

EASTERN RAILWAY

No. W/Union Cell/Secret Ballot/KPA

Dated: 08.10.2024

All Concerned

Sub: Maintaining Code of Discipline & Code of Conduct for ensuing Secret Ballot Election-III, 2024.

All contesting, Trade Unions are hereby requested to maintain Code of Discipline & Code of Conduct as laid down in the Final Modalities for Secret Ballot Election-III, 2024, at Para 6.2 (Annexure-I) and Para 6.4 (Annexure-II) circulated vide Rly. Board letter No. 2024/SBEC-III/Election dt. 09.09.2024.

Highlight of the Code of Discipline & Code of Conduct is given below for necessary information, perusal and guidance please.

Code of Discipline:

- 1) They should avoid, litigation, sit-down and stay in strikes and lockouts.
- 2) They will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure,
- 3) They will educate the management personnel and workers regarding their obligations to each other.
- 4) Not to engage in any form of physical duress.
- 5) Not to permit demonstrations which are not peaceful and not to permit Rowdyism in demonstration.
- 6) Do not 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 etc.

Code of Conduct :

- 1) No Contesting Trade Union shall make any appeal to voters on grounds of Religion, Politics, Caste, Community, Region, Gender & Language.
- 2) No Contesting Trade Union shall indulge in any activity which may cause tension/rift amongst different communities, religion etc.
- 3) Criticism of other Trade Union shall not be made.
- 4) Contesting Trade Union must not spread fake news through social medium platform.
- 5) Temples, mosques, churches etc. and other place of worship/congregation shall not be used for propaganda/meeting purposes.
- 6) **Campaigning by elected public representative (who do not hold any post in any of the contesting Trade Unions or National Federation or Central Trade Unions to which the contesting Union is affiliated) is not permitted.**
- 7) Campaigning within 100 meters of polling booths and holding public meetings during 48 hours prior to the start of the polling is not permitted.
- 8) **Intimation of any type/threatening or coercing any Railway Servant to vote/or not to vote in a particular manner is not permitted.**
- 9) Possession of firearms during canvassing, slogan shouting, inciting communal/political religious passions shall not be permitted.
- 10) Giving of gifts, cash etc. in any manner is strictly prohibited.
- 11) Pasting of posters/campaigning material on stations/station buildings, rolling stock, official/administrative buildings and/or, defacing in any manner including writing on the walls of office and other buildings in colonies, etc. is strictly prohibited.
- 12) Trade Unions may utilize the space for Pasting of posters provided/designated by the Rly. Administrative only.
- 13) No disrespect shall be shown to pictures of present and past national leaders in the posters put up during campaigning.

Violations of these instructions shall be treated as corrupt election practices and violation of "Code of Conduct". The onus shall be on the TUs to prove that such violations have not occurred.

(D.C.Tikader)

Assistant Welfare Officer
for Chief Works Manager
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