



जेएनपीटी कामगार एकता संघटना

JNPT KAMGAR EKTA SANGHATANA

Affiliated to : **All India Port & Dock Workers Federation**

Date: 07.05.2019

To

The Chairman

Jawaharlal Nehru Port Trust
Administrative Building
Sheva, Navi Mumbai 400 707



SUB: NOTICE OF STRIKE ON AND FROM 24.05.2019

Dear Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, JNPT Kamgar Ekta Sanghatana hereby gives you notice that all the employees of JNPT propose to go on **strike on and from 24.05.2019** to press for immediate settlement of their demand for **cancellation of the circular no** Circular No. 590 of 08.04.2019 issued by the management of Jawaharlal Nehru Port Trust on the subject of "Implementation of 2:1 manning Scale." and for continuation of the existing service conditions of the employees as regard to the manning scale (1:1) for operation of the container handling equipment (Rail Mounted Quay Cranes (RMQCs) , Rubber Tyre Gantry Cranes (RTGCs) and Rail Mounted Gantry Cranes (RMGCs) as explained and justified in the annexure to this strike notice.

o/c
Yours faithfully,

(Dinesh Patil)
President

Encl. Annexure to the Strike Notice
cc to

- 1. The Asstt. Labour Commissioner (Central) -II**
Ministry of Labour, Government of India
Shram Raksha Bhavan, Sion, Mumbai, 400022
- 2. The Regional Labour Commissioner-(Central)**
Ministry of Labour, Government of India
Shram Raksha Bhavan, Sion, Mumbai, 400022
- 3. The Chief Labour Commissioner (Central)**
Shram Shakti Bhavan, Rafi Marg,
New Delhi 110011

ANNEXURE

Strike notice to press the demand for cancellation of the circular No. 590 of 08.04.2019 issued by the management of Jawaharlal Nehru Port Trust on the subject of 'Implementation of 2:1 manning Scale.' and for continuation of the existing service conditions of the employees as regard to the manning scale (1:1) for operation of the container handling equipment ,RMQCs, RTGCs and RMGCs.

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1. The employees of JNPT and the Unions representing them have been demanding for cancellation of the Circular No. 590 of 08.04.2019 issued by the Chief Manager (Administration) & Secretary, JNPT on the subject of 'Implementation of 2:1 manning Scale " and continuation of the existing manning scale of 1:1 for the operation of the container handling equipment (RMQCs, RTGCs and RMGCs) by the employees in the posts of the Junior Engineers, Technicians , Assistant Technician , Checkers and others deployed for operation of these equipment ,

2. The representatives of the employees have made number of suggestions to the management for increase in the port productivity without making any change in the present manning pattern of 1:1 and the assured the management of increase the port productivity . These suggestions include the followings :

(1) **Increase in the manpower and machinery and container handling equipment ;**

All the vacant posts in various categories must be filled up immediately and additional posts must be created and filled up to cope up with the increasing work. The Project Affected Persons and local persons are deprived of the employment opportunities .There are number of candidates on the waiting list of compassionate appointment and it is a matter of regret that the management could not provide them employment in the services of JNPT though there are vacancies in various posts . The unemployment in the region has resulted in unrest allover. Similarly , the old machinery and container handling equipment must be replaced with new one and additional equipment of standard quality must be purchased . The inferior quality of cranes with less capacity have been hampering the port productivity.

(2) Filling up promotional posts and creation of promotional posts .

There is no time bound promotion policy. The employees who have been given the benefits of financial upgradation in the scale of Group A of B employees-officers are forced to operate the container handling equipment for want of promotional posts . There is no induction of the young employees for operation of the container handling equipment as there is no recruitment for the last so many years. The so -called orders on ban on the recruitment of employees as far as JNPT is concerned is not and cannot be made applicable being a growing port having corporate social responsibility towards the members of the society . The shortage of manpower cannot be a reason for change in the manning pattern. The employees who are above 50 years or so should not be deployed for operating the cranes against their wish and such employees in their advanced ages should be deployed for other less strenuous work without affecting their promotional opportunities and other service conditions.

(3) Improvement in the infrastructure including yard facilities.

There must be improvement in the infrastructure facilities including the facilities in the yards for effective movement of the cargo/ containers.

(4) No privatization of the core activities ,

The management has been all the time giving threats of privatization of the operation of the container terminal instead of running the terminal departmentally effectively . Such threats have demoralized the employees and it affects the port productivity. Let there be all round efforts and determination to operate and maintain JNPT Container Terminal departmentally. In fact, the work of TT operations should be carried out departmentally as the deficiencies in performance of the contractors awarded with the said work are hurdles for the port productivity.

(5) Methods of cost reduction;

There are number of other methods for reduction in the cost of operations. The change in the manning pattern cannot be a remedy for reduction in the cost of operation.

(6) Uninterrupted port operations.

The goal of providing uninterrupted port operations (hot seat exchange) can be achieved on resolving the issues concerning the operations . The employees are ready and willing to work hard for uninterrupted services provided their grievances are considered positively and without any delay.

(7) Settlement on other demands .

Demands made by the unions on various issues from time to time need to be settled in the interest of industrial peace and harmony as well as in the interest of the port productivity. The issues pertaining to health, safety , welfare, incentive scheme, special allowances , appropriate pay scales etc. need to be settled amicably and early.

(8) Discussion

The representatives of the employees desired to discuss over the above issues with the management to find out the ways and means to avert the unrest arising out the Circular No. 590 of 08.04.2019 issued by the management on the subject of 'Implementation of 2:1 manning Scale.' Such a change proposed by the management is a serious change in the service conditions of the employees and it cannot be made during the currency of the Settlement dated 30.08.2018, without following the procedure laid down in clause 47(1) of the Settlement dated 30.08.201 and also without following the procedure laid down under Section 9A of the Industrial Disputes Act, 1947 . The arbitrary decision in the matter should not be forced upon the employees specially when the employees and their representatives are always ready and willing to extend their cooperation for the growth of the port. Any decision in a haste and without considering the suggestions made by the Unions and also without following the requirements of the law may dislocate the port operations for which the management of JNPT would be solely responsible.

3. In the event, the management fails and ignores to settle the demands amicably, the employees who are restive over the issue of proposed change in the manning scale/pattern (from 1;1 to 2:1) will be left with no other alternative but to go in strike on and from 24.05.2019. The strike would be fully legal and justified .

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