

All India Navodaya Vidyalaya Staff Association (AINVSA)

Presentation of Secretary's Report to CEC on 08-05-2016

Comrade President and friends

We've gathered in this historic hall this morning to review our association's activities during 2015-16, have a constructive discussion on them and plan our future course of action to strengthen the movement of the teaching and non-teaching staff of Jawahar Navodaya Vidyalayas for a democratic platform to express their concerns and fight for the resolution of our demands

Frankly speaking what we have done or achieved during the last academic year is not very encouraging. There are a lot of reasons for the kind of situation we are in.

Self-appraisal:

We have failed to relive the solidarity that the teaching and non-teaching staff exhibited during the historic 10-day strike. Every struggle and agitation teaches us two kinds of lessons. Some have become chronic pessimists. They have given up all hopes of achieving any demands. They opine that it is no longer worth running the Association. So they do not participate in the discussion of staff issues. But there are some aggressive pessimists among us. They stop extending any kind of cooperation to the Association. They even go to the extent of vociferously discouraging others from participating in the Association's activities. But the strike has turned some positive. They have learnt some valuable lessons from the agitation. They have realised that there is a stronger need to unite and continue to struggle despite the temporary setback. They have also understood that NVS is anti-employee organization. It does not believe in sharing a platform with its employees. It will make effort to ignore our demands. Hence, we have to continue our struggle and do not lose heart when agitation does not seem to yield desired results. Unfortunately, this second category of employees are few amongst us. I favour such people who repose their faith in standing together in hard times and fighting hard.

We submitted thousands of membership forms to our Drawing and disbursing officers. We have a membership of nearly 70% of the total number of employees. The verdict was clear. But the Samiti clearly made its stand clear. It was not interested in recognising our Association. It prolonged the exercise for three years. Finally it asked the DDOs to return the subscriptions. Do we need a stronger proof to convince people that NVS is not interested in staff-welfare? NVS has built itself on the foundation of utmost loyalty. It does not want to hear any grievance or anything spoken against it. It wants everyone to believe that all is well in the organization. By our ten-day strike we proved that it was wrong. We showed the world how NVS had been stifling the voice of the staff and how it was depriving its staff of their well-deserved monetary benefits. By recognising the Association it is supposed to listen to the voices of dissent. It is not prepared for a democratic sharing of ideas. It treats us as subjects. Is there any organization in India that invited applications for recognition from the associations but delayed winding up the exercise for more than three years? That dubious credit goes to NVS!

Indifferent attitude of NVS:

Hence, the announcement of celebrating the foundation day did not excite us. What has it done for the staff? Has it made sincere efforts to bring the Draft Note on CCS Pension issue to the notice of the cabinet? Why has it discriminated the non-teaching from sanctioning the 10% special allowance? Has it sent any letters now to the VII Pay Commission to revive the 10% allowance which the Commission ignored. Why is NVS not in favour of sanctioning MACPS benefits to the teaching staff? Why is it not ready to dispense with the MoD system? Why doesn't the NVS talk of Health insurance benefits to the staff? What has it done to the staff that met with untimely death? What has it done to stop victimization of staff for petty things? Is it regularly filling the vacancies? Does it do justice to the inservice staff? Why has it not followed the time schedule it has so pompously displayed on its website? Why has it done the transfer matters very complicated?

Authoritarian system in NVS:

The answer to all the questions is clear. NVS is not going to support its staff. It is the employer and we are the employees. It wants us to follow its orders and instructions without protest. It wants the employees to its authority unquestioningly. Raising questions and expressing dissent annoys it and we have annoyed it. We have hurt its ego and its image. After the strike, it announced its decision to recognise the association hoping that the majority of the employees would teach a lesson to L.B.Reddy and his supporters.

Namesake Association:

Unfortunately, T P Mani and his claims of running the original association were turned down by the staff. He couldn't even secure even 2% membership. This has shocked some of the NVS officers more than T P Mani himself. I see no other reason than this for NVS for not granting us recognition.

Undemocratic approach of NVS and fabricated documents of Shri T.P.Mani:

NVS has asked the District Registrar, Kottayam to resolve the authenticity of the claims of two people – L.B.Reddy and T.P.Mani. The District Registrar asked us to submit documents in support of our claims and appear before him in person. We did so – submitted hundreds of pages of documents, photographs, letters from NVS, our conference and meeting minutes and a lot. T.P.Mani, who hails from the same state and had been boasting of running the genuine association, took more time to submit their documents. You can see his documents on our website. We were sure that T P Mani, despite his threats to us from time to time of taking a legal action, was running a paper organization and waited to see what original documents and receipts he was going to present in support of his claim. We used the RTI to have a look at the documents. We were shocked to see that he had submitted forged letters and manipulated documents. We lodged a complaint to the Commissioner and pointed at the dubious submissions of Shri T.P.Mani. But NVS has not taken any action to get the documents submitted by him verified immediately and take an appropriate action. By claiming to be leaders of the Association that no supports him and creating hurdles in our path by repeatedly writing letters to the higher officers and forging and manipulating the documents and finally submitting them as evidences, T P Mani has annihilated himself. Now his few supporters are making vain attempts to save their group by still running the blogs, sending what's up messages and so on.

Does T.P.Mani have the moral right to speak for staff? What do his loyalists say about their forged signatures and fake documents? Shame on those who still stand by Shri T.P.Mani! They are doing irreparable damage to the cause of the staff. Our Association will never extend its hand to Shri T.P.Mani. We shut our doors on him and whoever supports him! How can anybody support a man who has reduced running the organization to a farce finally and gone down to such lows? We are going to demand NVS why it is silent on his forged and fabricated documents.

For the first time in our meetings, I have given some space to discussing issues related to Shri T.P.Mani because even the Commissioner wants us to stand united. In organizations no single association usually claims complete support. There are always who are not happy with the association in spite of a majority of members supporting it. Let us respect their dissent. But let us not support the groups or associations that are being used by NVS management to perpetuate their hegemony and deprive us of our rights.

Visits to New Delhi:

We visited Delhi in August and December when the Parliament sessions were on and spent nearly week each time trying to garner political support for recognition issue and bring pressure on the management. At the same time we put before the honourable MPs our grievances like pension, deprivation of 10% special allowance to the non-teaching staff and other issues. We had the complete support of our local M.P. from Karimnagar constituency, Shri B.Vinod Kumar, who is also the Deputy Floor Leader of Telangana Rastra Samithi. We also met Shri VEngopalachari, representative of Telangana State Government in Delhi. We met Shri T.Narasimhulu, a prominent MP from Telugudesam Party, Andhra Pradesh. We also won the support of Shri V.Hanumanta Rao garu, M.P. from Secunderabad and Secretary, AICC. We met Smt. P.K.Srimathi Teacher and Shri P.Rajeev, MPs from Kerala besides and Shri Subrato Benerjee, MP from West Bengal.

We also called on various union representatives like Shri M.S.Raja, Staff Side Member of Standing Committee of National Council (JCM) and Shri KKN Kutty, President, Confederation of Central Government Employees and Workers of National Postal Employees Federation. Shri M. Ragahavaiah and Shri Shivgopal Mishra, General Secretaries of National Federation of Indian Railways and All India Railwaymen's Federation respectively.

We also met the Commissioner on and leaders Joint Consultative Machinery (JCM) on 10-12-15 V.H's talk with the Commissioner and briefed our issues and submitted our memoranda. It was due our efforts that National Joint Council of Action (NJCA) represented put on its agenda our demand for re notification of 10% Special Allowance.

During the last academic year, we represented our issues once again to various authorities. In May we addressed a letter to Prime Minister Shri Modi with request to consider granting CCS Pension Issue to the employees of NVS. NVS is organising some in-service programmes in some of our schools. The teachers attending the programmed are forced to face many inconveniences. You might have known the unfortunate death of a teacher who was bitten to death by bees while attending a training programme at JNV, Raebareli, UP. Women colleagues face more problems as student dormitories do not offer suitable accommodation to female staff. all these issue were represented. Time and again we are demanding for the promotion of inservice teachers by conducting departmental tests and giving posting as per a schedule.

Protests and representations:

We represented the issue of **posting waitlisted TGTs** to fill PGT vacancies. The association also took the **10% issue** promptly. We gave a representation of the Nodal officer in the HRD Ministry in December 2015 and Shri Pradeep Kumar Sinha, Cabinet Secretary. We joined the central government organisations in their protest against the recommendations of the VII Pay Commission on 27th November by **attending duties with black badges**. Due to our incessant efforts **the NJCA incorporated our demand for revival of 10% special allowance in its charter of demands** submitted to the government of India. We must thank it for putting before the government our demand which otherwise might not attract its attention. Though the Association is not against transfers, it is not happy with the way the way the NVS is making efforts to effect them. We do **not support any policy of NVS that does not have our representation**. We demanded for counselling through a letter sent in January. In the same month we appealed to all schools to **celebrate 3r January as Women Teachers' and Girl Child Education Day**. We will continue to demand the government to honour the services of Savitribai Phule by observing her birthday on 3rd January as Women Teacher's Day and Girl Child Education Day.

Dear friends

Strengthening the Association:

At this very venue, in the last year's CEC meeting we had a lengthy discussion on strengthening the association from the grass root level. Have you succeeded in accomplishing this task. I am aware of the fact that in many of our schools our members do not cooperate even for the arrangement of a meet. Some do not attend the meetings even though they are free and present on campus. I do not want to enumerate all the reasons because the list is too long. Our 12,000 membership appears strong on paper but we need members who are selfless and strong-willed and spare their valuable time. Till their number grows we should not dream of achieving our demands. To those who skip our meetings intentionally and blame the association for not being able to achieve our demands, my humble appeal is to retrospect their actions. By not supporting the association monetarily and skipping from healthy discussions by participating in the association meetings, you are all doing an irreparable damage to the association. You are surrendering and enslaving yourself to the management. Those that do not stand bravely in testing times hardly achieve anything in the days to com.

My second appeal is to the SECs to become more active. Without your active role the CEC will not be able fight for the demands of the staff. Rely less on the General Secretary or a group of individuals who play the active role. Rely on yourself. Develop the bench strength. The Association should become dysfunctional in the absence a General Secretary or an active member. Do not look forward to us to lead you. We need your support more than you need our support. I request even the CEC members to be more active and strengthen the association. The association with members that do not stand together and support the leadership will fall apart in no time. Even winning recognition cannot save such weaker organization.

I humbly appeal to all the members to ponder over the issues raised by me and come out with their plan of action.

With warm regards

L. B. Reddy
(General Secretary)