

SECRET BALLOT ELECTIONS-III-2024



पूर्व तट रेलवे
EAST COAST RAILWAY

संख्या: ECoR/Pers/IRM/GSBE-III/P-I/161

कार्यालय/Office of the
प्रधान मुख्य कार्मिक अधिकारी
Principal Chief Personnel Officer
रेल सदन, चंद्रशेखरपुर.
Rail Sadan, Chandrasekharpur
भुवनेश्वर/Bhubaneswar- 751017

दिनांक: 22-11-2024

Presiding Officer-cum-ADRM (Infra)/ECoR - KUR/WAT.

Presiding Officer-cum-ADRM/ECoR - SBP.

Presiding Officer-cum-FA & CAO (HQ)/ECoR/BBS.

Presiding Officer-cum-CWM/CRW/MCS.

विषय:- "Code of Discipline" (Section 6.2 and Annexure-I to Final Modalities, 2024 for SBE-III) - Display regarding.

संदर्भ:- EDE/RRB & Convener, SBEC-III, RB's letter No. 2024/SBEC-III /Elections, dated 09-09-2024 circulated vide this Office letter No. ECoR/Pers/IRM/GSBE-III/P-I/161, dated 09-09-2024.


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Copies of the "Code of Discipline" (Section 6.2 and Annexure-I to Final Modalities, 2024 for SBE-III) submitted by the four contesting Trade Unions of East Coast Railway for the forthcoming Secret Ballot Elections-III-2024 are enclosed.

In this connection, it is requested to display all copies of the "Code of Discipline" for information of all concerned please.

These clarifications are being issued under Section 22.0 of the final modalities of Secret Ballot Elections - III-2024.

Encl.:- Copies of "Code of Discipline".
(Seven pages)


(SURESH KUMAR BEHERA)
Dy. Chief Personnel Officer (HQ)
for Principal Chief Personnel Officer

Copy to:-

1. Secretary to GM for kind information of GM/ECoR please.
2. Secretary to AGM for kind information of AGM/ECoR please.
3. EDE/RRB & Convener Secret Ballot Election Committee-III, Rly., Bd., New Delhi.
4. Returning Officer-cum-PCPO/ECoR for kind information.
5. All PHOD/CHODs/HODs of ECoR/BBS - PCE, SDGM, CAO (Con), PCOM, PCMD, PCME, PCEE, PCCM, PFA, PCMM, PCSTE, IG-cum-PCSC, PCSO.
6. All DRMs/ECoR-KUR, WAT, SBP.
7. Principal Director of Audit/ECoR HQrs. Chairman/RRB/BBS, Chairman/RCT/BBS.
8. Dy. CPO (Gaz), Dy. CPO (HQ) of ECoR/BBS.
9. CPRO, DGM (G), DGM(Law), Sr. RBA, Sr. ADGM of ECoR/BBS.
10. Assistant Presiding Officers/ECoR - KUR, WAT, SBP, MCS & ECoR HQrs.
11. Sr. DPOs/DPOs/WPO of ECoR - KUR, WAT, SBP, MCS.
12. SPO/HQ, APO/HQ, APO/Con, APO-I, APO-II - ECoR HQrs/BBS.
13. Notice Board. 14. All concerned.

Encl.:- Copies of "Code of Discipline".
(Seven pages)


for Principal Chief Personnel Officer

As per Section 16.13.9 of the Final Modalities-2024

I, Shri Prabin Kumar Mohapatra, Loco Pilot (Passenger) under Chief Crew Controller (KUR), East Coast Railway, Khurda Road Division son of Sri Antaryami Mohapatra, holding the post of General Secretary of East Coast Railway Employees Union do hereby declare that our Union shall observe the " Code of Discipline" as laid down in Annexure-I of the Final Modalities-2024 (Ref Section 6.2)

Date: 23.10.24

Place: Bhubaneswar

Prabin Kumar Mohapatra

(Prabin Kumar Mohapatra)

General Secretary

East Coast Railway Employees Union
Plot No.1354/1694, Jagannath Prasad,
Near Infosys,
Patia, Bhubaneswar-21.

**GEN. SECRETARY
EAST COAST RAILWAY
EMPLOYEES UNION**

Declaration

I, Trilochan Sahoo S/O Sri Kahnu Charan Sahoo working as Sr. Technician, CRW/Mancheswar, Employee No. 53199219130 in the capacity General Secretary of East Coast Railway Mazdoor Sangh abbreviated as ECoRMS hereby declare that we shall observe the "Code of Discipline".



(Trilochan Sahoo)

General Secretary

**East Coast Railway Mazdoor Sangh
(ECoRMS)**

General Secretary
East Coast Railway Mazdoor Sangh

Annexure – I to Final Modalities, 2024 for SBE-III
(Section 6.2 of Final Modalities)

Code of Discipline

All the contesting registered Trade Unions undertake in writing that they will observe the Code of Discipline.

I. Management and Union(s) agree –

- (a) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;
- (b) that the existing machinery for settlement of disputes should be utilized with the utmost expedition;
- (c) that there should be no strike or lock-out without notice;
- (d) that affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes, and grievances by mutual negotiation, conciliation and voluntary arbitration;
- (e) that neither party will have recourse to (i) coercion, (ii) intimidation, (iii) victimization or (iv) go-slow;
- (f) that they will avoid, (i) litigation, (ii) sit-down and stay in strikes and (iii) lockouts ;
- (g) that they will promote constructive co-operation between their representatives at all levels and as between workers themselves and abide by the spirit of agreements mutually entered into ;
- (h) that they will establish upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;
- (i) that they will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure; and
- (j) that they will educate the management personnel and workers regarding their obligations to each other.

I agree to the above.

Ramendra

GENERAL SECRETARY
 E.Co.Rly. Shramik Congress
 Chandrasekharpur, Bhubaneswar

II. Managements agree –

- (a) not to support or encourage any unfair labour practice such as:
 - (i) interference with the right of employees to enroll or continue as Union members,
 - (ii) discrimination, restraint or coercion against any employee because of recognized activity of Trade Unions and
 - (iii) victimization of any employee and abuse of authority in any form ;
- (b) to take prompt action for (i) settlement of grievances and (ii) implementation of settlements, awards, decisions and orders;
- (c) to display in conspicuous places in the Railway offices the provisions of this Code;
- (d) to distinguish between actions justifying immediate discharge and those where discharge must be preceded by warning, reprimand, suspension or some other form of disciplinary action and to arrange that all such disciplinary action should be subject to an appeal through normal grievance procedure;
- (e) to take appropriate disciplinary action against its officers and members in cases where enquiries reveal that they were responsible for precipitation of action by workers leading to indiscipline.

III. Trade Union(s) agree –

- (a) not to engage in any form of physical duress ;
- (b) not to permit demonstrations which are not peaceful and not to permit Rowdyism in demonstration ;
- (c) that their members will not engage or cause other employees to engage in any Union activity during working hours, unless as provided for by law, agreement or practice;

I agree to the above.

Ramany

GENERAL SECRETARY
E.Co.Rly. Shramik Congress
Chandrasekharpur, Bhubaneswar

- (d) to discourage unfair labour practices such as (i) negligence of duty, (ii) careless operation, (iii) damage to property, (iv) interference with or disturbance to normal work and (v) insubordination ;
- (e) to take prompt action to implement awards, agreements, settlements and decisions ;
- (f) to display in conspicuous places in the Union Offices, the provisions of this Code; and
- (g) to express disapproval and to take appropriate action against office-bearers and members for indulging in action against the spirit of this Code.

I agree to the above.

Ramem
 GENERAL SECRETARY
 E.Co.Rly. Shramik Congress
 Chandrasekharpur, Bhubaneswar

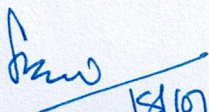
Annexure -1 to Final Modalities, 2024 for SBE-III
(Section 6.2 of Final Modalities)

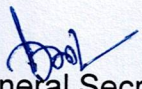
(Code of Discipline)

East Coast Railway Shramik Union, the contesting registered Trade Unions undertake in writing that we will observe the Code of Discipline.

I. Management and East Coast Railway Shramik Union agree -

- (a) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;
- (b) that the existing machinery for settlement of disputes should be utilized with the utmost expedition;
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- (f) that we will avoid, (i) litigation, (ii) sit-down and stay in strikes and (iii) lockouts;
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- (h) that we will establish upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;
- (i) that we will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure; and
- (j) that we will educate the management personnel and workers regarding their obligations to each other.


For Management of East Coast Railway
Principal Chief Personnel Officer
East Coast Railway
Bhubaneswar


General Secretary
East Coast Railway Shramik Union
Bhubaneswar

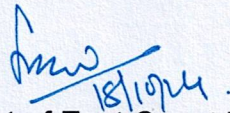
P.K. Patsahani
General Secretary
E.Co.Railway Shramik Union
Bhubaneswar

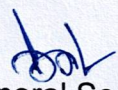
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- (e) to take prompt action to implement awards, agreements, settlements and decisions;
- (f) to display in conspicuous places in the Union Offices, the provisions of this Code; and
- (g) to express disapproval and to take appropriate action against office-bearers and members for indulging in action against the spirit of this Code.


For Management of East Coast Railway
Principal Chief Personnel Officer
East Coast Railway
Bhubaneswar


General Secretary
East Coast Railway Shramik Union
Bhubaneswar
P.K. Patra
General Secretary
E.Co.Railway Shramik Union
Bhubaneswar