

CAPITAL DEVELOPMENT AUTHORITY
(Labour Relations Directorate)

No. CDA/LRB-06(03)/2025/330

Islamabad, May 06, 2025

Subject: - **MINUTES OF THE MEETING WITH CDA MAZDOOR UNION, CBA.**

A meeting was held at 03:00 P.M on 22.04.2025 under the chairmanship of Chairman, CDA with CDA Mazdoor Union, CBA, and the following were present:-

1. Chairman, CDA, **In Chair.**
2. Member (Administration/Environment), CDA.
3. Member (Finance), CDA.
4. Member (Estate), CDA.
5. Member (Planning), CDA.
6. DG (Planning), CDA.
7. DG (Law), CDA. CDA.
8. DFA-II, CDA.
9. Director (Sanitation), CDA.
10. Director (EM-1), CDA.
11. PD (Land Fill Site), CDA.
12. Director (Technical), CDA.
13. DMA, CDA.
14. Deputy Director-III (HRD), CDA.
15. Deputy Director (Labour Relations), CDA.
16. General Secretary, CDA Mazdoor Union, CBA with his team.

2. The Worthy Chairman, CDA warmly welcomed the newly elected CBA and his team in the first formal meeting, held on 22.04.2025 in the Conference Room, CDA Headquarters admiring his 5th sequenced win with an outstanding lead against the other contesting Trade Unions, in Referendum-2025. The newly elected CBA reciprocated the Worthy Chairman with the same sentiments thanking him and the other CDA officers, present in the meeting for their support.

3. With permission to the Chair, the General Secretary, CBA, CDA presented as follows:-

Sr. #:	Agenda Item / Demands	Decision	Action By
01	Allotment of plots to CDA Employees in light of Islamabad High Court, Islamabad decision dated 13.03.2025 passed in Writ Petition 3426/2019. The Honorable High Court further directed on 22.04.2025 that all the process of allotment be completed within one month's time.	It was decided that a committee be constituted headed by DG (Planning) and comprising of concerned Director (Law), Director EM-I, CDA and 02 Representatives from CBA with the directions to accomplish the task within 15 working days. Any other suitable member may also be added. DG (HRD) may notify the committee.	DG (HRD), CDA.
02	Summary regarding up-gradation cases. General Secretary, CBA highlighted that 1100 employees are suffering badly due to the same issue and requested that the recommendations already finalized by the previous committee (appointed by the CDA Board) headed by Dr. Muhammad Ali (VC/Board Member). FA Member and Member (Administration) as Departmental Representatives, be placed before the CDA Board for approval with one time relaxation, being past and closed transaction.	It was decided that the committee already constituted by CDA Board consisting of Member (Admin), CDA and Member (Finance), CDA may complete the assigned task by board in accordance with law. The recommendations may be submitted before CDA Board at earliest for decision.	DG (HRD), CDA.

03	Regularization of 45 Daily Wages/PMAP (Medical Grounds) and PMAP (Nomination Cases).	It was decided that a committee may be constituted headed by Member (Admin), FA Member, DG (Law), CDA to hold a meeting before placing the same in the Board. DG (HRD) may notify the committee.	DG (HRD), CDA.
04	Dearness allowance may be increased from 20% to 50%.	FA Member to examine the financial impact. Moreover, Member / FA may also examine the demand of grant of ex-gratia to employees who rendered services during SCO summit. The summary shall be placed before the CDA Board for approval.	FA/ Member, CDA.
05	Allotment of 200 Flats in Ali Pur Farash to CDA Employees.	Deferred.	—
06	Finalization of recommendation of Anomaly Committee.	DG (HRD), CDA is advised to place the summary before the CDA Board according to the recommendations already finalized by the Anomaly Committee.	DG (HRD), CDA.
07	i. Up-gradation of Grave-Yards (Muslim + Christian). ii. Provision of 04 Coffin Carriers (Ambulances).	It was decided that Mr. Rasheed Khan, PD and Mr. Rajesh Kumar, Director Technical to Chairman, CDA to look into the matter and prepare a proposal regarding up-gradation of Grave Yards and purchase of 04 Coffin Carriers for administrative/financial approval from the Chairman, CDA.	Mr. Rasheed Khan, Project Director (Solid Waste Management), CDA. Mr. Rajesh Kumar, Director Technical to Chairman, CDA. Director (Works), CDA. DMA, CDA.
08	Increase of all Allowances and Grant of New Allowances	Member FA to carry out a detailed examination and bring the matter before CDA Board in form of a summary.	FA/ Member, CDA.
09	Transfer of Posts from different formations of CDA for promotion.	Agreed. Member (Administration), CDA may place a summary before CDA Board for approval.	Member (Administration), CDA.
10	10% quota for employees who possess Higher Qualification (i.e., M.Phil. and Ph.D.).	The Chairman, CDA directed that a list of such employees be shared with his office so that such officials may be utilized as per their academic qualifications. DG (HRD), CDA will prepare a proposal, for betterment of such officials, as per demand of CBA.	DG (HRD), CDA. Additional General Secretary, CBA

11	Appointment of deceased sons/daughters under PM Packages before 26.10.2024 who's DRCs held/approved.	DG (HRD), CDA send a reference to Ministry of Law and Justice for legal opinion in the light of Supreme Court's judgment.	DG (HRD), CDA.
12	Promotion of Sub-Engineers (03 years diploma holders).	DG (HRD), CDA may place a summary before the CDA Board with promotion policy be devised for betterment of their career.	DG (HRD), CDA.
13	Provision of Site Office for Sanitation Staff.	Site Office including necessary facilities be provided to the Sanitation Staff, at Sites. Member Engineering to personally supervise.	Member Engineering Director (Sanitation), Director (Works),

4. This issues with the approval of Chairman, CDA.

(Atta Bari Arshad)

Deputy Director Labour Relations

Distribution:-

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| 1. DG (HRD), CDA. | 2. DG (Planning), CDA. |
| 3. DG (Law), CDA. | 4. DFA-II, CDA. |
| 5. Director EM-I, CDA. | 6. Director (Sanitation), CDA. |
| 7. Director (Technical), CDA. | 8. DMA, CDA. |
| 9. Deputy Director-III (HRD), CDA. | 10. PD (Land Fill Site), CDA. |
| 11. PS to Chairman, CDA. | 12. PS to Member (Administration), CDA. |
| 13. PS to Member (Estate), CDA. | 14. PS to Member (Planning), CDA. |
| 15. PS to FA Member, CDA. | 16. Mr. Rasheed Khan, Project Director (PD), CDA. |
| 17. Mr. Rajesh Kumar, Director Technical to Chairman, CDA. | 18. General Secretary, CDA Mazdoor Union, CBA. |