7. Fill up vacant posts of all cadre in all the Departments, stop outsourcing and corporatization in Government Departments.
8. Ensure Democratic functioning of Association/Federations as per JCM mechanism,
 - A) Grant recognition to Association/Federations which are pending, Withdraw the de recognition orders of AIPEU Gr. -C UNION, NFPE and ISROSA.
 - B) Stop imposition of Rule 15 1 (C) on service Associations/Federations.

C). Stop Vindictive Victimization of Union functionaries.

9. Immediate implementation of the Awards given by Board of Arbitration under JCM on which consensus has reached, in case of CA Ref. No. 3/2001.

10. Regularise Casual Contingent, Contractual labours and GDS employees, grant equal status to Employees of Autonomous Bodies to that of CG Employees.

The Government has unilaterally notified the four labour codes, vide its Gazette Notification dated 21.11.25 paving way for implementation of the code bills, which would make the functioning of trade Unions very difficult. Ten CTUs have called for massive protest Demonstration on 26th November seeking repeal of the said Notification, Confederation stands in Solidarity with the CTUs Agitations.

The Confederation urges upon its National Secretariat member's, the General Secretaries/Secretary Generals of all the affiliated Associations and Federations and the General Secretaries of the state CoCs to kindly co-ordinate with each other and finalise the campaign program, go for Joint vigorous Campaigning amongst the rank and file, educate them about the Demands and convince them to participate, to ensure that the above Program's are made successful in true spirit.

STRUGGLE IS THE RIGHT PATH : WE ARE ON THE RIGHT PATH!

With Regards,

Comradely Yours



(S.B. Yadav)
Secretary General

**PROPOSE TOUR PROGRAM'S OF NATIONAL SECRETARIAT MEMBER'S
FOR CAMPAIGNING TO BE UNDERTAKEN BY 15TH DECEMBER:**

S.L. No.	Name of Circle	Visiting Leaders
1.	Maharashtra, Goa & Gujarat	Com. Rupak Sarkar, Com. Ravindran Nair, Com. B K Chalke, Com. Sreedharan
2.	Assam & NE states	Com. Arup Chatterjee, Com. Amitava Chakraborty, Com. Rupak Mukhopadhyaya
3.	M P & Chhattisgarh	Com. Yashwant Purohit, Com. P U Khadse
4.	Rajasthan	Com. S B Yadav, Com. P U Khadse, Com. Rajendra Meena
5.	T N , Puducherry & Kerela	Com. Venkatesh, Com. R B Suresh, Com. G R Pramod, Com. Dhanya Savithri
6.	A P & Telangana--	Com. P Suresh, Com. D N Murty, Com. Ajit Huparikar, Com. Sushila Rani, Com. Ramesh Gaddum, Com. Mukhtar Ahmed
7.	Karnataka	Com. Venkatesh, Com. Siddhar Babu, Com. S. Janakiram
8.	Delhi, Haryana & Punjab	Com. R N Parashar, Com. Giriraj Singh, Com. Anil Kumar, Com. Naresh Gupta, Com. Subhash Chandra Pandey
9.	West Bengal	Com Rupak Sarkar, Com. Arup Chatterjee, Com. Rajiv Bannerjee, Com. Santanu Nandi, Com. Saurabh Das, Com. Tapan Bhowmick
10.	Bihar, Jharkhand & Odisha	Com. Tapas Bose, Com. Janardan Majumdar, Com. D B Mohanti
11.	H P & Jammu & Kashmir	Com. Tapas Bose, Com. Anil Kumar Com. S B Yadav
12.	U P & Uttarakhand	Com S B Yadav, Com. R N Parashar, Com. Subhash Chandra Pandey

NOTE:

1. National Secretariat Member's should fix the dates of their tour in consultation with the General Secretaries of respective state CoCs.
2. Office Bearers of women's sub-committee are requested to extend support to the campaign programs/meeting in their respective states.

Comradely Yours



(S.B. Yadav)
Secretary General