

No. 10-7/72-SR

Government of India
Ministry of Communications
(P&T Board)
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Dak Tar Bhavan
Parliament Street,
New Delhi - 110001.

Dated 6 - 6 - 78.

To

All Heads of Postal Circles,
All Heads of Telecom Circles/Telephone Districts,
All Heads of other Administrative Offices.

Subject : Compilation of instructions on trade-union facilities admissible to Unions/Associations.

Sir,

Instructions have been issued from time to time by various sections of the Directorate on Union matters. For the sake of convenience and ready reference, these instructions have now been compiled under selected headings to make it handy for all concerned in Administration who have to deal with the subject. Efforts have been made to incorporate all relevant instructions and to make it up-to-date but if still some omissions are there, these may be brought to the notice of the Directorate. The number and date of the original orders have been quoted in the margin of the compilation.

2. These instructions supersede all existing instructions on the subject.
3. These instructions may be brought to the notice of all subordinate offices working under you.
4. Receipt of this letter may please be acknowledged.

Yours faithfully,

Sd/- S.P. Aneaja,
Director (SR)

- Copy to :
1. All Staff Sections/Inspection Section of P&T Directorate.
 2. All recognised Unions/Associations.

Sd/- S.P. Aneaja,
Director (SR)

VI IMMUNITY FROM TRANSFER

69-18/79-SPB-I
dt. 7.12.70

1. (a) Concession of immunity from transfers from the Headquarters of recognised Unions/Associations is applicable to their office bearers during the first year of their elections to the offices of Chief Executive or General Secretary, Asstt. Secretary and Financial Secretary (or Treasurer) of Class III or Class IV Union whether they are All India, Circle Divisional or Branch Unions (if the constitution and by-laws of the Central Union permit opening of such branches);
- (b) If there are several office bearers with the same designations, the concession applies during the first year of the office to only one of each category, i.e. Chief Executive or General Secretary, Secretary, Assistant Secretary and Financial Secretary (or Treasurer) as may be nominated by the Unions;
- (c) The concession ceases to be applicable to the above Union office bearers on promotion to higher posts;
- (d) With the mutual goodwill between the Union and the local officers and subject to the administrative convenience, the office bearers elected to above said offices of the Union may stay at the Headquarters station even longer than one year;
- (e) If the office bearers working at other stations are elected to these offices, i.e., Chief Executive or General Secretary, Secretary, Asstt. Secretary and Financial Secretary (or Treasurer) they may be brought on temporarily transfer to the headquarters of the Union during the first year of election.

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and may be retained there even for longer than one year but with the goodwill between the Unions and the local officers and subject to administrative convenience only ;

(g) the concessions are not guaranteed and cannot be claimed as a matter of right. They are always subject to administrative exigencies.

69-52/72-SPB-I
dt. 23.3.1973

The orders regarding grant of immunity from transfers to Union office bearers should be followed strictly except on administrative grounds. Bringing the Chief Executive of the Unions to their Headquarters should also be followed if an appropriate post in which the Chief Executive could be posted, is available.

69-52/72-SPB-I
dt. 2.1.74

3. Where it is not possible to observe the general principles laid down in the instructions on the concession of immunity from transfer, a report should be sent to the Directorate indicating the circumstances under which it is not possible to extend the facility even in the first year of term of office with the Union.

69-45/73-SPB-II
dt. 8.2.74

4. In RMS where the Divisional, Circle or All India Secretaries cannot be posted at the headquarters, there is no objection to grant requests for posting of Divisional Circle and All India Secretaries in RMS Sections to enable them to come to their respective administrative headquarters. This is subject to administrative convenience.

69/7/77-SPB-I
dt. 20.4.77

5. Subject to administrative exigencies, this concession of immunity from transfer may be granted for the 2nd year also to the office bearers of such of the Associations/Unions whose constitution provides Conference/Elections in two years, instead of annually.