

MINUTES OF MEETING HELD ON 25-12-2016

In view of the recent non-cooperation of the school's bus transporters resulting from their non-compliance to rules and regulations with the school's policies, the third meeting was held at school with parents on **25th Dec 2016**. Following points were discussed:

- 1) A white paper on the series of events detailing with the bus transporters' non-cooperation since 2014 with the school for transporting the students, was brought out and circulated amongst the parents. The same is also put on the website.
- 2) Discussion was held about the sequence of events of how some bus transporters (drivers and attenders) systematically joined some dubious union and named after the school (with no bearing what so ever with the school, as the buses and the transport staff do not belong to the school, in any which way) and started creating trouble and nuisance.
- 3) In spite of the school buses (along with their drivers and conductors) being outsourced through contractors, the drivers (some) took law in their hands, by even completely ignoring their contractor and violating all norms and rendering him helpless. The flash point came when one of the girl students was inappropriately manhandled (on the verge of abuse) and another lady staff of canteen beaten up. When the school stood up for intolerance of this behaviour and incident, coupled with Government of India (CBSE) strict guidelines that all buses must have LADY ATTENDERS, the school management asked the contractor to replace male conductors with female conductors immediately which the transporting drivers, conductors and their so called leaders flatly refused. However male conductor who abused the girl child has been forcibly expelled) by the school after which pandemonium broke. These drivers and conductors refused to ply the buses and went on flash strike and threatened and challenged their contractors and the school of dire consequences, if any of their actions were contradicted.
- 4) When the parents were made aware of these actions, they all were in unanimous agreement with the school authorities that no compromise can be done with the safety and security of their wards / students.
- 5) All the parents also voluntarily agreed to stand with the school in these difficult circumstances in spite of inconvenience caused to them by the non-cooperating transport drivers and conductors.
- 6) In the meeting it was unanimously agreed to insist to the contractor to comply with the following conditions, to either resume the transport facility or to face termination ;
 - (a) Replace male conductors with female conductors as per Government of India (CBSE) guidelines
 - (b) Insist on minimum 5 years of experience in driving heavy vehicles for drivers as per RTA provisions
 - (c) Discipline the erring driver who have questionable track records or take extreme step of removing them in case they do not fall in line.
- 7) To express their strength and solidarity, all parents volunteered to assemble and meet at the office of the Labour Commissioner at Karmika Bhavan, RTC 'X' Roads at 10.30AM, on 28th Dec 2016 when the

school authorities are summoned to meet the Asst Labour Commissioner and the striking drivers and conductors.

- 8) Furthermore, it was evolved by common consensus that the situation be watched till 7th January 2017 for any consequences / outcome of drivers' compliance / non-compliance in plying the buses.**
- 9) In the event, the drivers and conductors comply with all the terms & conditions laid down (lady conductors in all buses, PF, ESI, adherence to all rules & regulation as being put in the white paper) then the transportation can resume with the same transporters through a subcommittee formed involving parents representatives, who will be the stake holders, in the transportation process of the school.**
- 10) In the event, they do not comply, then parents are free to form some group (Parent Welfare Group) which could run the transportation without any intervention from school, on terms & conditions mutually agreed between parents and transporters, the school would provide all possible logistic support (collecting the transport fee of students and handing it over to the parent welfare group and any other support.**
- 11) The meeting ended on a positive note that parents their wards and the school cannot tolerate violation of security and they will extend full support in sorting out the transportation problem and will attend the meeting of the Labour Commissioner Office on 28th Dec 2016 at 10.30 AM to extend solidarity.**