

50/100
CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH
GUWAHATI-05

✓ (DESTRUCTION OF RECORD RULES, 1990)

INDEX

O.A/T.A No. 297/2001

R.A/C.P No.

E.P/M.A No.

✓ 1. Orders Sheet..... Pg.....!..... to..... 3

2. Judgment/Order dtd. 3-9-2002 Pg.....!..... to..... 2

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

✓ 4. O.A..... Pg.....!..... to..... 34/.....

5. E.P/M.P..... Pg..... to.....

6. R.A/C.P..... Pg..... to.....

7. W.S..... Pg..... to.....

8. Rejoinder..... Pg..... to.....

9. Reply..... Pg..... to.....

10. Any other Papers..... Pg..... to.....

11. Memo of Appearance.....

12. Additional Affidavit.....

13. Written Arguments.....

14. Amendment Reply by Respondents.....

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

16. Counter Reply.....

SECTION OFFICER (Judl.)

FORM NO. 4

(See Rule '42')

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

ORDER SHEET

Original APPLICATION NO. 292 OF 2001

APPLICANT (s) Prabir Dutta & Ors

RESPONDENT (s) U.O.I. Ors

ADVOCATE FOR APPLICANT(s) S. Sarma, U.K. Nair

ADVOCATE FOR RESPONDENT(s) CASE

| Notes of the Registry | dated | Order of the Tribunal |
|--|-------------------------|---|
| This application is in form but not in type. Consideration Petition is filed vide M.P. No. <u>1000 C.F.</u> for Rs. 50/- deposited vide IPO/BD No <u>66791652</u> Dated..... <u>23.7.2001</u> | 24.9.01 mb 1.4.02 | Issue notice of motion. Returnable by four weeks. Mr. B.C. Pathak, learned Addl. C.G.S.C. accepts notice on behalf of the respondents. List on 16/11/01 for admission. <u>I.C. Sharma</u> <u>h</u> Member Vice-Chairman |
| One Copy Served. Notice received and sent to D.P.S for cross the respondent No 1 to 3, by Regd/11/2001 | 6.5.02 mb | After hearing learned counsel for the applicant the application is admitted. Call for the records. List on 6.5.2002 for orders. <u>I.C. Sharma</u> <u>h</u> Member |
| SD No <u>3771 W 3774</u> dd. <u>4/6/01</u> | 6.5.02 mb | List on 3/6/2002 to enable the Respondents to file written statement. <u>I.C. Sharma</u> <u>h</u> Member Vice-Chairman |

No. works has been listed.

3/7/02

4.6.02 List on 10.7.02 to enable the respondents to file written statement.

U.Ushan
Member

Vice-Chairman

1m

10.7.02 Heard learned counsel for the parties. On the prayer made on behalf of the respondents further four weeks time is allowed to the respondents to file written statement. List the case on 14.8.2002 for orders.

No. works has been listed.

3/8/02

U.Ushan
Member

Vice-Chairman

mb

14.8.2002 The case relates to conferment of temporary status. The respondents have filed written statements in O.A Nos. 364/2001, 120/2001, 298/2001, 403/2001, and in O.A. No. 163/2001, the Respondents have filed a Review application which will also be taken up together with the O.A. Since the matters are of similar nature, all the cases may be listed for hearing on 3.9.2002. In the other applications where written statements have not been filed, the respondents relevant are directed to produce the records on the next date.

List on 3.9.2002 for hearing.

U.Ushan
Member

Vice-Chairman

mb

Notes of the Registry

Date

Order of the Tribunal

3.9.2002

Heard counsel for the parties.
 Hearing concluded. Judgment delivered
 in open Court, kept in separate
 sheets.

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

I.C.Usha
 Member

H
 Vice-Chairman

17.9.02
 Copy of the Judg.
 has been sent to
 The Dsree for issue
 The same to the
 opponent as well as
 to Govt Adv. for the
 Respn.

pg

CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH

297 & 298
O.A./R.A. No. of 2001.

DATE OF DECISION. 3-9-2002.

Sri Prabir Dutta & Ors.

APPLICANT(S)

Sri S. Sarma.

ADVOCATE FOR THE APPLICANT

VERSUS

Union of India & Ors.

RESPONDENT(S)

Sri B.C. Pathak, Addl.C.G.S.C

ADVOCATE FOR THE
RESPONDENT(S)

THE HON'BLE MR JUSTICE D.N.CHOWDHURY, VICE CHAIRMAN

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

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 Vice-Chairman.



CENTRAL ADMINISTRATIVE TRIBUNAL, GUWAHATI BENCH.

Original Applications No. 297 and 298 of 2001.

Date of Order : This the 3rd Day of September, 2002.

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

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

O.A. 297 of 2001.

1. Sri Prabir Dutta,
2. All India Telecom Employees Union represented by the Circle Secretary, Sri J.N.Mishra. . . . Applicants.

O.A. 298 of 2001

1. Sri Loken Deori son of Tankeshawar Deori,
2. All India Telecom Employees Union represented by the Circle Secretary Shri J.N.Shax Mishra . . . Applicants

By Advocate Sri S.Sarma.

- Versus -

Union of India & Ors. . . . Respondents

By Advocate Sri B.C.Pathak, Addl.C.G.S.C.

O R D E R

CHOWDHURY J. (V.C)

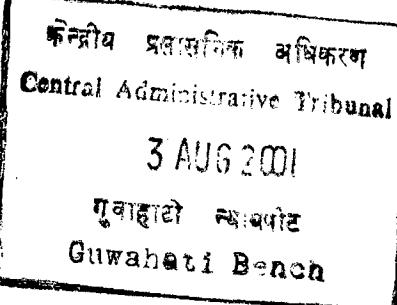
Mr B.C.Pathak, learned Addl.C.G.S.C appearing for the respondents submitted that these cases are under active consideration of the department and further verification is going on in the department. In the circumstances we dispose of the application at this stage allowing the respondents to complete the process and pass appropriate order as per law for conferment of temporary status on these applicants.

The application is accordingly disposed of. We direct the respondents to complete the exercise within three months from the date of receipt of this order.

No order as to costs.

K. K. Sharma
(K.K.SHARMA)
ADMINISTRATIVE MEMBER

D.N.Chowdhury
(D.N.CHOWDHURY)
VICE CHAIRMAN



BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH : GUWAHATI

D. A No. 297/2001

BETWEEN

Shri Prabir Dutta & Ors.

... Applicant.

- AND -

Union of India & Ors.

INDEX

| Sl. No. | Particulars of the case | Page |
|---------|-------------------------|-------|
| 1. | Application | 10 |
| 2. | Verification | 11 |
| 3. | Annexure A | 12-14 |
| 4. | Annexure 1 | 15-16 |
| 5. | Annexure 2 | 17-20 |
| 6. | Annexure 3 | 21-22 |
| 7. | Annexure 4 | 23 |
| 8. | Annexure 5 | 24-27 |
| 9. | Annexure 6 | 28-34 |

Filed by U.K. Nair

Advocate:

File:- c:\ws\ss\casual

FILED BY:
Shri Prabir Dutta,
through
Chuni Krishnan Nair
Advocate

BEFORE THE CENTRAL ADMINISTRATIVE TRIBUNAL
GUWAHATI BENCH : GUWAHATI

O.A. No. 297/2001.

Between

1. Sri Prabir Dutta, aged about 25 years, son of D.Dutta. Presently working under SDE Kenduguri, Jorhat.
2. All India Telecom Employees Union represented by the Circle Secretary Shri J.N. Mishra.

... 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 Assam Telecom Circle, Ghy.-7.
3. The Telecom District Manager, Jorhat.
4. The Divisional Engineer, (Planning and Admn.) Jorhat.

... Respondents.

DETAILS OF THE APPLICATION.

1. PARTICULARS OF ORDER AGAINST WHICH THIS APPLICATION IS MADE.

The present application is not directed against any particular order but has been made against the inaction of the part of the Respondents in not considering the case of the applicants for grant of temporary status and regularisation in the light of Apex Court verdict and the scheme prepared pursuant to the said verdict as well as subsequent clarifications issued from time to time by the Ministry concerned. The applicants through this application prays for an appropriate direction to the Respondents to

extend the benefit of the scheme as well as its subsequent clarifications by granting temporary status and subsequent regularisation.

2. JURISDICTION OF THE TRIBUNAL:

That the applicants declare 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 are entitled to all the rights and privileges as guaranteed under the Constitution of India and laws framed thereunder.

4.2 That the applicants No.1 initially got his appointment as a casual worker in the in the month of January 1989 in the office of the SDE Kenduguri, Jorhat.

The applicants No.2 is the Circle Secretary All India Telecom Employees Union and he represents the interest of the casual workers listed at Annexure-A.

Since the date of engagement is not in dispute, the applicants instead of annexing all the certificates, begs to produced the certificate regarding their engagement at the time of hearing of the case.

4.3 That the applicants initially appointed as a casual

worker in the year 1985 onwards and as such they are entitled to get the benefit of the scheme prepared pursuant to a verdict of Hon'ble Supreme Court. The applicants begs to state that since 1985 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 casual 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.

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 Respondents 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.

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

4.5 That the applicants begs 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 states 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 is entitled to all the benefits as described in the aforesaid scheme.

4.7 That the applicants begs 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.

A copy of the said order dated 17.12.93 is annexed herewith and marked as Annexure-3.

4.8 That the applicants beg to state that of the Respondents thereafter have issued various orders by which modification/clarifications has 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 upto 1.8.98.

A copy of the said order dated 1.9.99 is annexed and marked as Annexure-4.

4.9 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 pass 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 herewith and marked as Annexure-5.

4.10 That the applicants being aggrieved by the said action submitted 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 applicants instead of annexing the representations begs to place them at the time of hearing of the case.

4.11 That the applicants begs 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 judgement

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-6.

4.12 That the applicants begs to state that his case is covered by the aforesaid judgement 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 fillup atleast 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 applicants have 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 has 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 the Respondents have acted illegally in not considering the case of the applicants only on the ground of not having an order from this Hon'ble Tribunal. The law is well settled that in a

given case if any law is laid down for one set of employees, same is applicable to all the similarly situated employees. However, in the present case the Respondents have acted illegally in differentiating the applicants with others and for that the entire action of the Respondents is liable to be set aside and quashed.

4.14 That the applicants beg to state that as per the direction of the Hon'ble Apex Court (Annexure-1) they are entitled to all the benefits described in the Annexure-2 schemes dated 7.11.89. The direction of the Hon'ble Apex Court is very clear and Respondents now cannot shift their burden by taking the ground of not having any order from this Hon'ble Tribunal. The judgment and order of the Hon'ble Apex Court is applicable to all the casual employees working under the Telecommunication departments and as such the applicants is also entitled to all the benefits as has been granted to others similarly situated employees like that of him.

4.15 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 terminate his service during the pendency of this OA. It is noteworthy to mention here that till date they have been working as a casual worker under the Respondent No. 3 and other the said Respondents there are as many as 330 vacancies are in existence under the Group D Establishment one of which post is being occupied by the present applicants. It is therefore

the balance of convenience lies very much in favour of the applicants in passing the aforesaid interim as prayed for and there is every likelihood that in case his interest is not protected by way of passing an appropriate interim order as prayed for, the Respondents may disengage him causing irreparable loss and injury.

5. GROUNDS WITH LEGAL PROPROVISIONS :

5.1 For that the entire action on the part of the Respondents in not granting the temporary status to the applicants 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 per 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 differntiate 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 view of order dated 1.9.99 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 craves 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 declare 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 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 them with retrospective effect with all consequential service benefits including arrear salary and seniority etc.

8.2 Cost of the application.

8.3 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 current employment and to allow them to continue in their service pending disposal of this application.

10. THE APPLICATION IS FILED THROUGH ADVOCATE:

11. PARTICULARS OF THE POSTAL ORDER :

- (I) I.P.O. No.:
- (ii) Date:
- (iii) payable at Guwahati

12. LIST OF ENCLOSURES :

VERIFICATION

I, Shri Jay Narayan Mishra, S/o Chalbal Mishra, aged about 50 years, Circle Secretary, All India Telecom Employees Union LS & Gr-D Assam Telecom Circle, Assam, do here by solemnly affirm and state that the statement made in this petition from paragraph 1,2,3,4,1 to 4,3,4,6,4,16,4,12 to 4,15 and 5 to 12 are true to my knowledge and those made in paragraphs 4,4,4,5,4,7,4,8,4,9,4,11 are matters records of records informations 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 2 in the instant application and I have been duly authorised by the other applicants to swear this verification.

And I sign this verification on 14th day of July 2001.

Signature.

Jay Narayan Mishra

Annexure-1

| SL.NO. | NAME OF MAZDOORS | UNIT | DATE OF ENGAGEMENT |
|--------|--------------------------|-------------|--------------------|
| 1. | Mrs. Nirupama Buragohain | SBS | 2.5.91 |
| 2. | Md. Sonabar Ali | SBS | 1.2.93 |
| 3. | Sri Rotikanta Gogoi | SBS | 2.8.91 |
| 4. | Sri Biren Tamuli | SBS | 2.2.92 |
| 5. | Sri Chintamoni Neog | SBS | 6.6.93 |
| 6. | Sri Arup Gogoi | SBS | 2.2.93 |
| 7. | Chakradhar Hatimuria | SBS | 2.2.96 |
| 8. | Sri Biren Tipamia | SBS | 2.4.96 |
| 9. | Md. Mafizur Rahman | SBS | 2.10.95 |
| 10. | Sri Putukan Gogoi | SBS | 3.3.96 |
| 11. | Sri Dharani Gogoi | SBS | 1.1.96 |
| 12. | Sri Kumud Gogoi | SBS | 2.2.96 |
| 13. | Sri Lakhi Chetia | SBS | 2.2.96 |
| 14. | Sri Benudhar Buragohain | SBS | 1.2.96 |
| 15. | Sri Ranjit Das | SBS | 2.10.96 |
| 16. | Sri Pradip Komwar | SBS | 3.12.96 |
| 17. | Sri Prasanta Das | SBS | 1.1.97 |
| 18. | Sri Girin Kowan | SBS | 5.11.96 |
| 19. | Sri Pradip Gogoi | SBS | 1.1.97 |
| 20. | Sri Bhim Gogoi | SBS | 5.9.96 |
| 21. | Sri Probitra Chutia | SBS | 2.2.97 |
| 23. | Sri Khagen Kolita | SBS | 10.9.96 |
| 24. | Sri Monikanta Chutia | SBS | 2.2.97 |
| 25. | Sri Suchen Chutia | SBS | 3.1.97 |
| 26. | Sri Jitul Neog | SBS | 3.1.97 |
| 27. | Sri Anil Changmai | SBS | 1.2.96 |
| 28. | Md. Alauddin Ahmed | SBS | 2.1.95 |
| 29. | Sri Dhiren Buragohain | SBS | 2.2.97 |
| 30. | Sri Deben Changmai | SBS | 2.11.89 |
| 31. | Sri Dharmeswar Changmai | SBS | 31.12.91 |
| 32. | Sri Bipin Borah | SBS | 1.4.91 |
| 33. | Mrs. Kushila Basfore | SBS | 4.1.85 |
| 34. | Sri Ranjit Baruah | SBS | 1995'Jan |
| 35. | Sri Badul Chakraborty | SBS | 1995'Jan |
| 36. | Sri Bhuban Nayak | SBS | 1996'Jan |
| 37. | Sri Raju Hazarika | SBS | 1995'Jan |
| 38. | Sri Durgeswar Khanikor | SBS | 7.2.96 |
| 39. | Sri Jayanta Das | SBS | 1.6.96 |
| 40. | Sri Mridul Lahan | SBS | 1.2.95 |
| 41. | Sri Atul Gogoi | SBS | 1.11.93 |
| 42. | Sri Luhit Gogoi | SDOT Jorhat | 1.6.93 |
| 43. | Sri Madan Gogoi | SDOT Jorhat | 1.6.93 |
| 44. | Sri Lokhi Gogoi | SDOT Jorhat | 1.6.93 |
| 45. | Sri Promashi Goria | SDOT Jorhat | 1.6.93 |
| 46. | Sri Prabin Neog | SDOT Jorhat | 1.6.93 |
| 47. | Sri Jeet Jonzu | SDOT Jorhat | 1.6.93 |
| 48. | Sri Binoy Gogoi | SDOT Jorhat | 1.1.92 |
| 49. | Sri Makhan Gogoi | SDOT Jorhat | 1.5.93 |
| 50. | Sri Chandan Kr. Bora | SDOT Jorhat | 1.1.92 |
| 51. | Sri Manuj Kaman | SDOT Jorhat | 1.1.93 |
| 52. | Sri Jitu Saikia | SDOT Jorhat | 1.1.94 |
| 53. | Sri Horen Ch. Boruah | SDOT Jorhat | 1996'Sept |
| 54. | Sri Ram Ch. Hazarika | SDOT Jorhat | 1.12.96 |
| 55. | Sri Suchen Baruah | SBS DTO | 2.11.92 |
| 56. | Sri Promod Gogoi | DTO SBS | 1.5.87 |

Attested
Anu. for
Advocate

29

| | | | |
|------|-----------------------|----------------|------------|
| 57. | Sri Umesh Bora | BKK | 1.1.97 |
| 58. | Sri Prodip Bora | BKK | 1.2.97 |
| 59. | Sri Minaram Chutia | GT (SPH) | 1.1.89 |
| 60. | Sri Bijit Dutta | BKK | 1.4.92 |
| 61. | Sri Akonman Das | BKK | 1.2.92 |
| 62. | Sri Umesh Das | BKK | 1.1.92 |
| 63. | Md. Atiqur Rahman | SDOT Jorhat | 1998'Jan |
| 64. | Sri Prasanta Saikia | SDOT Jorhat | 1992'Jan |
| 65. | Sri Amal Bhumij | SDOT Jorhat | 1993'June |
| 66. | Sri Jahan Dhanga | SDOT Jorhat | 1993'June |
| 67. | Sri Kamal Kachari | SDOT Jorhat | 1993'June |
| 68. | Sri Jawhis Rai | SDOT Jorhat | 1993'June |
| 69. | Sri Ananta Nag | SDOT Jorhat | 1993'June |
| 70. | Sri Ananda Goraih | SDOT Jorhat | 1993'June |
| 71. | Sri Biraj Chakraborty | DED TAX Jorjat | 1997'Jan |
| 72. | Sri Pulin Neog | SDOT Jorhat | 1.2.96 |
| 73. | Sri Sunil Dutta | SDOP Jorhat | 1.2.97 |
| 74. | Sri Babul Das | GT SDOT | 1.1.91 |
| 75. | Sri Keshav Gohain | GT | 1.8.92 |
| 76. | Sri Uma Kanta Gogoi | GT | 1.1.91 |
| 77. | Sri Uma Kanta Gogoi | GT | 1.1.91 |
| 78. | Sri Bhuban Gogoin | GT | 1.1.91 |
| 79. | Sri Jiten Bora | GT | 1.1.90 |
| 80. | Mrs. Punyeswari Gogoi | GT | 1987 |
| 81. | Sri Dipak Bora | GT | 1994 |
| 82. | Sri Suren Bora | GT | 5.4.96 |
| 83. | Sri Amrit Baruah | JRT | 1992'Jan |
| 84. | Sri Bul Borah | JRT | 1997'Feb |
| 85. | Sri Dibyajuti Borah | SDOT JRT | 1.2.96 |
| 86. | Sri Lokeswar Bora | SDOP JRT | 1.1.96 |
| 87. | Sri Ratul Duarah | Jorhat | |
| 88. | Sri Abhijit Baruah | JRT (P) | 1993 |
| 89. | Sri Rajesh Gogoi | JRT (P) | 1.1.96 |
| 90. | Sri Sanjib Dutta | JRT | 1.1.95 |
| 91. | Sri Suresh Saikia | JRT | 1.1.97 |
| 92. | Sri Probhat Kalita | JRT | 1.4.92 |
| 93. | Sri Mridul Gogoi | JRT | 1.4.92 |
| 94. | Sri Atul Knowar | JRT | 1.5.95 |
| 95. | Sri Bhuban Ch. Borah | Jorhat | 1.1.97 |
| 96. | Sri Bijit Saikia | JRT | 1996'Jan |
| 97. | Sri Jibon Borah | Jorhat | 1.6.96 |
| 98. | Sri Nitu Boruah | JRT | 1.8.95 |
| 99. | Dipen Hazarika | SDOP JRT | 1992'May |
| 100. | Sri Keshob Gogoi | SDOP JRT | 1995/April |
| 101. | Sri Kumud Senapati | SDOP JRT | 1.12.92 |
| 102. | Sri Jitu Hazarika | SDOP Jorhat | 1.4.92 |
| 103. | Sri Chidananda Borah | SDE Cable JRT | 1994'May |
| 104. | Sri Dilip Ch. Bora | SDE Cable | 31.1.95 |
| 105. | Sri Rantumoni Borah | SDOP JRT | 1.2.96 |
| 106. | Sri Jiten Dutta | SDOP JRT | 1.1.97 |
| 107. | Sri Dambarudhar Gogoi | JRT SDE Cable | 1994'May |
| 108. | Sri Raju Gogoi | JRT SDE Cable | 1.7.96 |
| 109. | Sri Diganta Gogoi | JRT SDE Cable | 1994'May |
| 110. | Sri Bijoy Gogoi | SDOP JRT | 1996'Feb |
| 111. | Sri Niranjan Kalita | JRT SDE Cable | 1.1.96 |
| 112. | Sri Nipu Hazarika | SDOP JRT | 1992'Jan |
| 113. | Sri Moniram Borah | SDE BKK | 1997'Jan |
| 114. | Sri Kamal Kolita | SDOT JRT | 1.1.93 |
| 115. | Sri Prodip Mili | SDOT JRT | 1996'July |
| 116. | Sri Mridul Borah | SDE Cable JRT | 5.5.94 |
| 117. | Sri Probitra Dutta | SDOP JRT | 1995'Jan |

| | | |
|------------------------------|----------------|-------------|
| 118. Sri Hemchandra Hazarika | SDOP JRT | 1996' May |
| 119. Sri Jogeswar Dutta | SDOT JRT | 1996' May |
| 120. Sri Jitumani Borah | SDE Cable | 1.1.85 |
| 121. Sri Moni Saikia | | 1.1.97 |
| 122. Sri Bapa Bora | SDE Cable | 1.1.94 |
| 123. Sri Diganta Dutta | SDE Cable | 1994' June |
| 124. Sri Raju Borah | SDE Cable | 1992' June |
| 125. Sri Tarun Ch. Saikia | SDOP JRT | 1995' April |
| 126. Sri Gajen Dutta | SDE Cable JRT | 1996' Feb |
| 127. Sri Raju Kolita | SDE Cable JRT | 1996' Feb |
| 128. Sri Jayanta Bora | SDE Cable JRT | 1996' Feb |
| 129. Sri Nimay Dey | M/W(P) JRT | 1991' April |
| 130. Sri Jiten Kolita | CIVIL WING JRT | 1.1.96 |
| 131. Sri Diganta Bora | JRT | 1996' June |
| 132. Sri Pabitra Das | JRT | 1.1.97 |
| 133. Sri Ratul Duarah | JRT | 1997' Jan |
| 134. Sri Biren Rajkhowa | SDE Cable JRT | 1.12.96 |
| 135. Sri Bharat Ch. Baruah | SDE Cable JRT | 1997 |
| 136. Sri Raju Bora | SDE Cable JRT | |
| 137. Sri Jayanta Das | SDOP JRT | 1.5.92 |
| 138. Sri Bubul Gogoi | | 1.8.92 |
| 139. Sri Manik Baruah | SBS | 2.4.93 |
| 140. Sri Robin Baruah | SBS | 4.4.93 |
| 141. Sri Biren Changmai | SBS | 4.2.94 |
| 142. Sri Grojen Borah | SDOP JRT | 1.1.96 |
| 143. Sri Amyio Kr. Gogoi | SDOP JRT | 1.1.96 |
| 144. Sri Horen Borah | SDE Cable | 1.4.94 |
| 145. Sri Indeswar Dadhara | SDOP JRT | 1.9.96 |
| 146. Sri Jitendra Jeet Dutta | SDOP JRT | 1.4.96 |
| 147. Sri Sanjeev Borah | SDOP JRT | 1.1.96 |
| 148. Sri Romon Saud | SDOP JRT | 1.2.95 |
| 149. Sri Nitul Das | SDOP JRT | 1.1.93 |
| 150. Sri Ajit Gogoi | SDOT/SBS | 1.1.97 |
| 151. Sri Dipen Das | SDOP/JRT | 1.1.93 |
| 152. Sri Babul Das | SDOT Golaghat | 1.1.91 |
| 153. Sri Bhaben Gogoi | SDOT Golaghat | 1.1.91 |
| 154. Sri Uma Kt. Gogoi | SDOT Golaghat | 1.1.91 |
| 155. Sri Uma Kt. Gogoi | SDOT Golaghat | 1.1.91 |
| 156. Sri Keshab Gohain | SDOT Golaghat | 1.1.91 |
| 157. Sri Jiten Borah | SDOT Golaghat | 1.1.91 |
| 158. Sri Purneswari Gogoi | SDOT Golaghat | 1.1.91 |
| 159. Sri Bikul Hazarika | SDOP JRT | 1.5.91 |
| 160. Sri Gulap Bora | SDE Cable | 1.5.97 |
| 161. Sri Jodu Dutta | SDOP Jorhat | 1.1.92 |
| 162. Sri Ahindra Konwar | SDOT Sib. | 1.1.95 |
| 163. Sri Rubul Buragohain | SDOP Jorhat | 1.1.92 |
| 164. Sri Diganta Dutta | SDE Cable | 1.1.91 |
| 165. Sri Rantu Dutta | SDE Cable | 1.1.90 |
| 166. Sri Ananda Maideb | SDOT GT | 17.6.90 |

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 than 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 than four years while the others have served for two or three years. Instead of regularising them in employment their services have been terminated on 30th 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 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".

Attested
A. M. Khan
Advocate

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.

RECORDED
RECORDED
RECORDED

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(pors. 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.

*X Heated
Tuni 3/12/89
Rehorgte*

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).

96

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 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.

ANNEXURE-3 ..

NO. 269-4/93 STN II
GOVERNMENT OF INDIA.
DEPARTMENT OF TELECOMMUNICATION,
STN SECTION.

Dated New Delhi 17 Dec 1993.

To,

All Heads of Telecom Circles/Metro Telecom Distt.
All Heads of other Administrative Offices.
All Heads of Ntce Regions/Project Circles.

Sub:- Casual Labourers (Grant of Temporary Status and Regularisation) Scheme, 1989 engaged in circles after 30.3.85 and up to 22.06.88.

Sir,

I am directed to refer to this office order no 269-4/93-STN dated 25 th June 1993 , where in orders were issued who were engaged by the project Circles/Electrification Circles, during the period 31.3.85 to 22.5.88 and who are still continuing for such works where they were initially engaged and who were not absent for last more than 365 days continuing from the date of issue of the above said orders.

2. The matter has further been examined in this office and it is decided that all those casual labourers who were engaged by the circle during the period from 31.3.85 to 22.6.88 and who are still continuing for such works in the circles where they were initially engaged and who are not absent for last more then 365 days continuing from the date of issue of this order, be brought under the aforesaid scheme.

3. The engagement of the casual mazdoors after 30.3.85 in violation of the instruction of the Head Quarter ,has been viewed very seriously and it is decided that all past cases wherein recruitment has been made in violation of instruction of the Head Quarter dated 30.3.85 should also be analyzed and disciplinary action be initiated against defaulted officers.

4. It is also decided that engagement of any casual mazdoors after the issuance of order should be viewed very seriously and brought to the notice of the appropriate authority for taking prompt and suitable action. This should be the personal responsibility of the Head of the Circle, concerned Class-II Officers and amount paid to such casual mazdoors towards wages should be recovered from the person who has recruited/engaged casual labourer in violation of these instructions.

5. It is further stated that the service of the casual mazdoors who have rendered at least 240 days (206 days in case of Administrative offices observing 5 days a week) of service in a year on the date of issue of these orders , should be terminated after following the condition laid down in I.D.Act 1947 under section 25 F.G. & H.

*H. Heated
Anu. book
Advocate*

-22-

6. These orders are issued with the concurrence of Member (Finance) vide U.O. No. 3811/93-FA-I dated 1.12.93.

Hindi version follows.

Yours faithfully.

(S.K.Dhawan)

Asstt. Director General (STN.)

copy to :-

1. All the staff members of Dept. JCM.
2. All recognised Unions/Associations.
3. Budget TE-I/TE-II/SNA/CVC/PAT/NCS/Sr Sections of the Telecom Commission.
4. SPP-I Section Dept. of Posts, New Delhi.

NO RECCT-3/10 part-II dated at Guwahati, 4.1.94. copy forwarded for information, guidance and necessary action to:-

- 1-2. The AMTs Guwahati/ Dibrugarh.
- 3-8. The TDM Guwahati.
9. The TDEs BGN/DR/SC/TZ/JRT.
- 10-14. The STTs BGN/DR/SC/TZ/JRT.
15. The C.S.C.T.O. Guwahati.
16. The A.E. I/C CTSD Guwahati.
17. The principal CTTC Guwahati.
18. The REM Guwahati.
19. The A.D. (Staff) C.O. Guwahati.
20. The concerned circle Secretaries of Service Unions.

sd/=

(K.S.K.Prasad Sarma.)

Asstt Director Telecom (E & R.)
O/O CGMT Ulubari , Ghy-7.

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)

Attested
S. N. Vaid
Advocate

ANNEXURE-5.

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

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

Attested
For
Advocate

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 conferment 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. 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 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.
.....

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

6. O.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.

Attested
Anil Deb
Advocate

- 29 -

7. O.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. O.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. O.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. O.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. O.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.

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 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 in to operation with effect from 1989. 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 Tribunal by filing the present O.A.s.

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.A.s 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 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 counse 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 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)

ANNEXURE