

30/100
CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH
GUWAHATI-05

(DESTRUCTION OF RECORD RULES, 1990)

C. P-29/2002 ordersheet pg-1 to 2

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Disposed Date-24/9/2002

O.A/T.A No. 314/2002

C. P-121/2002 ordersheet pg-1

R.A/C.P No. 29/2002

Disposed Date-24/9/02

E.P.M.A No. 121/2002

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2. Judgment/Order dtd. 06/09/2001 Pg.....1.....to.....2.....allowed

3. Judgment & Order dtd.....Received from H.C/Supreme Court

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13. Written Arguments.....

14. Amendment Reply by Respondents.....

15. Amendment Reply filed by the Applicant.....

16. Counter Reply.....

SECTION OFFICER (Judl.)

(6)

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
 GUWAHATI BENCH: GUWAHATI, S. (FORM NO. 4)
 ORDER SHEET. (See Rule-42)

Applicant(s) APPLICATION NO. 314/2000
 Ranesh Bhowali and ors.

Respondents(s) not mentioned.

Advocate for Applicant(s) Mr. B.K. Sharma

Advocate for Respondent(s) Mr. S. Sarma

Notes of the Registry

DATE

ORDER OF THE TRIBUNAL

28.9.00 Present : The Hon'ble Mr Justice D.N. Chowdhury, Vice-Chairman.

Heard Mr S. Sarma, learned counsel for the applicants. Application is admitted. Issue usual notice. Call for the records.

List on 14.11.2000 for written statement and further orders. Meanwhile status quo as on today shall be maintained as regards the service of the applicants.

My
Signature

Bon

28/9/2000

pg

No
28/9/2000

Vice-Chairman

14.11.00

On the prayer of Mr. B.S. Basumatary, learned Addl. C.G.S.C. the case is adjourned to 12.12.2000 for filing of written statement.

List on 12.12.2000 for written statement and further orders.

Vice-Chairman

trd

A. B. Jay

12-12

12-12. No s. B. Adjourned to 5-1-2001.

A. B. Jay
12-12

Slips are yet to be received
to issue notices.

28/9/00

Slips are received. Notice
prepared and sent to
D/S for Morris Bhattachar
Ji No 1 b-5 wide
D/No 28/9/68 dtd.
23/10/00

23/10/00

① Service report are still awaited.

② No. written statement has been filed.

By
13.11.2000

Notice duly Served on
R No. 1, 2, 34. R No 3 is
returned due to Not known.
work by Postman. R No 5
is still awaited

By
31.12.2000

5.1.01 Four weeks time is granted for filing of written statement on the prayer of Mr B.S.Basumatary, learned Addl.C.G.S.C.

List on 7.2.2001 for order.

Vice-Chairman

pg

No. 6/5 has been
filed.

By
4.1.2001

trd

7.2.01

List the matter for hearing on 21.3.2001. In the meantime the respondents may file written statement if any.

Vice-Chairman

No. written statement
has been filed.

By
6.2.01

lm

21.3.01

On the prayer of learned Sr.C.G.S.C. Mr.A.Deb Roy, case is adjourned to 11.4.01 for hearing.

IC (U) Shar
Member-Chairman

No. written statement
has been filed.

11.4.01

On the prayer of learned counsel for the applicant case is adjourned to 9.5.01 for hearing.

By
20.3.01

lm

2.5.2001

9.5.01

The case is adjourned to 30.5.2001 on the prayer of learned counsel for the applicant for hearing.

w/s has
been dominated
by the respondents.

Vice-Chairman

bb

10.05

Notes of the Registry

Date

Order of the Tribunal

written statement has been filed.

3/4
3.7.01

30.5.01

The learned counsel for the parties mainly Mr. S. Sarma and Mr. A. Deb Roy are away from this Bench for attending the Circuit Court at Imphal and Kohima and accordingly prayer has been made on their behalf for adjournment.

Accordingly, the case is adjourned to 4-7-2001 for hearing.

Vice-Chairman

Writs has been filed.

3/4
26.7.01

04.07.01

Mr. A. Deb Roy, learned Sr. C.G.S.C. for the respondents, requests for adjournment.

Mr. S. Sarma, appearing for the applicant, has no objection. Prayer is accepted.

List on 27-07-2001 for hearing.

I.C.U.Shar.
Member

ab

27.7

There is a reference. The case is adjourned to 31/8/2001.

Ab
A.K.2

27.7

31.8

Adjourned to 6.9.2001.

Ab
A.K.2
31.8

21.9.2001

5.9.01

Heard counsel for the parties.

Hearing concluded. Judgment delivered in open Court, kept in separate sheets.

The application is allowed in terms of the order. No order as to costs.

I.C.U.Shar.
Member

Copy of the Judgment has been sent to the Office for issuing the same to the Applicant as well as to the L/Advocate for the Respondent.

pg

Notes of the Registry	Date	Order of the Tribunal

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

Original Application No. 314/2000.

6-9-2001.
Date of Decision.....

Sri Sadananda Saikia & Ors.

Petitioner(s)

Sri S. Sarma.

Advocate for the
Petitioner(s)

Versus-

Union of India & Ors.

Respondent(s)

Sri A. Deb Roy, Sr.C.G.S.C.

Advocate for the
Respondent(s)

THE HON'BLE MR K.K.SHARMA, ADMINISTRATIVE MEMBER.
THE HON'BLE

1. Whether Reporters of local papers may be allowed to see the judgment ?
2. To be referred to the Reporter or not ?
3. Whether their Lordships wish to see the fair copy of the Judgment ?
4. Whether the Judgment is to be circulated to the other Benches ?

Judgment delivered by Hon'ble : Admin. Member.

KK Sharma

N

CENTRAL ADMINISTRATIVE TRIBUNAL, GUWAHATI BENCH.

Original Application No. 314 of 2000.

Date of Order : This the 6th Day September, 2001.

The Hon'ble Mr K.K.Sharma, Administrative Member.

1. Sri Sadananda Saikia,
2. Sri Biswa Nath Rajkhowa,
3. Sri Deba Prasad Borah,
4. Sri Sankar Basfore
5. Sri Nandeswar Boro,
6. Sri Ramesh Ch. Bharali and
7. Sri Lohit Ch. Saharia.

. . . Applicants

By Advocate Sri S.Sarma.

- Versus -

1. Union of India,
represented by the Secretary to the
Government of India,
Ministry of Communication,
Sansar Bhawan, New Delhi-1.

2. The Chief General Manager,
Telecom, Assam Telecom Circle,
Guwahati-7.

3. The Executive Engineer,
Telecom Civil Division,
Dibrugarh.

4. The Executive Engineer(Civil)
Telecom Civil Division,
Jorhat.

5. The Executive Engineer (Electrical)
Telecom Electrical Division,
Guwahati.

. . . Respondents.

By Advocate Sri A.Deb Roy, Sr.C.G.S.C.

O R D E R

K.K.SHARMA, ADMN. MEMBER.

There are 7 applicants in this application filed under Section 19 of the Administrative Tribunals Act 1985. The only issue pertains to grant of temporary status.

2. The applicants are employed under the Telecom Civil Divisions at Dibrugarh and Jorhat and Telecom Electrical Division at Guwahati. They have been engaged as casual workers from the years 1985 to 1993. It is claimed that

KK Sharma

contd..2

their cases are covered under the "Casual Labourers (Grant of Temporary Status and Regularisation) Scheme 1989" as modified from time to time.

3. The respondents have filed written statement. Mr A. Deb Roy, learned Sr.C.G.S.C pointed out that out of 7 applicants the case of 5 applicants have been verified and their names are under consideration for grant of temporary status. Regarding applicant No. 3 and 4, namely, Sri Deba Prasad Borah and Sankar Basfore, process of verification is going on. Mr S. Sarma, learned counsel appearing for the applicants submitted that the case of the remainings 2 applicants should also be considered in the light of Circular Nos. ESTT-9/12/ CM/15 dated 15.1.2001, ESTT-9/12/PT/KTD/40 dated 15.2.2001 and D.O.No.STES-21/160/101 dated 22.3.2001. As the process of verification is going on a direction is given to the respondents to complete the same at the earliest and at any rate within a period of 2 months from the date of receipt of this order. The case of the applicants shall also be considered in the light of the aforementioned 3 circulars.

The application is treated as allowed. There shall, however, be no order as to costs.

IC (Usharay)
(K.K.SHARMA)
ADMINISTRATIVE MEMBER

Central Administrative Tribunal

624 26 SEP 2000

गुवाहाटी बेंच

Guwahati Bench
BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

Title of the case :

314
O.A. No. of 2000

BETWEEN

Shri Ramesh Bharali & Ors. Applicants.

AND

Union of India & ors. Respondents.

I N D E X

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6.	Annexure-4	28 - 35
7.	Annexure-5	

Filed by :

Regn. No. :

File : WS 7/kandarpa

Date :

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH : GUWAHATI

(An application under section 19 of the Central Administrative
Tribunal Act, 1985)

O.A. No. 314 of 2000

Between

1. Sri Sadananda Saikia,
2. Sri Biswa Nath Rajkhowa
3. Sri Deba Prasad Borah
4. Sri Sankar Basfore
5. Sri Nandeswar Boro.
6. Sri Ramesh Ch Bharali.
7. Sri Lohit Ch Saharia.

... Applicants.

- AND -

1. Union of India, represented by the Secretary to the Government of India, Ministry of Communication, Sansar Bhawan, New Delhi-1.
2. The Chief General Manager, Telecom, Assam Telecom Circle, Guwahati.
3. The Executive Engineer, Telecom Civil Division, Dibrugarh.
4. The Executive Engineer, (Civil), Telecom Civil Division, Jorhat.
5. The Executive Engineer (Electrical), Telecom Electrical Division, Guwahati.

... Respondents

DETAILS OF THE APPLICATION.

1. PARTICULARS OF ORDER AGAINST WHICH THIS

1

2^o SEP 2000

Guwahati Bench

APPLICATION IS MADE.

The present application is directed not directed against any particular order but has been made for consideration of their case for grant of temporary status and regularisation as per the scheme as well as the subsequent clarification issued from time to time.

2. JURISDICTION OF THE TRIBUNAL

That the Applicant declares that the subject matter of the present application is well within the Jurisdiction of this Hon'ble Tribunal.

3. LIMITATION

The Applicants declares that the present application have been filed within the limitation period prescribed under Section 21 of the Administrative Tribunal Act 1985.

4. FACTS OF THE CASE

4.1 That the applicants are citizens of India and as such they is entitled to all the rights and privileges as guaranteed under the Constitution of India and laws framed thereunder.

4.2 That the applicants were initially engaged under the respondent No 3 on casual basis on various dates ranging from 1985 to 1997. After such appointment they were allowed to work as regular Gr-D employee and they used to get their pay under the departmental pay bill i,e, ACG - 17 . Although they have been engaged as casual worker but in fact their such appointments were against the clear vacancy under the regular establishment of the respon-

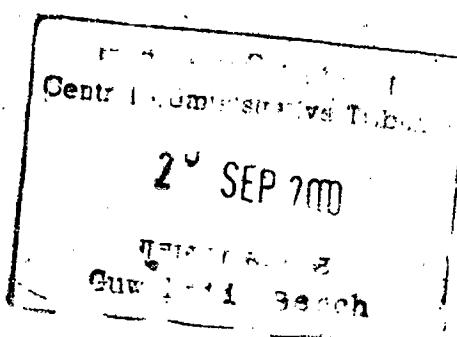
dent No-3.

The cause of action and relief sought for by the applicants are similar and hence they pray for joining together in a single application invoking Rule 4(5)(a) of Central Administrative Tribunal (Procedure) Rules 1987.

4.3 That the applicants initially appointed as Casual Worker in the years ranging from 1985 to 1993 and as such they were working for a long time. However, the respondents without giving any reasons have not yet granted the benefits of the said scheme. Since the applicants fulfill all the required criteria described in the schemes and subsequent clarifications, as such they are entitled to get the benefit of the said schemes prepared pursuant to a verdict of Hon'ble Supreme Court. The applicants beg to state that since their appointment, each year they have been continuously working for more than 240 days and as such they fulfill all the required qualifications as described in the scheme and its subsequent clarifications issued from time to time. Till date they have been working as daily waged worker but the Respondents have not yet granted them temporary status and other benefits as described in the scheme as well as its subsequent clarifications.

A list containing service particulars of the applicants is annexed as Annexure-A.

4.4 That the Applicants beg to state that some of the casual workers of the Department of Post had approached this Hon'ble Supreme Court and the Hon'ble Supreme Court after hearing the parties was pleased to issue a direction to the official Respon-



(3)

dents thereto to prepare a scheme. Claiming similar benefit another set of casual workers working in the Telecommunication department also approached the Hon'ble Supreme Court seeking a similar direction and the said matter was also disposed of by a similar order and direction has been issued to the Respondents to prepare a scheme on rational basis for the casual workers who has been working continuously for one year and who have completed 240 days of continuous service. For better appreciation of the factual position the operative part of the said judgment and order dated 17.4.90 is quoted below :

" We find the though in paragraph 3 of the writ petition, it has been asserted by the petitioners that they have been working more than one year, the counter affidavit does not dispute that petition. No distinction can be drawn between the petitioners as a class of employees and those who were before this court in the reported decision. On principles, therefore the benefits of the decision must be taken to apply to the petitioners. We accordingly direct that the respondents shall prepare a scheme on a rational basis absorbing as far as practical who have continuously worked for more than one year in the Telecom Deptt. and this should be done within six months from now. After the scheme is formulated on a rational basis, the claim of the petitioners in terms of the scheme should be worked out. The writ petitions are also disposed of accordingly. There will be no order as to costs on account of the facts that the respon-

Court of Hon'ble Supreme Court	4
Costs of the above suit	
2 nd SEP 700	
Regd. No. 2	
Original Bench	

dents counsel has not chosen to appear and contest at the time of hearing though they have filed a counter affidavit."

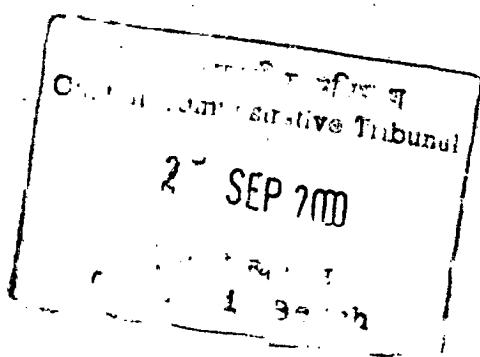
A copy of the order of the Hon'ble Supreme Court is annexed herewith and marked as Annexure-1.

4.5 That the applicants beg to state that the Respondents thereafter issued an order vide No. 269-10/89-STN dated 7.11.89 by which a scheme in the name and style "casual laborers" (grant of temporary status and regularisation scheme 1989) has been communicated to all heads of Departments. As per the said scheme certain benefit have been granted to the casual workers such as conferment of temporary status, wages and daily rates etc.

A copy of the order dated 7.11.89 is annexed herewith and marked as Annexure-2.

4.6 That the applicants state that as per the direction contained in Annexure-1 judgment of the Hon'ble Supreme Court and Annexure-2 schemes they are entitled to get the benefit including temporary status and subsequent regularisation. The applicants fulfills required qualifications mentioned in the said judgment and as such are entitled to all the benefits as described in the aforesaid scheme.

4.7 That the applicants beg to state that after issuance of Annexure-2 schemes dated 7.11.89 the respondents issued an order vide No. 269-4/93-STN-II dated 17.12.93 by which the benefit conferred to the casual workers by the said scheme has been clarified.



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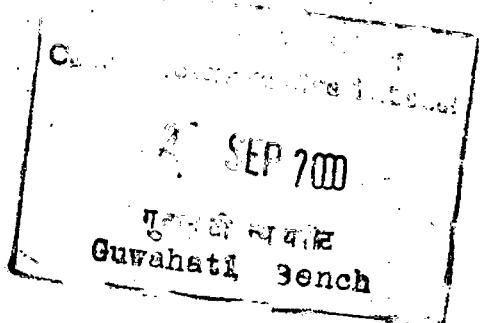
The applicants crave leave of the Hon'ble Tribunal to produce the said copy of the order dated 17.12.93 at the time of hearing of the case.

4.8. That some of the later recruits approached the Hon'ble Central Administrative Tribunal, Ernakulam Bench, by way of filing O.A. No.750/94 and pursuant to an order dated 13.3.95 passed by the said Hon'ble Tribunal, the respondents have issued an order dated 1.11.1995, extending the said cut-off date up to recruits of 10.9.1993.

Applicants crave leave of the Hon'ble Tribunal to produce a copy of the said order dated 1.11.95 at the time of hearing of the case.

4.9. That the applicants beg to state that of the respondents thereafter have issued various orders by which modification/clarifications have been made in the aforesaid Annexure-2 scheme dated 7.11.89. By the aforesaid clarifications the respondents have made the scheme applicable to almost all the casual workers who have completed 240 days continuous service in a year. To that effect mention may be made order dated 1.9.99 issued by the Government of India Department of Telecommunication by which the benefit of the scheme has been extended the recruits up to 1.8.98.

A copy of the said order dated 1.9.99 is annexed and marked as Annexure-3.



4.10 That the applicants beg to state that some of the similarly situated employees like that of the Applicants had approached this Hon'ble Tribunal by way of filing OA No. 299/96 and 302/96 and the Hon'ble Tribunal was pleased to passed an order dated 13.8.97 directing the Respondent to extend the benefit of the said scheme.

A copy of the order dated 13.8.97 is annexed here-with and marked as Annexure-4.

4.10. That the applicants being aggrieved by the said action submitted numbers of representations to the concerned authority i.e. Respondent No. 2 for grant of temporary status and regularisation but till date nothing has been done so far in this matter. The applicant instead of annexing all the representations begs to produce all the representations at the time of hearing of the case.

4.11 That the applicants beg to state that under similar facts situation numbers of casual workers had approached this Hon'ble Tribunal by way of filing various OAs and the Hon'ble Tribunal after hearing the parties to the proceeding was pleased to dispose of the said OAs by a common judgment and order dated 31.8.99 directing to the respondents to consider their cases in the light of Hon'ble Apex Court verdict as well as the scheme and its subsequent clarifications issued from time to time.

A copy of the said judgment and order dated 31.8.99
is annexed herewith and marked as Annexure-5.

4.12 That the applicant beg to state that their cases are

1 SEP 1977
Guwahati 300007

covered by the aforesaid judgment of this Hon'ble Tribunal. It is stated that pursuant to the aforesaid judgment and order dated 31.8.99 the respondents have initiated a large scale proceeding for fill up at least 900 posts of DRM under Assam Circle. However, the respondents have only taken into consideration those casual labourers who had approached this Hon'ble Tribunal and in whose favour the Hon'ble Tribunal has given the direction. The applicant has been pursuing the matter before the Respondents but the Respondents have shown their helplessness in absence of any order of this Hon'ble Tribunal. It is therefore the applicants have come under the protective hands of this Hon'ble Tribunal, praying for an appropriate direction from this Hon'ble Tribunal to the Respondents to consider their cases for grant of temporary status and regularisation in accordance with the verdict of the Hon'ble Apex Court as well as the scheme and its subsequent clarifications issued from time to time.

4.13. That the applicants beg to state that earlier the Applicants No 6 and 7 the Hon'ble Tribunal by way of filing O.A No 142 of 1999. The Hon'ble Tribunal was pleased to dispose of the said OA by a judgment and order dated 31.8.99 (Annexure-5) directing the respondents to consider their cases if they fulfill the qualification prescribed in the said scheme. Accordingly the applicants submitted representations to the respondents for such consideration.

4.14. That the applicants beg to state that the respondents thereafter have conducted various interviews and most of them have been granted with the temporary status amongst which some of

✓A

them are much juniors to the applicants.

4.15. That the applicants beg to state that the respondents have failed to take into consideration the subsequent order passed and in view of the matter they ought to have extended the said benefits to the applicants. In fact the respondents in view of judgment and order dated 31.8.99 passed in similar matters (O.A. No 107/98 & ors) have modified the date of effect of the scheme and passed the order dated 1.9.99 extending the period of eligibility up to 1.8.98 and acting on the said order dated 1.9.99. others even juniors to the applicants have been granted the benefits. Hence similar treatment is required to be granted to the applicants.

4.16. That the applicants beg to state that the respondents have acted illegally in issuing the order dated 26.8.99 (Annexure-9) , in view of the fact that the employees entered even one year later to applicants have been grated with temporary status very recently. However, the applicants could not obtain the copy of the said list as well as the order granting temporary status and hence pray before the Hon'ble Tribunal for a direction to the respondents to produce all the lists as well as such orders at the time of hearing of the case.

4.17. That the applicants beg to state that presently they are the only earning members of their family and the respondents are making a move to terminate their services in absence of any order from this Hon'ble Tribunal. It is therefore the applicants pray for an appropriate interim order directing the respondents not to disengage them from their present employment and to consider their cases during the pendency of this OA and for that

purpose the applicants if direction is issued shall file representation etc.. It is noteworthy to mention here that the respondents are now taking various steps for consideration of the cases of the casual employees and in case the interim order is not passed they will suffer irreparable loss and injury.

5. GROUNDS WITH LEGAL PROVISIONS

5.1 For that the entire action on the part of the respondents in not granting the temporary status to the applicant violating the provisions contained in the Annexure-1 judgment and order passed by the Hon'ble Apex Court is illegal and arbitrary and same are liable to be set aside and quashed.

5.2 For that action of the respondents in treating the applicants not at par with the other similarly situated employees to whom the benefit of the scheme has already been granted is violative of Article 14 and 16 of the Constitution of India. The respondents being a model employer should have extended the said benefit to the applicants without requiring him to approach this Hon'ble Tribunal, more so whereas themselves have allowed the said benefit to one set of their employees. In any case the respondents cannot differentiate their employees in regard to employment as has been done in the instant case. Hence the entire action of the respondents is illegal and not sustainable in the eye of law.

5.3 For that the respondents have acted illegally in not considering the case of the applicants for grant of temporary status in

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view of order dated 1.9.99 (Annexure-4) as well as judgment and order dated 31.8.99 passed in similar matters and hence same is liable to set aside and quashed with a further direction to the Respondents to extend the benefits of the said scheme to the applicants including all other consequential benefits.

5.4 For that in any view of the matter the action on the part of the Respondents is not sustainable in the eye of law and liable to be set aside and quashed.

The applicants crave leave of this Hon'ble Tribunal to advance more grounds both legal as well as factual at the time of hearing of this case.

6. DETAILS OF THE REMEDIES EXHAUSTED.

That the applicants declares that they have exhausted all the possible departmental remedies towards the redressal of the grievances in regard to which the present application has been made and presently they have got no other alternative than to approached this Hon'ble Tribunal.

7. MATTER PENDING WITH ANY OTHER COURTS

That the applicants declare that the matter regarding this application is not pending in any other Court of Law or any other authority or any other branch of the Hon'ble Tribunal.

8. RELIEF SOUGHT:

Under the facts and circumstances stand above the applicants

pray that the instant application be admitted, records be call for and upon hearing the parties on the cause or causes that may be shown and on perusal of records be pleased to grant the following reliefs.

8.1 To direct the Respondents to extend the benefit of the scheme and to grant them temporary status as has been granted to the other similarly situated employees like that of him with retrospective effect with all consequential service benefits including arrears salary and seniority .

8.2. To direct the respondents to allow the applicants to continue as Gr-D worker after granting temporary status and regularisation.

8.3. To direct the respondents to consider their regularisation against the vacant posts now falling vacant or against any other vacant posts.

8.4 Cost of the application.

8.5 Any other relief/reliefs to which the present applicants are entitled to under the facts and circumstances of the case and as may be deemed fit and proper by the Hon'ble Tribunal.

9. INTERIM ORDER PRAYED FOR:

Under the facts and circumstances of the case the applicants pray for interim order directing the respondents not to disengage them from their present employment and to consider their cases for grant of temporary status taking into consideration the order dated 1.9.99 and if need be they may be directed to file repre-

Cost: Rs. 100/-
27 SEP 2000
77
117 shall be 30

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sentation for such consideration during the pendency of the case.

10. THE APPLICATION IS FILED THROUGH ADVOCATE:

11. PARTICULARS OF THE POSTAL ORDER :

(i) I.P.O. No.: 26 501897

(ii) Date:

(iii) payable at Guwahati

12. LIST OF ENCLOSURES : As stated in the Index.

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VERIFICATION

I, Shri Ramesh Bharali, S/o late J. Bharali, aged about 29 years, at present working in the office of the Executive Engineer (Electrical), Telecom Electrical Divn. Guwahati, do here by solemnly affirm and state that the statement made in this petition from paragraph 1,2,3, 4.1-4.3 4.6.-4.8 and 4.12- 4.17 and 5-12 are true to my knowledge and those made in paragraphs 4.4, 4.5, 4.9, 4.10, 4.11, are matters records of records information derived therefrom which I believe to be true and the rest are my humble submission before this Hon'ble Tribunal.

I am the applicant No 6 in the present application and I have been authorised by the others applicants to swear this verification.

And I sign this verification on 28th day of September 2000.



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28/9/2000
Digitized by Central Administration Team

ANNEXURE-A.

SERVICE PARTICULARS OF THE APPLICANTS

NAME	DATE OF ENTRY	WORKING UNDER
1. Sri Sadananda Saikia,	17.10.82	A.E Telecom (C) Sub Divn, Dibrugarh.
2. Sri Biswa Nath Rajkhowa	17.9.88	A.E (C) Telecom (C) Sub Divn, II Jorhat.
3. Sri Deba Prasad Borah	1.11.93	E.E. (C) Telecom Civil Divn. Jorhat.
4. Sri Sankar Basfore.	1.6.97	S.E. (E) Telecom (E) Circle Guwahati..
5. Sri Nandeswar Boro.	13.12.85	A.E. (E) Telecom (E) Sub Divn I Ghy
6. Sri Ramesh Ch Bharali.	2.2.92	E.E. (E) Telecom (E) Divn. Guwahati.
7. Sri Lohit Ch Saharia.	26.2.93	-do-

ANNEXURE-1..

Absorption of Casual Labours
 Supreme Court directive Department of Telecom take back all
 Casual Mazdoors who have been disengaged after 30.3.85.

In the Supreme Court of India
 Civil Original Jurisdiction.

Writ Petition (C) No 1280 of 1989.

Ram Gopal & ors. Petitioners.

-versus-

Union of India & ors Respondents.

With

Writ Petition Nos 1246, 1248 of 1986 176 , 177 and 1248 of 1988.

Jant Singh & ors etc. etc. Petitioners.

-versus-

Union of India & ors. Respondents.

ORDER

We have heard counsel for the petitioners. Though a counter affidavit has been filed no one turns up for the Union of India even when we have waited for more then 10 minutes for appearance of counsel for the Union of India .

The principal allegation in these petitions under Art 32 of the Constitution on behalf of the petitioners is that they are working under the Telecom Department of the Union of India as Casual Labourers and one of them was in employment for more then four years while the others have served for two or three years. Instead of regularising them in employment their services have been terminated on 30 th September 1988. It is contended that the principle of the decision of this Court in Daily Rated Casual Labour Vs. Union of India & ors. 1988 (1) Section (122) squarely applies to the petitioner though that was rendered in case of Casual Employees of Posts and Telegraphs Department. It is also contended by the counsel that the decision rendered in that case also relates to the Telecom Department as earlier Posts and Telegraphs Department was covering both sections and now

(A)

Telecom has become a separate department. We find from paragraph 4 of the reported decision that communication issued to General Managers Telecom have been referred to which support the stand of the petitioners.

By the said Judgment this Court said :

" We direct the respondents to prepare a scheme on a rational basis for absorbing as far possible the casual labourers who have been continuously working for more than one year in the Posts and Telegraphs Department".

We find the though in paragraph 3 of the writ petition, it has been asserted by the petitioners that they have been working more than one year, the counter affidavit does not dispute that petition. No distinction can be drawn between the petitioners as a class of employees and those who were before this court in the reported decision. On principles, therefore the benefits of the decision must be taken to apply to the petitioners. We accordingly direct that the respondents shall prepare a scheme on a rational basis absorbing as far as practical who have continuously worked for more than one year in the Telecom Deptt. and this should be done within six months from now. After the scheme is formulated on a rational basis, the claim of the petitioners in terms of the scheme should be worked out. The writ petitions are also disposed of accordingly. There will be no order as to costs on account of the facts that the respondents' counsel has not chosen to appear and contact at the time of hearing though they have filed a counter affidavit.

Sd/-

(Ranganath Mishra) J.

New Delhi

April 17, 1990.

Sd/-

(Kuldeep Singh) J.

CIRCULAR NO. 1
GOVERNMENT OF INDIA
DEPARTMENT OF TELECOMMUNICATIONS

STN SECTION

No. 269-10/89-STN

New Delhi 7.11.89

To

The Chief General Managers, Telecom Circles
M.T.H.I New Delhi/Bombay, Metro Dist.Madras/
Calcutta.
Heads of all other Administrative Units.

Subject : Casual Labourers (Grant of Temporary Status and
Regularisation) Scheme.

Subsequent to the issue of instruction regarding regularisation of casual labourers vide this office letter No.269-29/87-STC dated 18.11.88 a scheme for conferring temporary status on casual labourers who are currently employed and have rendered a continuous service of at least one year has been approved by the Telecom Commission. Details of the scheme are furnished in the Annexure.

2. Immediate action may kindly be taken to confer temporary status on all eligible casual labourers in accordance with the above scheme.

3. In this connection, your kind attention is invited to letter No.270-6/84-STN dated 30.5.85 wherein instructions were issued to stop fresh recruitment and employment of casual labourers for any type of work in Telecom Circles/Districts. Casual labourers could be engaged after 30.3.85 in projects and Electrification circles only for specific works and on completion of the work the casual labourers so engaged were required to be retrenched. These instructions were reiterated in D.O letters No.270-6/84-STN dated 22.4.87 and 22.5.87 from member(pers. and Secretary of the Telecom Department) respectively. According to the instructions subsequently issued vide this office letter No.270-6/84-STN dated 22.6.88 fresh specific periods in Projects and Electrification Circles also should not be resorted to.

3.2. In view of the above instructions normally no casual labourers engaged after 30.3.85 would be available for consideration for conferring temporary status. In the unlikely event of there being any case of casual labourers engaged after 30.3.85 requiring consideration for conferment of temporary status. Such cases should be referred to the Telecom Commission with relevant details and particulars regarding the action taken against the officer under whose authorisation/approval the irregular engagement/non retrenchment was resorted to.

3.3. No Casual Labourer who has been recruited after 30.3.85

should be granted temporary status without specific approval from this office.

4. The scheme finalised in the Annexure has the concurrence of Member (Finance) of the Telecom Commission vide No SMF/78/98 dated 27.9.89.

5. Necessary instructions for expeditious implementation of the scheme may kindly be issued and payment for arrears of wages relating to the period from 1.10.89 arranged before 31.12.89.

sd/=

ASSISTANT DIRECTOR GENERAL (STN).

Copy to.

P.S. to MDS (C).

P.S. to Chairman Commission.

Member (S) / Adviser (HRD), GM (IR) for information.
MCG/SEA/TE -II/IPS/Admn. I/CSE/PAT/SPB-I/SR Secs.

All recognised Unions/Associations/Federations.

sd/=

ASSISTANT DIRECTOR GENERAL (STN).

ANNEXURE

CASUAL LABOURERS (GRANT OF TEMPORARY STATUS AND REGULARISATION) SCHEME.

1. This scheme shall be called "Casual Labourers(Grant of Temporary Status and Regularisation) Scheme of Department of Telecommunication. 1989"

2. This scheme will come in force with effect from 1.10.89. onwards.

3. This scheme is applicable to the casual labourers employed by the Department of Telecommunications.

4. The provisions in the scheme would be as under.

A) Vacancies in the group D cadres in various offices of the Department of Telecommunications would be exclusively filled by regularisation of casual labourers and no outsiders would be appointed to the cadre except in the case of appointment on compassionate grounds, till the absorption of all existing casual labourers fulfilling the eligibility qualification prescribed in the relevant Recruitment Rules. However regular Group D staff rendered surplus for any reason will have prior claim for absorption against the existing/future vacancies. In the case of illiterate casual labourers, the regularisation will be considered only against those posts in respect of which illiteracy will not be an impediment in the performance of duties. They would be allowed age relaxation equivalent to the period for which they had worked continuously as actual labour for the purpose of the age limit prescribed for appointment to the group D cadre, if required. Outside recruitment for filling up the vacancies in Gr. D will be permitted only under the condition when eligible casual labourers are NOT available.

B) Till regular Group D vacancies are available to absorb all the casual labourers to whom this scheme is applicable, the casual labourers would be conferred a Temporary Status as per the details given below.

Temporary Status.

i) Temporary status would be conferred on all the casual labourers currently employed and who have rendered a continuous service at least one year, out of which they must have been engaged on work for a period of 240 days (206 days in case of offices observing five day week). Such casual labourers will be designated as Temporary Mazdoor.

ii) Such conferment of temporary status would be without reference to the creation / availability of regular Gr. D posts.

iii) Conferment of temporary status on a casual labourers would not involve any change in his duties and responsibilities. The engagement will be on daily rates of pay on a need basis. He may be deployed any where within the recruitment unit/territorial

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circles on the basis of availability of work.

iv) Such casual labourers who acquire temporary status will not, however be brought on to the permanent establishment unless they are selected through regular selection process for Gr. posts.

6. Temporary status would entitle the casual labourers to the following benefits :

i) Wages at daily rates with reference to the minimum of the pay scale of regular Gr,D officials including DA,HRA, and CCA.

ii) Benefits in respect of increments in pay scale will be admissible for every one year of service subject to performance of duty for at least 240 days (206 days in administrative offices observing 5 days week) in the year.

iii) Leave entitlement will be on a pro-rata basis one day for every 10 days of week.Casual leave or any other leave will not be admissible. They will also be allowed to carry forward the leave at their credit on their regularisation. They will not be entitled to the benefit of encasement of leave on termination of services for any reason or their quitting service.

iv) Counting of 50 % of service rendered under Temporary Status for the purpose of retirement benefit after their regularisation.

v) After rendering three years continuous service on attainment of temporary status, the casual labourers would be treated at par with the regular Gr. D employees for the purpose of contribution to General Provident Fund and would also further be eligible for the grant of Festival Advance/ food advance on the same condition as are applicable to temporary Gr.D employees, provided they furnish two sureties from permanent Govt. servants of this Department.

vi) Until they are regularised they will be entitled to Productivity linked bonus only at rates as applicable to casual labour.

7. No benefits other than the specified above will be admissible to casual labourers with temporary status.

8. Despite conferment of temporary status, the offices of a casual labour may be dispensed within accordance with the relevant provisions of the industrial Disputes Act.1947 on the ground of availability of work. A casual labourer with temporary status can quite service by giving one months notice.

9. If a labourer with temporary status commits a misconduct and the same is proved in an enquiry after giving him reasonable opportunity, his services will be dispensed with. They will not be entitled to the benefit of encasement of leave on termination of services.

10. The Department of Telecommunications will have the power to make amendments in the scheme and/or to issue instructions in details within the framing of the scheme.

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ANNEXURE .3

No.269-13/99-STN-II
Government of India
Department of Telecommunications
Sanchar Bhawan
STN-II Section
New Delhi

Dated 1.9.99.

To

All Chief General Managers Telecom Circles,
All Chief General Managers Telephones District,
All Heads of other Administrative Offices
All the IFAs in Telecom. Circles/Districts and
other Administrative Units.

Sub: Regularisation/grant of temporary status to Casual
Labourers regarding.

Sir,

I am directed to refer to letter No.269-4/93-STN-II dated 12.2.99 circulated with letter No.269-13/99-STN-II dated 12.2.99 on the subject mentioned above.

In the above referred letter this office has conveyed approval on the two items, one is grant of temporary status to the Casual Labourers eligible as on 1.8.98 and another on regularisation of Casual Labourers with temporary status who are eligible as on 31.3.97. Some doubts have been raised regarding date of effect of these decision. It is therefore clarified that in case of grant of temporary status to the Casual Labourers, the order dated 12.2.99 will be effected w.e.f. the date of issue of this order and in case of regularisation to the temporary status Mazdoors eligible as on 31.3.97, this order will be effected w.e.f. 1.4.97.

Yours faithfully

(HARDAS SINGH)
ASSISTANT DIRECTOR GENERAL (STN)

All recognised Unions/Fedarations/Associations.

(HARDAS SINGH)
ASSISTANT DIRECTOR GENERAL (STN)

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

Original Application No.299 of 1996.

and

302 of 1996.

Date of order : This the 13th day of August, 1997.

Justice Shri D.N.Baruah, Vice-Chairman.

O.A.No.299 of 1996

All India Telecom Employees Union,

Line Staff and Group-D,

Assam Circle, Guwahati & Others. Applicants.

- Versus -

Union of India & Ors. Respondents.

O.A. No.302 of 1996.

All India Telecom Employees Union,

Line Staff and Group-D

Assam Circle, Guwahati & Others. Applicants.

- Versus -

Union of India & Ors. Respondents.

Advocate for the applicants :Shri B.K. Sharma

Shri S. Sharma

Advocate for the respondents : Shri A.K. Choudhury

Addl.C.G.S.C.

ORDER

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BARUAH J. (V.C.)

Both the applications involve common question of law and similar facts. In both the applications the applicants have prayed for a direction to the respondents to give them certain benefits which are being given to their counter parts working in the Postal Department. The facts of the cases are :

1. O.A. No.302/96 has been filed by All India Telecom Employees Union, Line Staff and Group-D, Assam Circle, Guwahati, represented by the Secretary Shri J.N.Mishra and also by Shri Upen Pradhan, a casual labourer in the office of the Divisional Engineer, Guwahati. In O.A. 299/96, the case has been filed by the same Union and the applicant No.2 is also a casual labourer. The applicant No.1 in O.A. No.299/96 represents the interest of the casual labourers referred to Annexure-A to the Original Application and the applicant No.2 is one of the labourers in Annexure-A. Their grievances are :
2. They are working as casual labourers in the Department of Telecom under Ministry of Communication. They are similarly situated with the casual labourers working in the Department of Postal Department under the same Ministry. Similarly the members of the applicant No 1 are also casual labourars working in the telecom Department. They are also similarly situated with their counter parts in the Postal Department. They are working as casual labourers. However the benefits which had been extended to the casual labourers working in the Postal Department under the Ministry of Communications have not been given to the casual labourers of the applicants Unions. The applicants state that pursuant to the judgment of the Apex Court in daily rated casual labourers employed under Postal Department vs. Union of India &

Ors. reported in (1988) in sec.122 the Apex Court directed the department to prepare a scheme for absorption of the casual labourers who were continuously working in the department for more than one year for giving certain benefits. Accordingly a scheme was prepared by the Department of Posts granting benefit to the casual labourers who had rendered 240 days of service in a year. Thereafter many writ petitions had been filed by the casual labourers , working under the department of Telecommunication before the Apex Court praying for directing to give similar benefits to them as was extended to the casual labourers of Department of Posts. Those cases were disposed of in similar terms as in the judgment of Daily Rated Casual Labourers(Supra). The Apex Court, after considering the entire matter directed the Department to give the similar benefit to the casual labourers working under the Telecom Department in similar manner. Pursuant to the said judgment the Ministry of Communication prepared a scheme known as "Casual Labourers (Grant of Temporary Status and regularisation)Scheme" on 7.11.89. Under the said scheme certain benefit had been granted to the casual labourers such as, confirmation of temporary Status, Wages and Daily Rates with reference to the minimum of the pay scale etc. Thereafter, by a letter dated 17.3.93 certain clarification was issued in respect of the scheme in which it had been stipulated that the benefits of the scheme should be confined to the casual labourers engaged during the period from 31.3.1985 to 22.6.1988. On the other hand the casual labourers worked in the Department of Posts as on 21.11.1989 were eligible for temporary Status. The time fixed as 21.11.1989 had been further extended pursuant to a judgment of the Ernakulam Bench of the Tribunal dated 13.3.1995 passed in O.A.No.750/94

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Pursuant to that judgment, the Govt. of India issued a letter dated 1.11.95 conferring the benefit of Temporary Status to the casual labourers. The present applicants being employees under the Telecom Department under the Ministry of Communication also urged before the concerned authorities that they should also be given same benefit. In this connection the casual employees submitted a representation dated 29.12.1995 before the Chairman, Telecom Commission, New Delhi but to the knowledge of the applicant the said representation has not been disposed of. Hence the present application.

3. O.A.299/96 is also of similar facts. The grievances of the applicants are also same.

4. Heard both sides, Mr.B.K.Sharma, learned Counsel, appearing on behalf of the applicants in both the cases submits that the Apex Court having been granted the benefit of temporary status and regularisation to the casual labourers, should also be made available to the casual labourers working under Telecom Department under the same Ministry. Mr.Sharma further submits that the action in not giving the benefits to the applicants is unfair and unreasonable. Mr.A.K.Chaudhury, learned Addl.C.G.S.C for respondents does not dispute the submission of Mr.Sharma. He submits that the entire matter relating to the regularisation of casual labourers are being discussed in the J.C.M level at New Delhi, however, no decision has yet been taken. In view of the above, I am of the opinion that the present applicants who are similarly situated are also entitled to get the benefit of the scheme of casual labourers (grant of temporary Status and Regularisation) prepared by the Department of Telecom. Therefore, I direct the respondents to give the similar benefit as has been.

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extended to the casual labourers working under the Department of Posts as per Annexure-3 (in O.A.302/96) and Annexure-4 (in O.A.No.299/96) to the applicants respectively and this must be done as early as possible and at any rate within a period of 3 months from the date of receipt copy of this order.

However, considering the entire facts and circumstances of the case I make no order as to costs.

Sd/- Vice Chairman.

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

Original Application No.107 of 1998 and others.
Date of decision : This the 31 st day of August 1999.

The Hon'ble Justice D.N.Baruah, Vice-Chairman.

The Hon'ble Mr.G.L.Sanglyine, Administrative Member.

1. O.A. No.107/1998

Shri Subal Nath and 27 others. Applicants.
By Advocate Mr. J.L. Sarkar and Mr. M.Chanda
- versus -
The Union of India and others. Respondents.
By Advocate Mr. B.C. Pathak, Addl. C.G.S.C.
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2. O.A. No.112/1998

All India Telecom Employees Union,
Line Staff and Group- D and another..... Applicants.
By Advocates Mr.B.K. Sharma and Mr.S.Sarma.
- versus -
Union of India and others. Respondents.
By Advocate Mr.Mr.A.Deb Roy, Sr. C.G.S.C.
.....

3. O.A.No. 114/1998

All India Telecom Employees Union
Line Staff and Group-D and another. Applicants.
By Advocates Mr. B.K. Sharma and Mr. S.Sarma.
- versus -
The Union of India and others Respondents.
By Advocate Mr. A.Deb Roy, Sr. C.G.S.C.
.....

4. O.A.No.118/1998

Shri Bhuban Kalita and 4 others. Applicants.
By Advocates Mr. J.L. Sarkar, Mr.M.Chanda
and Ms.N.D. Goswami.
- versus -
The Union of India and others. Respondents.
By Advocate Mr.A.Deb Roy, Sr. C.G.S.C.
.....

5. O.A.No.120/1998

Shri Kamala Kanta Das and 6 others Applicant.
By Advocates Mr. J.L. Sarkar, Mr.M.Chanda
and Ms. N.D. Goswami.

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- versus -
The Union of India and Others Respondents.
By Advocate Mr.B.C. Pathak, Addl.C.G.S.C.

6. D.A.No.131/1998
All India Telecom Employees Union and another...Applicants.
By Advocates Mr.B.K.Sharma, Mr.S.Sarma and Mr.U.K.Nair.
- versus -
The Union of India and others. Respondents.
By Advocate Mr. B.C. Patha, Addl.C.G.S.C.

7. D.A.No.135/98
All India Telecom Employees Union
Line Staff and Group-D and 6 others. Applicants.
By Advocates Mr.B.K.Sharma, Mr.S.Sarma and
Mr.U.K.Nair.
- versus -
The Union of India and others . . . Respondents.,
By Advocate Mr.A.Deb Roy, Sr. C.G.S.C.

8. D.A.No.136/1998
All India Telecom Employees Union,
Line Staff and Group-D and 6 others. Applicants.
By Advocates Mr.B.K.Sharma, Mr.S.Sarma and Mr.U.K.Nair.
- versus -
The Union of India and others. Respondents.
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.

9. D.A.No.141/1998
All India Telecom Employees Union,
Line Staff and Group-D and another Applicants.
By Advocates Mr.B.K.Sharma, Mr.S.Sarma
and Mr.U.K.Nair.
- versus -
The Union of India and others Respondents.
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.

10. D.A. No.142/1998
All India Telecom Employees Union,
Civil Wing Branch. Applicants.
By Advocate Mr.B.Malakar
- versus -
The Union of India and others. Respondents.
By Advocate Mr.B.C. Pathak, Addl. C.G.S.C.

11. D.A. No.145/1998
Shri Dhani Ram Deka and 10 others. Applicants
By Advocate Mr.I.Hussain.
- versus -
The Union of India and others. Respondents.
By Advocate Mr.A,Deb Roy, Sr. C.G.S.C.

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12. O.A.No. 192/1998

All India Telecom Employees Union,
Line Staff and Group-D and another Applicants
By Advocates Mr.B.K. Sharma, Mr.S.Sarma
and Mr.U.K.Nair.

-versus-

The Union of India and others..... Respondents
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.

13. O.A.No.223/1998

All India Telecom Employees Union,
Line Staff and Group-D and another Applicants
By advocates Mr. B.K.Sharma and Mr.S.Sarma.

- versus -

The Union of India and others .. Respondents.
By Advocate Mr.A.Deb Roy, Sr.C.G.S.C.

14. O.A.No.269/1998

All India Telecom Employees Union,
Line Staff and Group-D and another Applicants
By advocates Mr. B.K.Sharma and Mr.S.Sarma,
Mr.U.K.nair and Mr.D.K.Sharma

- versus -

The Union of India and others .. Respondents.
By Advocate Mr.B.C.Pathak,Addl. Sr.C.G.S.C.

15. O.A.No.293/1998

All India Telecom Employees Union,
Line Staff and Group-D and another Applicants
By advocates Mr. B.K.Sharma and Mr.S.Sarma,
and Mr.D.K.Sharma.

- versus -

The Union of India and others .. Respondents.
By Advocate Mr.B.C.Pathak,Addl. Sr.C.G.S.C.

O R D E R

BARUAH.J. (V.C.)

All the above applicants involve common question of law
and similar facts. Therefore, we propose to dispose of all the
above applications by a common order.

2. The All India Telecom Employees Union is a recognised
union of the Telecommunication Department. This union takes up

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the cause of the members of the said union. Some of the applicants were submitted by the said union, namely the Line Staff and Group-D employees and some other application were filed by the casual employees individually. Those applications were filed as the casual employees engaged in the Telecommunication Department came to know that the services of the casual Mazdoors under the respondents were likely to be terminated with effect from 1.6.1998. The applicants in these applications, pray that the respondents be directed not to implement the decision of terminating the services of the casual Mazdoors, but to grant them similar benefits as had been granted to the employees under the Department of Posts and to extend the benefits of the scheme, namely casual Labourers (Grant of Temporary Status and Regularisation) Scheme of 7.11.1998, to the casual Mazdoors concerned O.A.s, however, in O.A. No.269/1998 there is no prayer against the order of termination. In O.A. No.141/1998, the prayer is against the cancellation of the temporary status earlier granted to the applicants having considered their length of services and they being fully covered by the scheme. According to the applicants of this O.A., the cancellation was made without giving any notice to them in complete violation of the principles of natural justice and the rules holding the field.

3. The applicants state that the casual Mazdoors have been continuing their service in different office in the Department of Telecommunication under Assam Circle and N.E. Circle. The Govt. of India, Ministry of Communication made a scheme known as Casual Labourers (Grant of Temporary Status and Regularisation) Scheme. This scheme was communicated by letter No.269-10/89-STN dated 7/11/89 and it came into operation with effect from 1989.

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Certain casual employees had been given the benefits under the said scheme, such as conferment of temporary status, wages and daily wages with reference to the minimum pay scale of regular Group-D employees including D.A. and HRA. Later on, by letter dated 17.12.1993 the Government of India clarified that the benefits of the scheme should be confined to the casual employees who were engaged during the period from 31.3.1985 to 22.6.1988. However, in the Department of Posts, those casual labourers who were engaged as on 29.11.89 were granted the benefits of temporary status on satisfying the eligibility criteria. The benefits were further extended to the casual labourers of the Department of Posts as on 10.9.93 pursuant to the judgement of the Ernakulam Bench of the Tribunal passed on 13.3.1995 in O.A. No.750/1994. The present applicants claim that the benefits extended to the casual employees working under the Department of Posts are liable to be extended to the casual employees working in the Telecom Department in view of the fact that they are similarly situated. As nothing was done in their favour by the authority they approached this Tribunal by filing O.A. Nos 302 and 229 of 1996. This Tribunal by order dated 13.8.1997 directed the respondents to give similar benefits to the applicants in those two applications as was given to the casual labourers working in the Department of Posts. It may be mentioned here that some of the casual employees in the present O.A.s were applicants in O.A.Nos.302 and 229 of 1996. The applicants state that instead of complying with the direction given by this Tribunal, their services were terminated with effect from 1.6.1998 by oral order. According to the applicants such order was illegal and contrary to the rules. Situated thus the applicants have approached this

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Tribunal by filing the present O.As.

4. At the time of admission of the applications, this Tribunal passed interim orders. On the strength of the interim orders passed by this Tribunal some of the applicants are still working. However, there has been complaint from the applicants of some of the O.A.s that in spite of the interim orders those were not given effect to and the authority remained silent.

5. The contention of the respondents in all the above O.As is that the Association had no authority to represent the so called casual employees as the casual employees are not members of the union Line Staff and Group-D. The casual employees not being regular Government servant are not eligible to become members or office bearers to the staff union. Further, the respondents have stated that the names of the casual employees furnished in the applications are not verifiable, because of the lack of particulars. The records, according to the respondents, reveal that some of the casual employees were never engaged by the Department. In fact, enquiries in to their engagement as casual employees are in progress. The respondents justify the action to dispense with the services of the casual employees on the ground that they were engaged purely on temporary basis for special requirement of specific work. The respondents further state that the casual employees were to be disengaged when there was no further need for continuation of their services. Besides, the respondents also state that the present applicants in the O.As were engaged by persons having no authority and without following the formal procedure for appointment/engagement. According to the respondents such casual employees are not entitled to re-engagement or regularisation and they can not get the

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benefit of the scheme of 1989 as this scheme was retrospective and not prospective. The scheme is applicable only to the casual employees who were engaged before the scheme came into effect. The respondents further state that the casual employees of the Telecommunication Department are not similarly placed as those of the Department of Posts. The respondents also state that they have approached the Hon'ble Gauhati High Court against the order of the Tribunal dated 13.8.1997 passed in O.A. No.302 and 229 of 1996. The applicants does not dispute the fact that against the order of the Tribunal dated 13.8.1997 passed in O.A. Nos.302 and 229 of 1996 the respondents have filed writ application, before the Hon'ble Gauhati High Court. However according to the applicants no interim order has been passed against the order of the Tribunal.

6. We have heard Mr.B.K.Sharma, Mr J.L.Sarkar, Mr.I. Hussain and Mr.B.Malakar, learned counsel appearing on behalf of the applicants and also Mr.A.Deb Roy, learned Sr.C.G.S.C. and Mr.B.C. Pathak, learned Sr.C.G.S.C. appearing on behalf of the respondents. The learned counsel for the applicants dispute the claim of the respondents that the scheme was retrospective and not prospective and they also submit that it was up to 1989 and then extended up to 1993 and thereafter by subsequent circulars. According to the learned counsel for the applicants the scheme is also applicable to the present applicants. The learned counsel for the applicants further submit that they have documents to show in that connection. The learned counser for the applicants also submits that the respondents can not put any cut off date for implementation of the scheme, inasmuch as the Apex Court has not given any such cut off date and had issued direction for

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conferment of temporary status and subsequent regularisation to those casual workers who have completed 240 days of service in a year.

7. On hearing the learned counsel for the parties we feel that the applications require further examination regarding the factual position. Due to the paucity of material it is not possible for this Tribunal to come to a definite conclusion. We, therefore, feel that the matter should be re-examined by the respondents themselves taking into consideration of the submissions of the learned counsel for the applicants.

8. In view of the above we dispose of these applications with direction to the respondents to examine the case of each applicant. The applicants may file representations individually within a period of one month from the date of receipt of the order and if such representations are filed individually, the respondents shall scrutinise and examine each case in consultation with the records and thereafter pass a reasoned order on merits of each case within a period of six months thereafter. The interim order passed in any of the cases shall remain in force till the disposal of the representations.

9. No order as to costs.

SD/- VICE CHAIRMAN

SD/- MEMBER (A)

IN THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH :::: GUWAHATI.

O.A. NO. 314 OF 2000.

Shri R. Bharah and others

- Vs -

Union of India and others.

- And -

In the matter of :

Written statement submitted by
the Respondents

The respondents beg to submit brief of the
case which may be treated as written statement.

1. That there are 7(seven) applicants in the O.A.
2. That the engagement particulars of 5 (five) applicants have been verified and examined the eligibility criteria by the Committee for granting Temporary Status.
2. That the Committee submitted its findings and an examination of findings at reveals that (i) Shri Sadananda Saikia (ii) Shri Biswanath Rajkhowa, (iii) Shri Nandeswar Boro, (iv) Shri Ramesh Bharali and (v) Shri Lohit Ch. Saikia are eligible for Temporary Status and their names have already been forwarded for granting Temporary Status by BSNL, HQ, New Delhi.
3. That the cases of other 2(two) applicants (i) Shri Deb Prasad Borah and (ii) Shri Sanhar Basfore, have not been

File No. 27/4/01
25/1/01
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verified and detailed engagement particulars could not be ascertained.

Their cases can also be verified if further time is allowed to complete the verification.

VERIFICATION

I, Shri Ganesh Chandra Sarma, Asst Director Telecom, being authorised do hereby solemnly declare that the statement made in this written statement are true to my knowledge, belief and information and I have not suppressed any material facts.

And I sign this verification on this 27th day of April, 2001.

Ganesh Ch. Sarma
Declarant.