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Western Railway Employees' Union

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No. Cir./3/2026

Date: 15th April, 2026

To
**All Divisional Secretaries/Chairman &
Secretaries of Non-Divisional Branches**

Sub: NC - JCM Staff side Memorandum submitted to 8th CPC.

Dear Comrades,

JCM Staff side have submitted its Memorandum to 8th CPC vide their Letter No. NC-JCM-2026/8th CPC, dated 14.04.2026.

Some of the highlights are as under:

The minimum Pay demanded is Rs. 69,000/- per month to lowest paid employees by treating 5 Units of family i.e. Self(1), Wife(1), 2 Children, Father & Mother (0.8) each. Total Calories 3,490 Kcal. With the Food basket of adequate protein i.e. (1) Milk, Egg, Meat & Fish. (2) Dairy consumption 30 to 35 ltrs. Milk per month for each family. (3) Fruits, Vegetables and Balance nutrition. (4) Spices Beverages & processed food and all other needs including clothes, education, schooling and medical.

With open headed pay scales DA be paid 6 monthly average instead of yearly average.

Fitment factor will be at 3.833%

Yearly increment demanded 6%. 2 Increments with Rs. 10,000/- as a promotion benefits.

Merger of Pay Scales:

- Level – 1 - As it is.
- Level – 2 & 3 - Will be Level-2
- Level – 4 & 5 - Will be Level-3
- Level – 6 - Will be Level-4
(Employees in Level-5 will be placed in Level-6 as one time exemption)
- Level – 7 & 8 - Will be Level-5
- Level – 9 & 10 - Will be Level-6
- HRA for population of cities 50 Lakhs and above - 40%
- HRA for population of cities 5 lakhs to 50 lakhs - 35%
- HRA for population of cities Below 5 lakhs - 30%
- All Allowances should be 3 times more with DA linkage.

Contd.....2/-



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-: 2 :-

- Children Education Allowances upto Post Graduation level and MBA Rs. 10,000/- per Child, per month.
- Hostel Subsidy Rs. 35,000/- per child, per month.
- In Case of Divyang – Double the normal rate.
- Computer Advance – Actual cost subject to max. Rs. 2 lakhs without interest.
- House Building Advance – Actual cost subject to max. Rs. 2 Cr. interest free.
- In Case of sudden death of employee it should be written off.
- 4-Wheeler Advance – Actual price or upto Rs. 10 lakhs interest free.
- Natural Calamity Advance – be restored and recovered in 24 months.
- Restore Festival Advance as agreed in JCM Standing Committee.
- 12 days Casual Leave to Industrial Government employees.
- 16 days Holidays including 3 National Holidays.
- 600 days encashment and no leave should be lapsed.
- 50% Leave encashment after 20 years.
- Half Pay Leave be added in case of shortfall in 600 days leave balance.
- Payment of Half pay leave be permitted without medical certificate.
- Maternity leave be raised from 180 days to 240 days.
- 120 days Special Maternity Leave.
- 45 days Paternity Leave within 6 months of birth or adoption.
- 3 days Menstrual Leave to Female employees per month.
- CCL – remove condition of 2 surviving children, allow atleast 6 spells in a calendar year, remove 20% deduction in 2nd year.
- Parent care leave – 60 days in entire service span.
- Ex-gratia due to death ON DUTY Rs. 2 Crores.
- FMA (Fixed Medical Allowance) Rs. 5,000/- per month.
- Deposit Linked Insurance Rs. 10 lakhs.
- Daughter-in-law be given CGA.
- 5 Promotions in Group-C in 30 years service either as pomotion or as MACP.

Contd.....3/-



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-: 3 :-

- DCRG paid for entire period of qualified service at the rate $\frac{1}{2}$ Salary plus DA with Ceiling of 25 lakhs.
- Restoration of Commuted Pension after 11 years.
- Pension be paid 67% of the last pay drawn.
- Family Pension 50% of the last pay drawn.
- Aged based Pension
 - after 65 years 70%
 - after 70 years 75%
 - after 75 years 80%
 - after 80 years 85%
 - after 85 years 90%
 - after 90 years 100%
- Pensioners should be paid HRA
- No Tax on Pension.
- HRA, Medical treatment free of cost and be available at all District headquarters.
- NPS/UPS should be converted into OPS to all pensioners.
- Qualification Allowance be paid at 10%.
- Risk Allowance Rs. 10,000/- per month.

All should read the Memorandum submitted by JCM to 8th CPC which is available on AIRF Website and WREU Website and be given wide publicity. The similar Memorandum will be submitted by WREU. In case of Railway employees a separate Memorandum will be submitted by AIRF in due course during the last week of April 2026.

All are requested to discuss and send any improvement in their pay scales and working conditions or any other matter.


(J.R. Bhosale)
General Secretary