

# HARYANA COLLEGE TEACHERS' ASSOCIATION

(Affiliated to AIFUCTO)

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## For Circulation Among HCTA Units

Dear Friends,

First of all, I thank all unit members for continued support and cooperation. The struggle we launched for the revision of pay scales as per Sixth Pay Commission Recommendations was a massive movement of our unity and self respect. Salutations to the teaching fraternity of HCTA and HFUCTO! A significant part of Sixth Pay Commission Recommendations has been implemented in Haryana, Finance Dept. orders dated August 20, 2010 and August 27-28, 2010. But HCTA is of the definite view that the most vital aspects of UGC notification have yet to be adopted and implemented in our state. However, while taking note of the delay in bringing out the much awaited notification, we have to be aware of our real achievements -- besides the pay scales the attainment of designation of Associate Professor is a major one. Yet there is no question of contentment. Our living experience and legacy of working in Aided Structure constantly brings us face to face with glaring discriminations on several issues including delay in revision of Pension and Gratuity for our real source of inspiration and strength – our retired fraternity. The non-implementation of New pension Scheme for our friends joining recently is another major cause of concern for us all. Let me share it categorically that this section of our teaching fraternity is our real hope – the backbone of our system in the times to come. So there is no question of indifference towards the specific issues of our young friends. Regarding the delay in New Pension Policy and M.Phil./ Ph.D. increments, I sincerely appreciate the anxiety and expectations. Our commitment and unity stand uncompromised, hence HCTA extends and conveys a commitment to get all issues fulfilled at the earliest.

A meeting of the state executive of HCTA was held at Hindu College Sonapat on September 5, 2010 under the chairmanship of Dr. UV Singh, President HCTA. All the members present in the meeting applauded HCTA leadership for getting Sixth Pay

Commission Recommendations implemented in a successful manner along with other section of teachers in the state. This was prominently highlighted as a historical achievement – the induction of designation of associate professor was specifically marked as a distinct advancement. The EC members discussed at length pending issues like comprehensive notification on UGC PAY SCALES including delay in M.Phil. and Ph.D increments, enhancement in retirement age, Revision of Pension and Gratuity, Implementation of New Pension Policy i.e. deduction of PF of our colleagues recruited on or after Jan. 2006, medical Security scheme, arbitrary deduction of HRA, new criteria of selection for Principal etc. Earlier Gen secretary presented a detailed report on the activities and initiatives of the Association. The following resolutions were unanimously adopted in the meeting : Black badges on September 7. 2010 on a call given by AIFUCTO, a state wide campaign to be launched for parity with the govt. and university teachers. We are facing discrimination in a host of matters. The ultimate solution of our problems lies in parity with our fellow sections in govt. and universities. HCTA EC authorized the central office bearers to pursue and get time from Hon'ble CM for a state level convention inviting him as Chief guest, and also for deciding the date and other details of the state convention/ elections of HCTA.

Friends, in the last six months HCTA office bearers have met Education Minister, Education secretary, Higher Education Commissioner, Dr. Ram Prakash and Sh. MS Chopra, Chief OSD to CM on several issues like total notification of UGC Pay Scales, Delay in implementing New Pension Policy and Revision of Pension and Gratuity , Announcement of CM on Medical Security, Timely disbursement of salary, pension and arrears, move of the managements to get their tenure enhanced from the present three years to five years, three month notice leading to payment of three months salary, Child care leave and other discrimination against our teaching fraternity. A delegation of HCTA led by Dr. Narender Singh Vice President HCTA met Finance Minster at Rewari on September 2, 2010 and briefed him of the delay in Implementing New Policy and revision of Pension/Gratuity, Lack of medical security. Further, HCTA delegation met Finance Minster on September 28, 2010 at his residence, thanked him for prompt release of DA instalment and submitted him a three point demand charter on 'Implementation of New Policy/PF deduction, revision of Pension and Policy and Medical Security. The FM told the delegation that Pension and Gratuity case has already been cleared in a 'prospective manner' --- we are waiting for the details and HCTA assures our retired fraternity that no deviation from what is recommended by UGC will be acceptable to us. This was conveyed to Hon'ble FM also. HE was quite positive on the issue of New Pension Policy, regarding it he immediately called Financial Commissioner and asked him not to delay it further. On the issue of Medical Security and CM

announcement, he was positive. He has invited HCTA delegation on October 30, 2010 for a detailed discussion on all the pending issues having financial repercussions.

A meeting of the office bearers was held at KUK on September 23, 2010 to plan the agenda, details of the state wide campaign and the suspension of three teachers Prof. Ranbir Singh, Dr. YK Joshi and Dr. Mnohar Lal of Bhagwan Parsu Ran College, Kurukshetra. HCTA condemns this move of the concerned management. In fact, the state govt after a three month long agitation of HCTA , thorough enquiries from DC Kurukshetra, VC KUK and Higher Education Commissioner, had issued a show cause notice to the management as why it should not be taken over by an administrator as per govt. rules. To this show cause notice the management did not reply but a stay against it in dist. Courts. The tendency of the management is involve staff, govt. and the university in litigations. HCTA central along with Zonal president Dr. Gurdev singh Virk and Prof Grunam Singh is in constant touch with the unit

Office bearers also chalked out a plan of the state wide campaign. Besides the pending issues, it was also decided that in view of the developments in Hindu College Sonapat, Jat College Rohtak, Mahrana Pratap College Mullana and recently BPR college Kurukshetra, the structure of governing bodies needs to be amended with greater participation of teachers and VC nominees. To press for these pending issues, the state wide campaign is to be launched from October 4 , 2010 to October 9, 2010. During this campaign, all the units will write letters to Hon'ble CM, FM, EM, Dr. Ram Prakash, Member Rajya Sabha, all the Members of Pay Review Committee, all the Vice Chancellors and Sh. MS Chopra, Chief OSD to CM Haryana, Higher Education Commissioner/Education Secretary. All the units are requested to hold local meetings for making this campaign effective, discuss the issues being raised in detail. The issues are following :

1. Immediate notification as per UGC Recommendations/ Sixth Pay commission Recommendations, specifically highlighting the delay in advance increments of Ph.D. and M.Phil. at the entry level. UGC Regulations already with Haryana Govt. TO CM through deputy commissioner—zonal Presidents/ Secretaries to coordinate with other units and tell them that it is mandatory for them to accompany the delegation, it means the Presidents and secretary of Units under respective zones. (October 4, 2010, Letter to CM – EM and all the members of Pay Review Committee)
2. A) Implementation of New Pension Policy/Deduction of P.F. of teachers under new pension policy of the govt. B) Revision of Gratuity and Pension of our retired fraternity. (October 5, 2010)
3. Parity with Govt. and University counterparts. To CM through Deputy commissioner. (October 6, 2010) To be coordinated as per instructions for letter no.1.

4. End all discrimination against Women teachers(October 7, 2010)
5. A) Democratize structure of Governing Bodies- Double the number of Teachers' representatives/ VC nominee B/ Parity of Instructors in Govt. Aided colleges with their counterparts in Govt. Colleges ( October 8, 2010)
6. a) Fill up all vacancies in Govt. aided colleges ( October 9, 2010)

The copies of the letters to be sent to different dignitaries are available at both – at HCTA website and --- email/ sent mails: gshcta@gmail. Com --- username --- gshcta – password – teachers. Kindly download the letters preferably from HCTA email as it would be in MS Word format and can be used without much changes. Formats of letters to be sent will be available on these sources by October 2, 2010. Pl. download the required letters as per schedule given above and get it signed from each and every member of the local unit.

**At the present juncture, the historical experience of HCTA makes it clear for us that Parity with University and Govt. teachers on all the financial benefits is the only way to get out of the unending cycle of problems, delays and discriminations our successive generations of teachers have been faced with. So, friends, let us devote all our organization energy and strength towards this goal.**

All the units of HCTA are requested to take note of these decisions and implement them.

With thanks

Yours Fraternaly

**(Gen. Secretary)**

**Rajbir Parashar**