

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

No.T1/781(3)/2009-OPD-T

O/O the Managing Director,
Mushirabad, Hyderabad- 624.

CIRCULAR NO. - 01/2010 -OPD-T , DATED 02.01.2010

Sub: **STRIKES** - Strike Notices served by Joint Action Committee consisting of APSRTC Employees Union, APSRTC Staff & Workers Federation, APSRTC Karmika Sangh, APSRTC Karmika Parishad & APSRTC Rashtriya Mazdoor Federation and APSRTC National Mazdoor Union (Recognised) proposing to call upon all the employees of APSRTC working in different units/depots/offices through out the State to go on indefinite strike commencing from 05.01.2010 and 06.01.2010 respectively - Guidelines issued, instruction on operation of buses,etc - Reg

- Ref: 1. Individual Strike Notices dated 26.11.2009 served by JAC of Unions.
2. Strike Notice dated 27.11.2009 served by General Secretary, APSRTC National Mazdoor Union (Recognised).

Individual Strike Notices dated 26.11.2009 have been served by APSRTC Employees Union, APSRTC Staff & Workers Federation, APSRTC Karmika Sangh, APSRTC Karmika Parishat and APSRTC Rashtriya Mazdoor Federation with a charter of 17 common demands on Revision of Pay Scales & Allowances and other service conditions, proposing to call upon all the employees of APSRTC to go on an indefinite strike commencing from on or after 10.12.2009 for redressal of grievances furnished in the Annexure to the Strike Notice. Subsequently, formed into Joint Action Committee by above unions and requested to discuss with the JAC on the issues incorporated in the Strike Notices.

The APSRTC National Mazdoor Union (Recognised) also served Strike Notice dated 27.11.2009 with a charter of 10 demands on Revision of Pay Scales & Allowances and other service conditions, proposing to call upon all the employees of APSRTC working in different Units/Depots/Offices throughout the State to go on indefinite strike commencing on or after 11.12.2009 for redressal of the grievances furnished in the Annexure to the Strike Notice.

After a series of meetings between the management and the unions no settlement could be reached on the charter of demands put forth by the unions.

The Joint Action Committee informed through the letter dated 29.12.2009 that they have decided to go on an indefinite strike from the First Duty of 05.01.2010. It is also reported in a section of the press that the APSRTC National Mazdoor Union decided to go on indefinite strike from 06.01.2010.

The Government of A.P. through G.O.Ms.No.147, dt.04.07.2009 issued orders prohibiting Strikes for a period of six months w.e.f. 06.07.2009 in any service under the Andhra Pradesh State Road Transport Corporation, in exercise of the powers conferred by Sub-Sections (1) and (3) of Section-3 of the Andhra Pradesh Essential Services Maintenance Act, 1971 (Act 20 of 1971). Therefore the proposed strike, will be treated as '**ILLEGAL STRIKE**'.

- The consequences in the event of strike shall be explained to all the staff by the Depot Managers. The Regional Managers should play a vital role in the matter.
- The Depot Managers and Supervisors shall undertake educative campaign among the Conductors and Drivers on the present position of the Corporation, private vehicles threat, alienation of passengers because of disruption in operations and also on repercussions thereon to the employees.

OPERATIONS DURING STRIKE PERIOD:

- The guidelines on regulating buses operation by the Depots, in case if the proposed strike materializes are as follows.
- As many services as possible shall be operated keeping in view the local conditions and prevailing situation, besides ensuring safety of passengers. loyal workers reporting for duty and ready to operate services and in consultation with the Police and Revenue Authorities.
- The Depot Managers are advised that all the night and night out services which are sent on 4th January 2010 shall be operated as per schedule and shall not be brought back to the Depot on 4th itself and the service shall not be kept under PPC on 04.01.2010.
- Willing employees shall be engaged on double duties and all "out of designation" staff should be withdrawn immediately and shall be utilized for operation of all services including special services if any.
- ADCs, Controllers, DCs, Tr.Inspectors-Gr.III and Traffic Apprentices shall be utilized as Conductors/Drivers (with valid license) in case of need on strike days.
- All maintenance staff with valid license such as Mechanics, Cleaners, Helpers, Artisans can be booked for service, if situation warrants.

- All Casual/Contract staff shall be instructed to report for conducting/driving of buses during strike period. In case if they don't report, their names will be deleted from the panels and no further representation is allowed to take them on duty.
- Regional Managers are authorized to provide dinner to loyal Casual/Contract staff on the night of 04.01.2010 to ensure their availability for the services on 05.01.2010.
- Hire buses be rescheduled to utilize them to the optimum level and by deploying authorized Agents to issue tickets at the terminal points, if need arises.
- All the owners of hire buses be requested to operate their buses in case of non-availability of our conductors.
- The Regional Managers and the Depot Managers have to identify the routes for operation of buses as one-man services wherever required.
- Adequate protection be provided at all Depots and at places where staff report for duty such that striking employees do not cause obstruction. If necessary, local authorities can be requested to promulgate Section-144 of IPC.
- In case of safety to the buses loyal employees and property of Corporation is felt endangered immediate police assistance be obtained. The situation shall be brought to the notice of local Revenue / Police / RTC higher authorities from time to time.
- The Regional Managers / Depot Managers shall impress upon the District Collectors and Superintendents of Police on the situation leading to the strike and seek their assistance such that protection to the loyal employees and properties of the Corporation, besides ensuring issue of instructions to Dy. Superintendents of Police, Station House Officers and MROs.

ATTENDANCE:

- Separate attendance register shall be opened and maintained during the period of the strike in respect of the crew and other staff. A list of employees who absented during strike be kept ready for perusal and utilize during the strike period. Separate musters shall be prepared and kept under the personal custody of the Unit Officer. Leave avallment during the strike period shall not be permitted. If any employee is already on leave, he/she should be recalled for duty.

SECURITY OF BUS CASH:

- The Depot authorities shall keep the cash in Depots during the strike period, in case if it is difficult to remit it into the Bank. The bus cash and the imprest amounts shall be taken over on the night of 04.01.2010. The Depot Managers shall obtain necessary security arrangements from Police to safeguard the property and bus cash to remain unremitted.

DGTs / OIL TANKERS AND OIL STOCKS:

- Adequate stock of HSD Oil and other lubricants shall be maintained in Depots, to meet any exigencies.

DAMAGES TO VEHICLES / PROPERTY:

- Assaults on loyal workers, damages to the property, sabotage, intimidation, obstruction to the vehicles or employees shall be complained to the police, besides initiating disciplinary action including suspension pending further action against the miscreants.
- The Depot Managers are advised to engage videographers by early hours of 05.01.2010 for capturing serious incidents.

SPECIAL COMMUNICATION CELL:

- At the Corporate Office, a Special Communications Cell will be set up with Officers/Supervisors on duty from 22.00 Hrs., of 04.01.2010 till the end of strike. They will be available round the clock on telephone number 27616935 and Cell: 9959224600..
- Similar communications cells shall be commissioned at the offices of the Executive Directors of Zones and Regional Managers round the clock.
- The Depot Managers shall apprise the operations position to the special communications cell set up at Regional Manager's office from time to time, which in turn should pass on the consolidated information to the Executive Director of Zone and Head Office for every three hours i.e. at 06.00 hrs, 09.00 hrs, 12.00 hrs, 15.00 hrs and 18.00 hrs in the following proforma (Region-wise).

STATUS REPORT ON BUS OPERATIONS

DATE: _____

TIME _____

REGION	NO.OF SCHEDULES TO BE OPERATED (Upto the time)	NO.OF SCHEDULES ACTUALLY OPERATED (Upto the time)	REMARKS
(1)	(2)	(3)	(4)

- Any acts of assaults, sabotage, intimidation, obstruction and any other events shall be flashed to the Special Communications Cell by the Managers concerned without any loss of time.
- Depot Managers / RMs shall take initiative for operating maximum no. of services to avoid inconvenience to the travelling public and loss or damages to the Corporation property.
- A comprehensive report covering the particulars of operations, damages caused to the buses/property if any, cancellation of kilometers on account of strike, estimated loss of revenue to the Corporation be sent to Head Office immediately after the strike.

Please acknowledge.

Samodara
VICE-CHAIRMAN & 2/1/2010
MANAGING DIRECTOR.

To
All Executive Directors of Zones.
All Regional Managers.
All Depot Managers, Traffic Incharges.

Copy to: Director (V&S), FA & CAO for information.

Copy to: All EDs and HODs in Corporate Office for information.

Copy to: All Dy.CTMs and ATMs in OPD/HO for information.

Copy to: Dy.CPM(IR & W) and Dy.CPM(A) for information.

Copy to: AOs, POs and Bus station Incharges for information and n/a