

ALL INDIA STATE GOVERNMENT EMPLOYEES FEDERATION

5-9-1112, N. G. O. HOME, GUNFOUNDRY, HYDERABAD (A. P.)

APPEAL

Prices are soaring. No data to this effect is necessary. The official Index figures, with their built-in bias against actuals, do not indicate the real degree of rise and much less the extent of the misery of the people. Added to this is the scarcity of food and other essential articles, oftentimes artificially created to multiply profits. While the common people of the country are getting squeezed, the State Government employees are getting impoverished. Their small and ever-shrinking pay packets are no match to the huge and ever-increasing rise in prices.

The losing battle that the employees are waging against prices is directly telling upon their capacity and devotion to work. They have lost the lustre and the razor-sharp efficiency needed of them to carry on their present responsibilities. Unless there is an effective price-control and supply of food grains and other essential commodities, these employees, who constitute the arms and limbs of the administrative machinery, will get frustrated.

It is an eloquent testimony to the efficiency of the State Governments and their earnestness to redress grievances that in no State is there a rational and scientific pay structure. The few committees and Commissions that went into this question became prisoners of bureaucratic thinking and totally failed to provide any satisfactory solution. Even today, the pay structure in all the States is absolutely anachronistic reflecting the bias, whims and fancies of those in authority perpetuating all the artificial distinctions introduced by an alien administration.

The very concept of a minimum wage, according to any norms, is foreign to the State Governments. The average minimum wage of a State Government employee is Rs. 155 while in the Central Govt. it is Rs. 219.50 and ranges from Rs. 282 to Rs. 315 in the Public Sector and other Undertakings. Even the III Central Pay Commission took note of this but made use of it only to deny the Central employees their due!

The Directive Principles in the Constitution viz., Equal Pay for Equal work, as well as all professions of striving for a socialist economy lose their meaning in the absence of a national wage policy. The present pattern of wage structure is so discriminatory that in course of time, it is bound to become absolutely fantastic. The following table substantiates our contention.

Monthly Minimum wage :

| | |
|--------------------------|-------------------|
| State Government | Rs. 155 (Average) |
| Central Government | Rs. 219-50 |
| Coal Industry | Rs. 248 |
| Nationalised Banks | Rs. 283 |
| Jute | Rs. 284 |
| Oil Mills | Rs. 293 |
| Textile | Rs. 299-70 |
| M. M. T. C. | Rs. 312 |
| Public Sector Industries | Rs. 331-70 |
| Pharmaceuticals | Rs. 385 |

Yet another proof of the attitude of the laissez-faire of the Governments is that not one of them has evolved a formula governing grant of D. A. It does no credit to the State governments in the country that massive struggles and prolonged strikes had to be launched to compel the State Governments to grant D. A. on par with the Central rates. The Central D. A. formula itself is unsatisfactory and irrational. Both the time and the points aspects warrant revision. The formula, as it is, leaves a majority of the employees high and dry.

Apart from these issues which have a monetary import, there are others where the Governments have been highly unhelpful. The Governments in the country are doing every thing to keep the public servants away from the people instead of bringing them nearer. The advent of political freedom has not changed the basic character of these Governments. The Government servants Conduct Rules, with many of its provisions unconstitutional and the undemocratic pieces of legislation like the MISA and ESM Act are the result. These Acts are made use of only to curb the legitimate union activity of employees. Our President, Shri P. N. Sukul, is in the Lucknow jail for nearly a year without any enquiry. Several other activists of the Federation are in detention.

Capital use is made of the extraordinary powers of the Governor under Article 311 (2) (c) of the Constitution to scuttle the legitimate movement of the employees. Seventeen leaders of State employees have so far been dismissed summarily. While

highly-paid corrupt officers, who sell away the country and its interests down the drain. They are afforded all the opportunities to enjoy the protection of law, with all its majestic intricacies, the Governments find it convenient to dismiss Union functionaries and activists without assigning any reasons.

State Government employees have protested against these conditions. They have demanded protection of their petty pay-packets. There have been immense struggles in several States. The usual pathetic plea of State Governments is lack of resources. This plea is valid, only to a very limited extent, in as much as State Governments are left with highly inelastic sources of revenue, while the Central Government has all the elastic sources.

The Central Govt., however, has been disowning any responsibility towards the State Government employees on the technical ground that it is a State subject. When the Central Government is planning for the Entire Nation in all aspects, it has moral duty to assume joint responsibilities in this regard. The Government of India is setting up several wage boards for Industrial workers with different managements. The Central Government's technical excuse is only an evasion. Neglected by the State Governments and disowned by the Centre, the State Government employees are an extremely discontented lot, liable to become desperate.

The Federation, with a view to focussing the attention of the Nation and the Government of India on the problems of State Government employees, conducted a series of programmes. Thousands of employees from all parts of the country marched to the Lok Sabha on 18th April 1973 and presented a petition signed by more than a million employees. All these have failed to move either the Central Government or the State Governments.

It is, in these circumstances, that the National Executive of the Federation was compelled to decide upon a day's token strike on 9-4-74. For the first time in the history of the employees' movement 4 million men and women will stop work and register their protest. This token action is meant to focus the attention of the people, Parliament and the State Legislatures.

We appeal to all the Trade Unions, Political parties, democratic organisations and all right thinking men in the country to appreciate that this strike action is forced upon the employees by the apathy of the Governments. We appeal to them to extend their full support to us in this great struggle. We are confident of their support and solidarity to strengthen this strike, when for the first time four million working people are coming together under one banner.

DEMANDS

- 1) Immediate steps to bring down sky rocketing prices of all commodities and to ensure adequate supply of food articles and other essential commodities to all at fair prices.
- 2) Need-based minimum wage according to the norms laid down by I.L.C., pending that and keeping in view the recent wage improvements effected in the Central services, the Industrial Undertakings and autonomous bodies in the State a general pay revision with a minimum pay of not less than Rs. 250/- with suitable wage differentials and substantial improvements in pensionary benefits.
- 3) A uniform D. A. formula providing full neutralisation for the price rise upto monthly pay range of Rs. 900/- with quarterly review for an average increase of every four points.
- 4) A minimum bonus of 8.33 per cent for all.
- 5) Release of the Chairman of the All India State Government Employees Federation and all other leaders of the employees arrested or detained under Defence of India Rules, Maintenance of Internal Security Act. etc.
- 6) Repeal of Article 311 (2) (c) of the Constitution of India and reinstatement of all employees' leaders dismissed under arbitrary powers of these articles and withdrawal of all punitive measures on the employees.
- 7) Scrapping of Government Servant's Conduct Rules and anti-labour legislations and grant of full Trade Union and Democratic rights to all Government employees.

(ARABINDO GHOSH)

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Co-ordinating
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केन्द्रीय कर्मचारी समन्वय समिति, ग्वालियर
(अखिल भारतीय केन्द्रीय कर्मचारी महासंघ से सम्बन्ध)

फोन : ३१११२३ (१)
तार : केयर एकाउण्ट्स

कार्यालय :

सिविल एकाउण्ट्स एसोसियेशन
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All India Defence Accounts Association

(C.B. POONA)

Madhava Branch MATHURA.

Ref No.

Dated _____
Kindly include his name in
the list of speakers.

V. V. ARLE

Chairman All India Defence
Accounts Association (C.B.)

Panna

(will speak on Vickramisation in DD)

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One more with demand
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Reorganisation of Central

Members and all reorganisation

The daily work must be done

at the time the letter must be
with demand - given by a
regular letter.

(47)

CHARTER OF DEMANDS

1. Immediate issue of confirmation orders :

Though there are considerable number of permanent posts existing in the department in various cadres, no action to declare the employees permanent/quasi-permanent has been effectively implemented in spite of the fact that the employees having put in more than 10 years of service in the post. We do not get pleasure in bringing all this to your notice which is falling under the purview of administration, but all repeated requests to finalise the issue has failed, we have left no way but to request you to finalise all the permanency and quasi-permanency cases immediately.

2. Regularisation of Ad-hoc promotions :

Promoting employees on ad-hoc basis and keeping them in that status on one pretext or the other, indefinitely, seems to be a routine feature in the GSI, though permanent and clear vacancies are available. According to rules on the subject and as a matter of principle, no Govt. servant should be kept on ad-hoc basis for more than 6 months. In genuine exceptional cases periodical review is to be made. But our Department appears to have a special interest in keeping the employees on ad-hoc basis indefinitely without review. We impress upon the authorities that all ad-hoc promotions should be regularised immediately so that the concerned individuals do not suffer on this account in their future service career.

3. Filling up of vacant posts :

From time to time, the Association has been reminding over a period of one year to fill up all the vacant posts. Though the association is being assured that the matter is being pursued but no fruitful result has been achieved. There are still a number of posts lying vacant. In cases where selection has already been made, approval of the CHQ has not been received and on any pretext or the other the posts are kept vacant. If the posts already sanctioned are kept vacant, no public interest will serve and the purpose for requisitioning the posts is defeated. This is due to the indifferent and anti-labour policies adopted by the management. It is high time that all the vacant posts are to be filled up. We hope the authorities will wake up and all vacant posts and resultant vacancies are filled up within a month's time.

4. Grant of D.A. at full rate for the entire period of stay in field :

The grant of daily allowance is presently limited to 180 days with sliding rates i.e. first 10 days full rate, next 20 days $\frac{3}{4}$ rate and remaining 150 days at $\frac{1}{2}$ rate. This rule is applicable in general to all the touring personnel of Govt. of India but in special cases such as when officials are required to go on training for O & M and Vigilance etc., they are paid DA at full rates for the entire period of stay out of headquarters. The department of GSI is a technical/scientific department and the employees are required to stay outside the Hqs. at a unapproachable and remote and virgin areas having all types of risks and inconveniences. The work is also of specialised nature requiring a considerable stretch of stay outside Hqs. As such, their cases should be treated as special case for grant of D.A. for the entire period of stay in the field camps and not as a general case like other non-technical/non-scientific departments. We feel that there is justification in considering the issue. May we hope a favourable decision?

5. Grant of adequate Camp Equipment irrespective of the grade:

It was agreed by the department, the necessity for grant of adequate camp equipment some years back, but till today the agreed principle is not put into practice. Here we would also stress that M/Roll employees are not given tentages. As they also leave their home and family etc. to work in the various camps of the department alongwith their regular counterpart employees, the same facility of camp equipment to M/Roll employees should also be extended on humanitarian ground. It is, therefore, requested that orders for providing adequate camp equipments be issued to the concerned authority.

6. Promotion to the Class IV staff to the post of Class III on the basis of their experience in the trade :

We are having nearly 4,000 Class IV staff of various grades like Tech. Bearer, Khalasis, Label Writers, Technical Attendants etc. There are as many as 22 cadres in Class IV post and many of them do not carry any promotional channel. The posts such as Mali, L/W, Tent mender, T/Br. Gr. I etc., are dead-end posts. Although their duties are specified, they are being engaged on multifarious duties and even attend to clerical duties. The existing recruitment rules for Class III posts provide a very little percentage of reservation for qualified Class IV officials. For instance, 10% of the LDCs posts have been reserved for Class IV officers. This percentage can well be taken up to 50% so that most of the Class IV officials can get a chance to move up in the ladder as is being done in the P&T provided they fulfil requisite qualification. Similarly, the post of D/man Gr. II in the scale of Rs.85-128 are being filled in through direct recruitment. At least 50% of these posts can well be reserved for those Class IV officials who are directly deployed in field and acquired experience in drilling and mining etc. Likewise, instead of filling up the posts of T.A. in the scale of Rs.85-110/- Class IV officials who are deployed in Labs. can well be considered for these posts by removing direct recruitment provision. We are, therefore, only asking for more reservation for Class IV officials in higher posts, which need no financial burden.

In the case of those cadres for which no promotional avenue is provided selection grades can be created so that officials will not stagnate in one cadre through their service.

7. Refund of daily allowance :

The class III and IV employees were paid daily allowance at full rate irrespective of duration of stay at a particular place under orders of the department. Subsequently, vide order No. IN/27/2/41/68 dated 3.1.69, the rates of D.A. were revised and brought under sliding scales in terms of S/R 73 and arrears of alleged overpayment recovered from some of the employees and not from all. It is requested that the amount already recovered from some of the employees be refunded to them as the employees should not be made to suffer for no fault of their own.

8. Enhancement of daily wages to M/Roll employees :

Although it was agreed by the authority that the M/Roll employees will be paid a minimum wage of Rs.3.50 per day the same was not given effect on the plea of labour rates of State Govt. employees. The nature of duties of State Govt. M/Roll employees ~~xxxxxx~~ cannot be equated with that of Central Govt. The State Govt. employees are local recruits and their nature of duties is of routine type. While the M/Roll employees in GSI performs a specialised work of drilling and mining trade etc. in remote and unapproachable areas. They are trained by the department in specialised job and moved from camp to camp with drilling and mining crew away from their home town and

GSI performs a specialised work of drilling and mining trade etc. in remote and unapproachable area. They are trained by the department in specialised job and moved from camp to camp with drilling and mining crew away from their home town and family life. As such, they are an asset to the department requiring regular employment. They cannot be treated on par with M/Roll personnel of State Govt. We, therefore, urge upon you to fix up the minimum wage of Rs.3.50 per day as has been adopted in all state Electricity Boards as per recommendation of Wage Board with effect from 1-4-1969.

9. Regularisation of Muster Roll Workers strictly according to Seniority :

A few muster roll workers in the past have been regularised according to the whims and fancies of the Department and number of muster roll are still left to be regularised. With the filling up of posts, a few more muster roll workers could be accommodated in the regular vacancy. It has already been emphasised that M/Roll workers should be regularised strictly according to seniority, which has not been done causing discontentment amongst the Muster roll workers. Supersession cases need rectification and the principle of seniority should be strictly adhered to as per rules.

10. Creation of additional ministerial posts :

As per decision of the Ministry in the meeting held on 20.5.71, it was agreed to create additional posts in the Ministerial cadres. It was understood that the Deptt. pursued the matter with the Ministry, but the result of which is not known. We hope that earnest efforts will be made to get additional posts sanctioned in the Ministerial cadres immediately.

11. Office Building :

The issue is pending since 1967 and is progressing in snails speed. In the meantime heavy expenditure is being incurred towards payment of rent on office buildings. Very recently the Dy. Minister, during his visit to Calcutta on 19.6.73, reiterated the urgency of GSI having it's own buildings. Instead of taking steps to construct own office buildings the Department is taking the office buildings on hire scattering the office from the existing office building by indulging in wasteful expenditure by hire. This will also involve movement of vehicles from one building to another further adding expenditure on petrol and wear and tear of vehicles. Earnest steps to have one consolidated office building in all quarters, should be initiated forthwith to avoid drainage of public money.

12. Enhancement of washing allowance :

The old rates of decades back is still prevalent. It is an admitted fact that cost of every thing has gone up to an unimaginable extent including washing charges. The Govt. servants are supplied with liveries are finding it difficult in maintaining with the present washing allowance of Rs.2/- p.m. It is suggested that the present rates be enhanced to Rs.5/- p.m. to meet the cost of washing charges.

13. Proper categorisation of muster roll workers - Unskilled to Semi-skilled after one year:

The Deptt. engages scores of muster roll workers - unskilled, semi-skilled and skilled. Due to non categorisation

of muster roll workers in course of time the unskilled and semi-skilled unskilled workers remain stagnant for years together. It is an admitted fact that these workers are attached to the Drilling and Mining camps performing skilled technical work. The unskilled worker after being attached on a specialised job, acquires sufficient knowledge, say within a year or two, similarly the semi-skilled after a year or two automatically becomes a skilled worker. To give some incentive and little benefit to the individuals in public interest, categorisation of unskilled workers to semi-skilled and semi-skilled to skilled after a period of one year is quite justified. We hope you will appreciate our view point and take necessary action for proper categorisation of muster roll workers in view of the circumstances explained above by adapting a yardstick of experience in trade.

14. Rotational Transfers :

The Association has been pursuing to get implemented the orders of the Home Ministry for rotational transfer of staff but the progress in the matter is very slow. The manner in which the Administration has been proceeding in this regard, ~~in which the~~ unfortunately leads to the conclusion that vested interests play a dominant role and are preventing them to implement the orders scrupulously on the plea of administrative convenience which holds no water.

It may be mentioned here that the Association has been consistently pressing for rotational transfer of staff from one Section to another with the object of improving the efficiency of the office and to prevent growth of vested interests apart from affording the members of the staff adequate knowledge that if an official is allowed to continue in a particular section for unduly long time the work for him becomes quite dull, drab and monotonous and at times tends to be tedious which tells upon the efficiency. We are unable comprehend any valid reason for deviating from the principal of rotational transfer of staff indefinitely. Let us hope good sense will prevail in the concerned quarters to realise the benefits of rotation in the true sense.

15. Officiating Arrangement:

In spite of the orders of the Home Ministry on the subject the department is reluctant in implementing the orders more specially on the non-gazetted side in their respective cadres. The general plea taken is administrative inconvenience. Compensation in some other form such as honorarium etc, also the Deptt. is reluctant to take up on the pleas of procedural inconveniences. We are quite sure that the chances of immediate promotion are break in most of the categories of posts and the small benefit which will accrue to the employees in implementation of the Home Ministry's orders are being denied. The Association therefore, resolves to pursue the matter at all appropriate levels of the Govt. machinery.

16. Relaxation of age and qualification of Departmental candidates for absorption in higher posts:

In any technical work it is the experience that counts and not qualification or age unless a person is very old and weak. We have examples of Drilling Engineer in our Department who are hardly graduates or even non-graduates. It is seen that there are many employees specially Class IV who are engaged on various machines performing technical jobs for years together quite efficiently and thus qualified for job performed by them, but are not given a chance for elevation on the plea of educational qualification and age bar. The employees have been rendering faithful service in public interest with earnest hope of elevation to higher posts. The qualification barriers termed by the authorities does in no way affect the progress of work as is practically evidenced. We therefore call upon authorities to review the various cases so that persons putting in decades of service on technical jobs are not handicapped due to formalities.

age bar as termed by the authorities does in no way affect the progress of work as is practically evidenced. We therefore call upon authorities to review the various cases so that persons putting in decades of service on technical jobs are not handicapped due to formalities.

17. Enhancement of Fea :

The age old rate of Rs.75/-p.m. is still prevalent in the field camps. It is an admitted fact that prices have shoot up unreasonably and it has become next to impossible to manage with the present rate of Fea. It is high time that the authorities have not considered revision in the rate of Fea. It is hoped that the present rate of Rs.75/-p.m. be enhanced atleast to Rs.150/- p.m.

18. Supply of Liveries to Class-IV Staff/Protective Garments:

It is an admitted fact that all Class-IV categories of staff are required to perform such duties which involve in spoiling their own clothing, more specially on the technical side. The Class-IV staff being the worst sufferers being paid in Govt. offices are not in a position to affording expenditure on clothing or even to meet the washing/cleaning charges. As such supply of liveries or protective garments to all Class-IV staff has become essential in these hard days. We hope that due consideration to implement this demand will be given.

19. Grant of allowance to Class-IV staff for maintaining Field Estt.:

The Deptt. is well aware that Class-IV staff are engaged in various field camps alongwith other categories of Class-I,II,III Officers, through all the Class I, II and III officers are being granted F.E.A. @Rs.75/-p.m. the class IV officers are denied this facility. The fact that class-IV officers are also required to maintain an estt. in field cannot be denied. It is therefore, demanded that some allowance to defray expenses of field estt. be granted to class IV officers.

20. Protection of Status and emoluments of Staff:

Consequent upon the merger of E.W. of IBM with the GSI and unification of posts and recruitment rules, it is noticed that a few categories of staff such as Head Asstt., Supdts, JTA(Drilling) JTA(Survey) Draftsman etc. have been miserably affected. Staff have already preferred representations with full justification for protection of their status and emoluments and recruitment rules. Though unification of posts is inevitable, this does not mean to doom the service carrier of the employees for no fault of theirs. In case where unification of posts has adversely affected the future of the employees a objective review of such cases is over-due. We impress upon the authorities to have done examinations of the unification of posts based on the representations of the affected individuals and promotional channel are restored to them without any further delay.

21. Transfer near to home town:

The Policy is vague in the Deptt for posting the employees near or in their Home Towns is not being implemented in the true sense though it is amply possible to accommodate the employees according to the transfer policy. A little sympathetic attitude in this regard will go a longer way in promoting efficiency apart from some benefit received by the individual.

22. Fixing of seniority of Tracers of erstwhile I.B.M. with Draftsman Gr.II of G.S.I. :

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In the I.B.M. the tracers (Pay Rs.110-200) were being promoted to Jr. Draftsman (Rs.150-240/-) and to Sr. D'man (Rs.180-380/-). In G.S.I. Draftsman Gr. III (Rs.110-200) are promoted to Draftsman Gr. II (Rs.110-225) and to Draftsman Gr. I (Rs.150-240/-) and then to Draftsman Senior (Rs.180-380/-). The I.B.M. tracers were matriculates and full-fledged D'man performing and carry out full responsibilities required of a Draftsman which was not so in the case of Draftsman Gr. III of G.S.I. This could be got verified from IBM. The recruitment rules of IBM will give a clear picture. In GSI, the D/m Gr. III were non-matriculates not requiring to perform and carrying out responsibilities of a full-fledged draftsman.

After merger of IBM and GSI as a consequence of unification of posts the IBM tracers were placed on par with the D'man Gr. III of GSI, which is anomalous for the following reasons:

- 1) Only the pay scales of Tracers and D/m Gr. III has been taken into account as criterion for unification and not status and nature of duties etc has been done in other categories.
- 2) The Tracers of IBM stand deprived of their legitimate promotion to the next higher grade i.e. Rs.150-240 (Jr. D/m) which they would otherwise have got had there been no merger.
- 3) They will now have to skip one more hurdle viz that of D/m Gr. II in which status they already belonged to in IBM before merger to become D/m Gr. I the immediate next post equivalent to Jr. D/m which they would have got in the normal course of promotion in IBM. Due to the above anomalous unification the tracers of IBM will only become juniors as D/m Gr. I but are also required to cross an unnecessary extra hurdle of the post of D'man Gr. II to come par with the D'man Gr. I in future which loss is illogical and immeasurable.

The loss inflicted on the Tracers of IBM only the sake of simple merger and unification of posts in Public interest is even disproportionate as compared to punishment such as reversed or bringing down to minimum pay scale accorded to Govt. servants involving irregularities of grave nature. Thus the future service career of the IBM Tracers has soon completely been deemed unreasonably that they can never recover from the loss permanently. To add to their heartburning their junior counterparts in the remnant IBM are all now Sr. D/man or Head D/man in the normal course of promotion which posts these people cannot dream of getting in their wildest dreams during the remaining portion of their service career in the GSI due to the anomalous unification of posts. We therefore, demand that the seniority of IBM Tracers may be fixed with the D/man Gr. II of GSI. based on the length of service as this will not involve any breach in recruitment rules nor will affect the seniority position of any individual in the D/man Cadre in G.S.I.

23. Issue of Appointment Orders of L.D.C. :

Against the Vacant posts of L.D.C. available and allotted to CRO recruitment was made and sent to CHQ for approval. Approval of 3 candidates only has been received from CHQ and remaining cases are still kept pending. As the remaining posts are also urgently required to be filled up in CRO due to shortage of staff which was informally discussed in CHQ and agreed upon, we urge you to kindly send the approval to CHQ for the remaining cases, urgently.

24. Counting of Ad-hoc Services of Assts/Superintendants.

Against regular vacancies, it has become a convention of the Department to promote employees on ad-hoc basis on one pretext or