



Dalhousie Institute

42, Jhowtala Road, Kolkata 700 019

Email: secretary@dalhousieinstitute.in, Website: dalhousieinstitute.in

Date: 22nd November, 2019

Dear Member,

1. As indicated in our last mail, we are updating you on the ongoing situation with regard to the Charter of Demands (COD) made by the Employees' Union which **has four-year additional financial impact of Rs.4.11 crores** (approx). A copy of the COD and the four-year additional financial impact calculation is enclosed herein as **Annexure-1 & 1A**.
2. The Council met the representatives of the Union – internal and external – on Monday November 4th, 2019 to discuss the COD. The purpose of the meeting was to share some clarity on the fiscal position of the DI, which we have shared earlier. **In this meeting the Council made it clear that the Club cannot afford to pay such high salaries and the Union needs to participate in keeping the club financially viable.**
3. The Union was of the view that the Club should take new Signage Members and/or increase the subscription of the members to fund the deficit. The Union also went ahead to call the Club Council/ councils to **be inefficient and responsible for the losses of the Club. Moreover, the union went on to say that they will not accept any financial proposal at the staff's expense. It is therefore evident from their stand that they are not ready to accept any sacrifice in the financial matters involving the staff costs.**
4. In response to our very real concerns regarding the ongoing financial health of the club, and in the course of discussion the President made it very clear that we cannot further burden the members by raising the monthly subscription. He compared our current subscription with other similar clubs, and it transpired that already we are one of the highest. Please see the comparative subscription in **Annexure-2**.
5. The Union then requested the Council to reconsider and come back with a counter proposal to the COD. The Council is of the view that in the current financial position of the Club, the COD which the Union has placed is untenable. The minutes of the said meeting is enclosed herein as **Annexure -3**.
6. We are again sharing the Cost to Company (CTC) of the staff as of March 2019 which accounts for 97% of our operational expenses in running the club. Please note that this accounts for pay-out of salaries and related costs of only 72 permanent staff. The actual CTC would be even higher if we include fringe benefits enjoyed by the staff, the non-cash extras such as uniforms, shoes, umbrellas, raincoats, gratuity, liabilities etc and the cost of employee relations activities such as Festival donations. The details of such are available in **Annexure-4**.
7. As on date the Unionized Staff owes the club a sum of Rs.22.60 Lakhs which is towards interest free Loans and Advances granted to them.
8. There are other manpower expenses which would include additional costs of the temporary/ casual workers, outsourced staff and the management staff which is currently costing the Club an annual expenditure of Rs.38.36 Lakhs.



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9. The Council is of the view that any further increase to meet the COD will set the stage for gradual financial collapse of our Club unless there is at least a 100-200% hike in membership subscription charges.
10. We are confident that an overwhelming majority of you, DI Members, would agree with us that the COD is not only unviable but also the stand presently taken by the Union may stand in the way of reconsideration of any alternative proposal suggested by the Council towards cost control.
11. We shall communicate with you after we respond to the Union on this matter. The Council seeks your strong support in dealing with this issue in the interest of all concerned. **Long Live DI**

Jayajit Biswas

President

Michael N Rao

Honorary Secretary

Miraj D Shah

Treasurer

Encl:

Annexure-1&1A: Charter of Demands and four year impact .

Annexure-2: Comparative Fees in other Clubs

Annexure-3: Minutes of Meeting with Union on 4th Nov 2019.

Annexure 4: Current Cost to Club of Unionised Staff (FY-18-19)

Dalhousie Institute Employees Union

(Affiliated A.I.T.U.C.) Regd. No. - 24250

6, CONGRESS EXHIBITION ROAD, KOLKATA - 700 017, PHONE : 2290-6108

CHARTER OF DEMAND

1. GENERAL BASIC / WAGES / PAY RISE

- a. The basic wages and pay of all Workman/ Employees be enhanced outright monthly at a flat rate of Rs. 2000/-
- b. Grades and Scales
 - i. Minimum rate of yearly increment should be Rs. 200/-
 - ii. The span of scale should be five years only.

2. VARIABLE DEARNESS ALLOWANCE

Rate enhance to Rs. 1.5 per point considering the existing rate Rs. 3.5 per point. That is VDA will be Rs. 5.0 per point.

3. GRATUITY: Gratuity be paid as per existing practice / Law.

4. PROVIDENT FUND

Provident fund contribution be calculated as per existing practice.

5. HOUSE RENT ALLOWANCE

HRA to be paid @ 10% of Salary / Wages

6. Tiffin allowance @ Rs. 650/- per head per month for all staff / workmen plus a cup of tea daily free of cost.

7. BONUS & EX-GRATIA

Bonus and Ex-Gratia be paid as per existing practice.

8. LEAVE AND HOLIDAYS

- a. Holidays as per N.I. Act notified by Govt. of West Bengal at the beginning of each Calendar Year.
- b. All staff should be given One & a Half days weekly Holiday .
- c. Casual leave : 15 Days
- d. Sick leave : 20 days a year can be accumulated upto 110 days and be allowed to be encashable at the time of retirement .
- e. Privilege leave : 30 days a year can be accumulated upto 150 days and existing practice of encashment be continued. The balance upto 210 days can be encashable at the time of retirement.
- f. Protracted illness : For heart disease, T.B, cancer, temporary mental disorder - six months full pay special leave and medical expenses be allowed on expiry of the existing leaves.
- g. Encashment of leave payment be calculated on salary/ wages.
- h. Paternal leave may be introduced in accordance with government rules.

9. FITMENT AND CAREER ADVANCE

While placing Workmen/Employees in the new pay scale, the pay after fitment as per demand no. 1 be fitted at the nearest higher stage of the revised scale. All must be given two promotion/ upgradation during the entire service period. One on completion of fifteen years and another on completion of twenty five years of service.

10. One month salary be given as leave travel assistance each year for every employee before he/she goes for Privilege leave at least for 10 days.
11. Group insurance to be introduced.
12. Family Mediclaim be introduced.
13. All vacant positions be filled up.
14. Staff welfare scheme to be introduced.
15. Custom of Employing one dependant from the family retired of Employee /Workmen to be reintroduced.
16. In case the employee becomes medically unfit or in case of his death while he is in service. He shall be entitled to a one time compensation of Rupees Seven Lacs provided there is no one in his family who can be offered employment.
17. Minimum five increment should be given to all at the time of promotion / up gradation.
18. Conveyance allowance enhance @ 500/- for all staff considering the existing allowance.
19. All Casual / Thika Employees should be permanent.
20. Existing practice of taking loan by the employee from authority may be refundable in one year in lieu of six month.

For Dalhousie Institute Employees Union

Sd/- Md. Sultan

General Secretary

Dated: 07.08.2019

Impact Calculation of Charter of Demand

SN	HEAD OF INCOME	DEMAND AS PER COD	CURRENT	PROPOSED MONTHLY PAY	INCREASE COD PAY
1	BASIC	Increase Rs.2200/-	8,76,100	10,34,500	1,58,400
2	VDA	Rs.5/-PP against Rs.3.5 PP	6,48,864	6,53,328	4,464
3	CCA	N.D.	45,111	45,111	0
4	HRA	10% as against 6.5%	84,145	1,29,454	45,309
5	TIFFIN ALLOW.	Rs.650/- & Tea free (Rs.20 per day)	54,250	90,250	36,000
6	OTHER ALLOW.	Increase Rs.500/- in Convyenace	1,40,130	1,76,130	36,000
7	P.F.	As per Existing Practice	1,82,996	2,29,545	46,549
8	MEDICLAIM	Group Insurance to be Introduced	12,000	33,000	21,000
9	BONUS	As per Existing Practice	2,54,211	2,81,361	27,149
10	LEAVE	13 days increase	1,34,576	2,24,238	89,661
11	LTA	New to be Introduced	0	1,40,596	1,40,596
12	GRATUITY	As per Existing Practice	65,420	72,206	6,786
14	PER MONTH	Total Monthly	24,97,803	31,09,718	6,11,915
15	PER ANNUM	Total Yearly	299,73,639	373,16,613	73,42,974
	ANNUAL IMPACT		Amount (Rs.)		
16	2019-2020		73,42,974		
17	2020-2021		73,96,542		
18	2021-2022		74,50,110		
19	2022-2023		75,03,678		
20	One time Leave accumulation impact (175 days)		113,60,381		
21	Total Impact		410,53,685		

Total : Rupees Four Crore Ten Lakhs Fifty Three Thousand Six Hundred Eighty Five only.

COMPARATIVE SUBSCRIPTION OF SOME OTHER CLUBS
MONTHLY SUBSCRIPTION FIGURES

(i)	SATURDAY CLUB	350
(ii)	CALCUTTA ROWING CLUB	400
(iii)	CALCUTTA SOUTH CLUB	400
(iv)	LAKE CLUB	500
(v)	CALCUTTA INTERNATIONAL CLUB	500
(vi)	DKS CLUB	500
(vii)	DALHOUSIE INSTITUTE	540

Minutes of the meeting held between the Council and Union of the Dalhousie Institute on **04/11/2019** at 4 pm at the Club premises.

Council members present:

- 1.Mr. Jayajit Biswas -President
- 2.Mr. Kisor Sen-Sr Vice President
- 3.Mr. Leslie D Gama -Jr vice president
- 4.Mr Miraj Shah - Treasurer
- 5.Mr. Michael Rao-Honorary Secretary
- 6.Mrs. Rajshree Kundalia- council member
- 7.Mr. Kumar Nandy – council member
- 8.Mrs. Tanya Robinson – council member
- 9.Mr. Samir Doshi-council member

Union members present :

- 1.Mr. Tapash Bhattacharya-President
- 2.Mr. Sultan Warsi-Secretary
- 3.Mr. Prabir Dey-Vice president
- 4.Mr. Kajal Deb-Vice President
- 5.Mr. Dilshad Ali
- 6.Mr. Manzoor Ahmed
- 7.Mr. Sanjeevan Das
- 8.Mr. Kaiser Ali
- 9.Mr. Sarfaraz Akhtar

1. President Jayajit welcomed all to the meeting and mentioned that we are meeting regarding the charter of demands (COD).He also mentioned that a letter in reply to their proposal has already been served to them along with the clubs poor fiscal position in details .
2. Mr Tapash(*President of the Union*) mentioned that the COD has been given in March 2019. He also stated that as per the letter given to the union re the meeting, the management is responsible for the finances and would be deemed inefficient if they are unable to manage the same .He said pressure should not be put on the staff or union regarding clubs finance mess .
3. Mr Miraj (Treasurer) clarified that, if the huge liabilities arising from past substantial salary hikes is seen as inefficiency, then the Council may be held to be inefficient. The Treasurer explained that the reality of today is that 97% of club revenues are spent on Salary and the club has been bleeding financially. He also stated that revenues have dropped over the years and to increase revenues we had started the Monday members programmes, introduction of monthly minimum billing (thereby increase subscription in a way) and even introduced new caterers however despite all efforts, the turnover is falling, and losses continue to mount. The Treasurer therefore requested the Union that staff members being substantial beneficiary from the Club over generations must come forward to sacrifice at this hour of crisis.
4. Mr Tapash on behalf of the Union made it clear that as far as the Union is concerned, the Salary hike and COD cannot be compromised and the poor financial state is the Club's responsibility and the managements' inefficiency. The staff is no way concerned about how the management is to gather the resources for salary and future salary hikes.
5. Mr Manzoor on behalf of Union said that in the past the settlement of COD has taken 15 to 24 months to settle and this time it should be done faster. He also said that the management have not done the correct thing by sharing salary details as now members are looking at the staff as culprits for financial mess.
6. Mr Miraj vehemently objected to this and said that members have all right to know about the same and also that the government has fixed the minimum wage for unskilled employees at Rs.8190/- per month while the similar position gets Rs.20,581/- at our club. This itself shows how the staff cost at our Club is more than 150% higher than the market rate and such inflation in the wages as a result of the past agreement have lead to huge salary bills which have made the club financially unviable. He also said that the objective of meeting today with the Union is to find a solution and get some recommendation from them to cut costs so that the Club can survive.

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7. The Union members informed the Council that they should restrict themselves to what is their counter offer to the COD and how much increase of pay can be offered by the Council.
8. Mr Tapash requested the Council to take some time and relook at the COD without any scope of reversal and in a positive manner find ways to work it out without disturbing the cordial relations between Union and Management.
9. Mr Jayajit mentioned that in view of financial crisis, there may be delays in salary to which Manzoor said that they will speak to the staff and let the Council know.
10. Mr Jayajit brought out Sarfujama(habitually taking long leave without intimation) issue and the union promised that this would be the last time he would be pardoned.
11. It was decided that all would meet after 3-4 weeks. In the meantime the Union requested the council to give a counter proposal regarding the COD.
12. The meeting was closed with thanks to all present.

CTC of Unionised 72 Staff for 2018-2019

SN	Name	Per Annum	Per Month	SN	Name	Per Annum	Per Month
1	Abdul Hamid (28)	392,756.00	32,730.00		Balance b/f -	143,66,281.00	11,97,191.00
2	Abdul Jabbar (22)	377,204.00	31,434.00	37	Md. Younus (34)	394,086.00	32,841.00
3	Abdul Jabber (25)	414,749.00	34,562.00	38	Montu Thapa	390,675.00	32,556.00
4	Abhijit Das	453,690.00	37,808.00	39	Mubarak Hussain	400,190.00	33,349.00
5	Ahmed Ali (19)	382,688.00	31,891.00	40	Nanchu Thapa	399,435.00	33,286.00
6	Ahmed Ali (K)	462,778.00	38,565.00	41	Pankaj Nayak	338,208.00	28,184.00
7	Amar Jena	380,884.00	31,740.00	42	Pradip Thapa	378,001.00	31,500.00
8	Amit Das	462,024.00	38,502.00	43	Pratap Majumder	497,773.00	41,481.00
9	Ashok Kumar Das (31)	367,601.00	30,633.00	44	Rahama Tulla Middya	436,022.00	36,335.00
10	Ashutosh Bhowmick	401,888.00	33,491.00	45	Rahamat Ali	429,148.00	35,762.00
11	Biplab Ghosh	358,664.00	29,889.00	46	Ramesh Lama (23)	378,314.00	31,526.00
12	Dilshad Ali	498,591.00	41,549.00	47	Reyaz Ahmed	365,658.00	30,472.00
13	Faiyaz Ahmed (29)	389,639.00	32,470.00	48	Rintu Das	444,430.00	37,036.00
14	Feroz Ahmed	406,123.00	33,844.00	49	Sanjiban Das	385,155.00	32,096.00
15	Kaiser Ali (Bar)	429,855.00	35,821.00	50	Sanjirul Hasan (04)	398,164.00	33,180.00
16	Khokan Bahadur	356,661.00	29,722.00	51	Sarfaraz Akhtar (20)	378,778.00	31,565.00
17	Madan Lama	371,101.00	30,925.00	52	Satya Bhama Nayak	350,794.00	29,233.00
18	Manju Ara Samad	356,097.00	29,675.00	53	Seema Nayak	386,985.00	32,249.00
19	Md. Alam	395,650.00	32,971.00	54	Sekh Kintu (09)	402,789.00	33,566.00
20	Md. Arif	422,809.00	35,234.00	55	Shahrukh Hossain	380,414.00	31,701.00
21	Md. Fakhruddin Ansari	414,121.00	34,510.00	56	Shamsad Ali (27)	360,056.00	30,005.00
22	Md. Hanif Ansari (36)	390,661.00	32,555.00	57	Sk Gora (16)	405,898.00	33,825.00
23	Md. Hasmad (30)	391,816.00	32,651.00	58	Sk Imran (35)	392,706.00	32,726.00
24	Md. Ibrahim (05)	405,953.00	33,829.00	59	Sk Mukhtar (12)	406,789.00	33,899.00
25	Md. Ishtiaque Ahmed	399,802.00	33,317.00	60	Sk. Anowar	376,666.00	31,389.00
26	Md. Kamil	373,422.00	31,119.00	61	Sk. Bablu (A. Bar-Man)	396,713.00	33,059.00
27	Md. Manzoor Ahmed	451,259.00	37,605.00	62	Sk. Ekbal (Office)	390,697.00	32,558.00
28	Md. Osman (15)	397,105.00	33,092.00	63	Sk. Iqbal (02)	389,005.00	32,417.00
29	Md. Reyazuddin (21)	382,074.00	31,840.00	64	Sk. Kamaluddin (26)	393,559.00	32,797.00
30	Md. Saddique (10)	378,557.00	31,546.00	65	Sk. Ladla	390,740.00	32,562.00
31	Md. Salim (18)	403,947.00	33,662.00	66	Sk. Sanwar	396,702.00	33,059.00
32	Md. Salim (6)	402,821.00	33,568.00	67	Srikanta Nayak	350,115.00	29,176.00
33	Md. Sarfu Jama	320,615.00	26,718.00	68	Subhankar Majumder	407,071.00	33,923.00
34	Md. Serajuddin (07)	406,703.00	33,892.00	69	Sudhansu Ranjan Jena	377,753.00	31,479.00
35	Md. Shah Nawaz	375,968.00	31,331.00	70	Sujit Kumar Saha	471,731.00	39,311.00
36	Md. Shamim (08)	390,005.00	32,500.00	71	Taroni Thatey	388,194.00	32,350.00
	Balance c/f -	143,66,281.00	11,97,191.00	72	Terence Tucker	486,421.00	40,535.00
						286,82,116.00	23,90,179.00

OTHER STAFF COST - 2018-2019

Sn	Particulars	Amount	Amount
1	Fooding for Staff	197,463.00	
2	Medical Expenses	4,588.00	
3	Biswakarma Puza	31,500.00	
4	Electricity (Staff Qtr.)	46,451.00	
5	Id-Milad_Un-Nabi	35,000.00	
6	Medical Policy Allowance	144,000.00	
7	Shoes & Socks for Staff	76,589.00	
8	Staff Picnic	23,000.00	
9	Staff Uniform	199,293.00	
10	Umbrella & Raincoat	44,051.00	
11	Winter Garments	62,606.00	
12	Provision for Gratuity (15 Days Pay)	909,790.00	17,74,331.00