

To,  
The Prime Minister,  
Govt. of India,  
South Block, Raisina Hill,  
New Delhi – 110001

The Minister of Labour & Employment,  
Government of India,  
Shram Shakti Bhawan,  
Rafi Marg, New Delhi - 110001

Through: Proper Channel

**SUB: Submission of memorandum of demand.**

Hon'ble Sir,

'Government Employees National Confederation' is a confederation of all industrial unit of Bharatiya Mazdoor Sangh which decided in its meeting held on 08.09.2014 to observe a week long agitation throughout the country from 15<sup>th</sup> Sep to 20<sup>th</sup> Sep 2014 in protest/demands of one of the various prevailing National issues. Accordingly, being a constituent of BPMS/GENC/BMS this union has observed an agitation programme from 15.09.2014 to 20.09.2014 through Gate Meetings, Demonstration at Main Gate of the establishment, Wearing Black Badges and other peaceful methods and we are submitting a memorandum of demand through proper channel for your kind consideration and suitable action at the earliest please –

Section 12 of the Payment of Bonus Act has been amended by Act 45 of 2007 (w.e.f. 01.04.2006) regarding calculation of bonus with respect to certain employees which states as under:-

**“Where the salary or wage of an employee exceeds three thousand and five hundred rupees per mensem, the bonus payable to such employee under Section 10 or, as the case may be, under Section 11, shall be calculated as if his salary or wage were three thousand and five hundreds rupees per mensem.”**

Meanwhile, Central Government has accepted the recommendations of 06<sup>th</sup> CPC with effect from 01.01.2006 and fixed the minimum basic pay plus grade pay as Rs. 5200 + 1800 = 7000. Therefore 28,06,369 Group 'C' (Non Gazetted) and 1,13,477 Group 'B' (Non Gazetted) total thirty lakh approx. Central Government employees are getting the bonus @ Rs. 3500/- per mensem under the Payment of Bonus Act, 1965 or Productivity Linked Bonus whereas none of them is drawing wages less than Rs. 7000/- per mensem excluding other allowances which has been causing discontentment amongst the employees.

Therefore, you are requested to issue necessary directives to remove the ceiling of Rs. 3500/- per mensem under the Payment of Bonus Act, 1965 and Productivity Linked Bonus Scheme.

An early action is solicited please.  
With regards,

Sincerely yours

Copy to:

1. The General Secretary / B.M.S.,  
2426, Ram Naresh Bhawan, Tilak Gali,  
Pahar Ganj, New Delhi - 110055
2. The General Secretary,  
Bharatiya Pratiraksha Mazdoor Sangh,  
02, Navin Market, Kanpur – 208001

**(Name of Secretary)**  
Secretary

-- For your kind information please.