

In the Court of the Sadar Subdivisional Officer, Singhbhum,
at Chaibasa.

G.R. Case No. 275 of 1957.

State.....Vrs.....Noor Mohammed & Ors.
U/S 148/149/326/109 I. P. C.

Order Sheet.

16.2.59.

The accused persons are present. Judgement delivered
I find accused Gouri Sao, Bidu Goala, Sibnath Bagchi, Nil Kanta
Dey Sarkar, Kumud Bandhu Dutta, Balram Das not guilty of any
offence, acquit them under section 251A (II) Cr. P. C. They are
discharged from custody or bail bond, if not required in this case.

2. I find accused (1) P. Mazumdar (2) Bhubna Pradhan (3) Shambhu
Nath Bagchi (4) Amal Kumar Ghosh (5) Bauri Harijan (6) Nauri Harijan
(7) Padu Harijan (8) Gangaram Jha guilty u/s 147 I. P. C. and convict
and sentence each of the accused persons to undergo R.I. for one
year thereunder.

3. I find accused Jamuna Singh (2) Ram Asray Upadhaya (3) Noor
Mohammed (4) Surendra Sukul (5) Serajuddin alias Saje (6) Manuel
David guilty u/s 148 I. P. C. convict each of them to undergo R.I.
for 1½ years- I further find accused Ram Asray Upadhaya guilty
u/s 326 I. P. C. convict and sentence him to undergo R.I. for 6
months. I find Jamuna Singh guilty u/s 109/326 I.P.C. convict and
sentence him to undergo six months R.I. These sentences ^{are} to run one
after other

*Name of the Record keeper
could not be given due to
indistinct signature*
Record keeper,
Dy Commr's office, Singh-
bhum

Sd/ R. A. Singh.
S. A. S.

Typed by Compared by -----

D.P. Lall. Comparing Clerk.
17.2.59

Certified to be a true Copy

Shaikh Ashef Ali
17.2.59
Record Keeper,

Commr's
Dy. ~~Commr's~~ Office, Singhbhum
Authorised under Sec. 76 Act 1 of

No. 25/7/61-IRII
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 10.3.61.

From

Shri A.L.Handa,
Under Secretary to the Government of India.

To

The Secretary,
United Mineral Workers' Union,
P.O. Gua, Dist. Singhbhum,
Bihar.

Subject:- Application under section 10(2) of the Industrial Disputes Act for reference of an industrial dispute between the Indian Iron & Steel Co. Ltd. and their workmen to an Industrial Tribunal/Labour Court for adjudication.

Sir,

With reference to your application dated 4th March, 1961, I am directed to state that under section 10(2) of the Industrial Disputes Act, it is necessary that both the parties to the dispute apply to the appropriate Government in the prescribed manner either jointly or separately. Since a similar application has not so far been received from the Indian Iron & Steel Co. Ltd., I am to enquire whether the Indian Iron & Steel Co. Ltd are also willing to make a similar application under section 10(2) of the ~~Industrial~~ Industrial Disputes Act.

Yours faithfully

(R.L. Johar)
for Under Secretary

Ref. No. GUM/915 dated 1st. April 1961 ✓
To
Shri A. L. Handa,
Under Secretary to the Government of India,
Ministry of Labour & Employment,
New Delhi.

Sir, Sub: Application under section 10(2) of the Industrial dispute Act for reference of an industrial disputes between the Indian Iron and Steel company Ltd. and their workmen to an Industrial tribunal/ Labour court for adjudication.

With reference to your memo No. 23/7/61 - LR II, dated the 10.3. 1961, I beg to state that the dispute between the workmen concerned and the management of the Indian Iron & Steel company Ltd., is an old one and ~~has~~ since the workmen and the employer mutually failed to resolve the dispute, the above application for reference has been made.

It is expected however that management also ~~applies~~ applies similarly in the prescribed manner. But in case it does not, it is requested that the union Labour Ministry decides the matter on its merits and orders for reference to Adjudication at an early date, as desired.

Expecting to hear from you early.

Yours faithfully,

Nakul Guha
Secretary.

True Copy

True copy

The following resolution was
unanimously passed in the executive committee
meeting held on 18.12.60.

"It is unanimously decided in the meeting
that Sri Nakul Guha, Secretary should submit an
application to the Ministry of Labour & Employment,
Government of India, demanding Industrial Tribunal
for adjudication of discharge cases of Sri N.K.
Deysarkar and other discharge workers".

My

True copy

To
The Secretary,
Government of India,
Ministry of Labour & Employment,
New Delhi.

An application for the reference of an industrial dispute to an industrial Tribunal or Labour Court under section 10(2) of the Industrial Dispute Act, 1947.

WHEREAS an industrial dispute exists between the Indian Iron & Steel Co. Ltd., Gua Ore Mines and their workman and it is expedient that the matters specified in the enclosed statement which are connected with or relevant to the dispute should be referred for adjudication by an Industrial Tribunal or Labour court, an ~~application~~ application is hereby made under sub section (2) of section 10 of the Industrial Disputes Act, 1947 that the said dispute should be referred to an Industrial Tribunal or Labour court.

This application is made by the undersigned who has been duly authorised to do so by virtue of a resolution (copy enclosed) adopted unanimously by the members present at a meeting of the executive committee of the united Mineral workers' union, Gua, held on the 18th December 1960.

A statement giving particulars required under Rule 3 of the Industrial Disputes (Central) Rules, 1957 is attached.

Dated the 4th March 1961. *Sd.* Nakul Guha.
Signature of the Secretary,
United Mineral workers' union,
(Regd. No. 913)
P.O. Gua, Dist. Singhbhum,
Bihar.

Copy to:
The chief Labour Commissioner, (Central) New Delhi.
The Regional Labour Commissioner (central) Dhanbad.
The conciliation officer (central) Jharsuguda.

True copy.

STATEMENT

- A) Parties to the Dispute: a) United Mineral workers' union, P.O. Gua, Dist. Singhbhum, Bihar.
- b) Indian Iron & Steel Company Ltd.
P.O. Burnpur, Dist. Burdwan, West Bengal
(having their Iron Ore Mines at Gua)
- B) The specific matters in dispute: Illegal discharge of Sri N.K. Deysarkar, clerk in the general office at Gua.
- C) The total number of workmen employed in the undertaking affected: About 3500 (three thousand and five hundred)
- D) An estimate of the number of workmen affected or likely to be affected by the dispute: About 3500 (three thousand and five hundred)
- E) Efforts made by the Parties ~~themselves~~ themselves to adjust the dispute:
1. Shri N.K. Deysarkar was a clerk in the General office of the Indian Iron & Steel company Ltd., Gua Iron Mines, at Gua, as a permanent Cadre.
 2. That on 20.4. 1957 Shri Deysarkar was arrested while on duty under ~~the~~ an alleged charge of a criminal nature, from which he was honourably acquitted subsequently by the trial court at Chaibasa.
 3. Immediately after his arrest Shri Deysarkar applied for leave to the company which was necessary ~~ix~~ to cover the period of his stay in Police custody, pending investigation and final disposal of his case.
 4. The company granted him leave for 40 days with effect from 20.4.1957 to 29.5.1957.
 5. As Shri Deysarkar's bail application was getting delayed for disposal in the Chaibasa court, he again applied to the company for an extension of 10 days' leave from 30.5.1957, before the original leave was due to expire.
 6. The company did not reply to this application for extension of leave period.
 7. Shri Dey Sarkar, after being released from Jail custody on 6.6. 1957, went to join his duties on 7.6. 1957.
 8. The company did not allow Shri Deysarkar to join his duties and a discharge order, dated 8.6. 1957, was handed over to him on 10.6. 1957.
 9. The company's discharge order stated, inter alia, that Shri Deysarkar failed to join his duties within seven days from the expiry date of his leave and that by such action Shri Deysarkar violated the company's standing order.
 10. According to the service rules of the company Shri Deysarkar got 40 days earned leave plus 15 days' leave without pay and two days festival leave with pay prior to his arrest.

11. Sri Deysarkar's application from Jail custody on 22.5.57, applying for 10 days extension of leave after 29.5.57 was made with the belief that he would receive extended leave, which already accrued to him as stated in para 10.
12. There was no justification for the company to keep quiet on Shri Deysarkar's second application and to discharge him on the very day he was released from Jail custody.
13. This arbitrary and vindictive nature of the company's action may be understood from the fact that other colleagues of Shri Deysarkar were granted extended leave from the 15 days leave period without pay, in similar circumstances.
14. Shri Deysarkar, before his arrest, had worked till 11-30 A.M. on 20th April 1957, which may justify his claim that the 40 days leave which was granted to him should have been with effect from 21.4.57 and not from 20.4.57 as contended by the company.
15. Even according to the company's interpretation of the standing orders, absence from duty for 7 consecutive days after the expiry of granted leave should have been till 6.6. 1957 and not 5.6. 1957 as contended by the company.
16. If the total leave, as stated in para 10, permissible was granted to him he could have join his duty on 23.6.57 without violation of the company's standing orders.
17. As already stated Shri Deysarkar was released on bail from Chaibasa District Jail on 6.6.57 in the afternoon and he immediately proceeded to Gua, a distance of 52 miles, by the first available conveyance reaching Gua at noon on 7.6.57.
18. Shri Deysarkar was not given any opportunity to explain his own point and difficulties before his discharge from service.
19. Being aggrieved Shri Deysarkar made repeated representations to the company, both by himself and through the United Mineral workers' union during 1957 and 1958 for quashing of the discharge order, which did not bring any fruitful result.
20. The Gua United Mineral workers' union, of which Shri Deysarkar is a member, took up this case of illegal discharge and made repeated representations to the conciliation officer (central) at Jharsuguda, the Regional Labour Commissioner (C) Dhanbad, to the Labour commissioner (C) New Delhi for intervention, inquiry, investigation and conciliation to resolve the dispute.
21. That on 20.2. 1960, the conciliation officer (C) at Jharsuguda wrote finally to the Gua United Mineral workers' union in his letter No. COI-24(12)/58- 241 that no further action could be taken in the matter.

22. Under the circumstances the discharge order on Shri M.R. Deysarkar is mala fide, unjust, illegal, ~~arbitrary~~ arbitrary and vindictive and should be set aside and Shri Dey Sarkar should be reinstated with all his back wages in his original service.
23. Having exhausted all avenues of representations to the company and as all representations to the conciliation officer concerned also proved inconclusive and as the conciliation officer finally gave his opinion that no further action could be taken and also for the fact that the Industrial dispute still remains unresolved, it is prayed that ^{the issues} ~~the issues~~ dispute be referred to a labour court or an Industrial Tribunal.

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No.172/ADJ/U/61
April 5, 1962

Dear Com. Dey Sarker,

Your letter dated is in hand.

We are still fighting with the Central
Ministry for Labour and Employment regarding
your case.

They have once again rejected your case
but we have now put it on the agenda of the
Standing Labour Committee where we think we
shall be able to agitate for it.

Let us see what happens.

I shall let you know further development.

With greetings,

Yours fraternally,


(Sadhan Mukherjee)

No. 172/Sm/61
April 26, 1961

Shri A.L.Handa,
Under Secretary to the Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Industrial Dispute over the dismissal
of N.K.Dey Sarker of Indian Iron &
Steel Co., Gua, Singbhum: Union's
demand for reference to an Industrial
Tribunal/Labour Court for adjudication.

....

Ref:Your No. 23/7/61-LRII of 10.3.61

Dear Sir,

This is to draw your attention to the appli-
cation of our affiliate United Mineral Workers
Union, Gua, wherein they had asked for a reference
to an Industrial Tribunal/Labour Court for adju-
dication of the above-mentioned dispute and the
memo from your office quoted above.

We have to point out in this connection that
despite the union's demand for conciliation, nothing
has been done so far. The Conciliation Officer (C),
at Jharsuguda vide his letter No. COJ-34(18)/88-241
dated 20.2.60, informed the union that no further
action could be taken in the matter. We do not
understand what sort of a ~~dispute~~ failure report this
is.

The union's demand therefore for adjudication
after exhausting all avenues of settlement is fair
and justified. We would request you to kindly take
early steps in this regard.

Yours faithfully,

VM
Anil
(K.G.Sriwastava)
Secretary

✓ M.K. Jay 31/10/07
P.O. 4th, Oranienburg
Dir. - Problem.

S/S Papanbaku.

Subject.

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पोस्ट कार्ड

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केवल पता
ADDRESS ONLY NEW DELHI



श्री. साधन मुखर्जी.
4 - Ashoka Road.

A. J. T. U. C. Office.

New Delhi.

May 20, 1961

Shri A.L.Handa,
Under Secretary to the Government of India,
Ministry of Labour & Employment,
Government of India,
New Delhi.

Re: Industrial Dispute over the dismissal
of Shri N.K.Dey Sarker of Indian Iron
and Steel Co., Gua, Singbhum - Union's
demand for reference to an Industrial
Tribunal/Labour Court for adjudication.

Dear Sir,

Please refer to your letter No.23/7/61-LRII
dated May 18, 1961, on the above subject.

The grounds on which we demand reference of
this dispute to adjudication are different from
what the Conciliation Officer says in the matter.

The questions or issues involved in the
matter, inter alia, are whether the management
dispensed with the services of the workman in
accordance with the established procedure and
whether the worker was given opportunity to
defend himself.

Another aspect of the matter is whether
there has been a proper interpretation of the
Standing Orders and whether the contention of
the management that the workman reported for
duty very late and whether he actually absented
himself for more than seven consecutive days
which entitled the management to discharge
him, *is correct.*

All these and other aspects and issues
arising out of the dispute require findings
by a competent Court where the matters can be
looked into in detail.

In your letter you have referred to certain undesirable activities of the workman concerned. May we ask you as to on what facts do you base your such remarks ?

When you go into the academics of the issues involved strictly on the basis of agreed principles, do not you think that the failure of the Conciliation Officer to hold a proper conciliation proceeding goes against the spirit of the agreed principles ?

We do not understand why the Industrial Relations Machinery should go by the opinions expressed by certain persons and express its inability to do anything in the matter because " the management of the Indian Iron & Steel Co., were not prepared to take him back into service."

May we therefore request you again to reconsider the matter dispassionately and refer the matter to adjudication in the interest of all concerned ?

We would also like to point out in this connection that so far not a single case of this union has been referred to adjudication and the matters were closed through stereotyped answers.

Yours faithfully,



(K.G. Sriwastava)
Secretary

UNITED MINERAL WORKERS' UNION

Regd. No. 913.
(Affiliated to A. I. T. U. C.)

A. I. T. U. C. Received 15/5/27/51 Replied.....

B A R I

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM, (BIHAR)
BRANCH OFFICE : MANOHAPUR, CHIRIA, BHONDA.

1. HAKRAVARTTY, M. P.
PRESIDENT :
2. HUSSAIN, M. L. A.
VICE PRESIDENT :
3. SOLANKI
4. RUTH DADEL
5. SECRETARY :
6. MOODAR
7. SECRETARY :
8. GUHA
9. SHARMA.
10. MEMBER :
11. BHENGRA.

Ref. No.....

Dated 25th May 1956.

Dear comrade Sadhan Mukharjee, A. I. T. U. C., N. K. Deysarkar's

In reply to your letter, dated 19th May '61, reached us on 23rd instant, I enclose herewith the following papers in connection with the application made to the Ministry of Labour & Employment demanding for adjudication of the matter of Shri N.K. Deysarkar's discharge:

1. A copy of application together with a copy of statement concerning the dispute.
2. A copy of resolution passed by the executive committee.
3. ~~12~~ A copy of Labour Ministry's reply, dated 10.3.61, to our above application.
4. A copy of our reply to the Ministry's letter, dated 10.3.61.

Please acknowledge the receipt of the same.

Yours fraternally,

N. K. Guha
Nakul Guha
Secretary

Received 1404/19-5-61
Replied.....

No.23/7/61-LRII
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 18/5

From

Shri A.L. Handa,
Under Secretary to the Government of India.

To

The Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Subject:- Industrial Dispute over the dismissal of
Shri N.K. Dey Sarkar of Indian Iron and
Steel Co., Gua, Singhbhum - Union's demand
for reference to an Industrial Tribunal/
Labour Court for adjudication.

Sir,

With reference to your letter No.172/Sm/61, dated the 26th April, 1961, I am directed to inform you that enquiries made into the matter by Conciliation Officer (Central), Jharsuguda, revealed that Shri N.K. Dey Sarkar had been arrested by the police for certain undesirable activities in April, 1957. While in jail custody, the workman applied for leave to the management of Messrs Indian Iron and Steel Co. Ltd. The maximum leave permissible was granted to him for the period from 20th April 1957 to 29th May, 1957. As Shri Dey Sarkar failed to report for duty, after the expiry of leave, he was discharged from service with effect from 6th June 1957 for absenting himself without permission for more than seven consecutive days as per the Company's Standing Orders. He was informed accordingly by the Indian Iron and Steel Co. Ltd. Shri Sarkar appealed against this order on the 15th June, 1957 and, while it was being considered, he was again arrested on 28th June, 1957. In view of this position and his alleged undesirable activities, the management of the Indian Iron and Steel Co. were not at all prepared to take him back into service. In these circumstances, no action was possible on the part of the Industrial Relations Machinery and the United Mineral Workers Union were informed accordingly.

Yours faithfully,

A. L. Handa

(A. L. Handa)
Under Secretary

NJ

*For this: As: In
minutes on this case.
I have all papers
fully prepared*

*mm
20/5/61*

UNITED MINERAL WORKERS' UNION

Regd. No. 913.
(Affiliated to A. I. T. U. C.)

B A R I

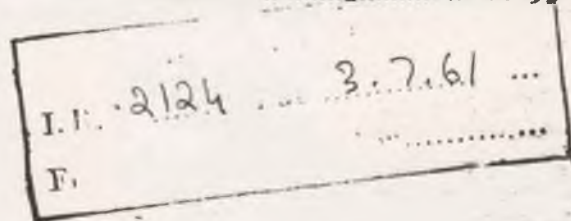
HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM. (BIHAR)
BRANCH OFFICE : MANOHAPUR, CHIRIA, BHONDA.

PRESIDENT :
RENU CHAKRAVARTTY, M. P.
JPTY. PRESIDENT :
FAHIR HUSSAIN, M. L. A.
VICE PRESIDENT :
1. K. C. SOLANKI
2. MRS. RUTH DADEL
GENERAL SECRETARY :
P. MOZOOMDAR
ASST. SECRETARY :
1. N. C. GUHA
2. B. SHARMA
TREASURER :
IARCUS BHENGRA.

Ref. No.....GUM/744.

Dated.....30th June.....1961

To
The Secretary, A.I.T.U.C.
4 Ashok Road, New Delhi.



Dear Comrade, I have to inform you that the Conciliation officer (C) called us together with Sri N.K. Deysarkar at his office at Jharsuguda on 20th June'61. Sri Deysarkar and I accordingly went to Jharsuguda and met with the C.O. The company which were also called by the above officer did not go. The conciliation officer demanded from Sarkar the copies of the petitions that were made by him for leave after his arrest at Gua and the other from Jail in the 3rd or 4th week of May'61. Sri Sarker had no copy of his 1st application and the copy of the 2nd one is with him but did not take it ~~take~~ with him on that day. Sri Sarker was also asked as to how many days' leave were due to him after his arrest. He stated as same fact as ~~sixty six days~~ was stated in his application in this ~~respect~~ respect.

Being asked Sri Sarker stated that his earned leave of 40 days was due for the year 1956-57. Afterwards it was seen that his reply was wrong. Actually his leave was due ~~t~~ for the year 1955-56 and 1956-57 31st March.

Now we have come to know that the establishment staff (clerical) are governed by the establishment service rule not by standing order. According to establishment service rule every employee of the establishment staff is entitled to have one month's notice before he is dismissed. After the expiry of his leave if Sri Sarker would have been given one month's notice then he could not be dismissed. Company discharged Deysarkar according to standing order for its own advantage. This, I think, is the important and main point in the case. The company granted leave to Deysarkar 40 days. According to Standing order a worker is entitled only 15 days leave a year. But as per establishment service rule a clerk gets 21 days leave (earned leave) every ~~year~~ year.

This is for your information.
Please reply.

Yours fraternally,

Mukul
Nakul Guha,
Secretary.

No.172/ADJ/U/SM/61
July 4, 1961

Com. Nakul Guha,
Secretary,
United Mineral Workers Union,
Gua, Singbhum, Bihar.

Dear Comrade,

Thank you for your letter No. GUM/944 of
June 30, 1961.

It appears that the Industrial Relations
Machinery is at last moving. Please do not give
any chance to the Conciliation Officer to say that
you have failed to take necessary interest and to
produce relevant papers.

Meanwhile please send us the copies of the
Standing Orders of the Company as well as the Estab-
lishment Staff Service Rules.

With greetings,

Yours fraternally,

K.G.
41
(K.G. Sriwabhava)
SECRETARY

No.172/ADJ/U/61
July 21, 1961

Dear Com. Nakul,

Yesterday we had an interview with the Deputy Secretary to the Government of India in connection with the case of N.K.Dey Sarker for adjudication.

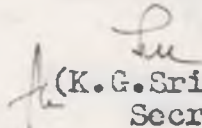
It appears that the Central Conciliation Machinery is moving in this direction for finding out whatever flaws there may be in the case.

It is essential for us know under what charge N.K.Dey Sarker was arrested twice and what were the judgements. If possible send us the copies of judgments. We have also to find out whether the arrest was made at the instance of the employer. In that case we shall have to find out whether the officers of the employer were witnesses in the cases and whether any one of the employer submitted FIR before the police which resulted in the arrest of Dey Sarker.

Please also obtain certified Standing Orders, (by paying two rupees in the office of the RLC, Dhanbad) and the Establishment Staff Service Rules. The thing which you have sent seems to be old and does not specify the period which would result in the automatic loss of lien of service.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

UNITED MINERAL WORKERS' UNION

Regd. No. 913.
(Affiliated to A. I. T. U. C.)

BARI

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM, (BIHAR)
BRANCH OFFICE : MANOHAPUR, CHIRIA, BHONDA.

NT :
CHAKRAVARTY, M. P.
RESIDENT :
HUSSAIN, M. L. A.
RESIDENT :
C. SOLANKI
RES. RUTH DADEL
CL SECRETARY :
MOODAR
SECRETARY :
C. GUHA
SHARMA.
ER :
IS BHENGRA.

Ref. No. GUM/952...

Dated...5th August.....1961.

To
The Secretary, A.I.T.U.C.,
4 Ashok Road,
New Delhi.

A. I. T. U. C.
I. R. No. 2720: - 9 AUG 1961...
File No.....

Dear comrade,

With reference to your letter No. 172/ADJ/U/61, dated the 21st July, 1961, I have to state that Sri N.K. Dey-Sarkar was arrested without any charge, on 20.4.57, at 11-30 A.M., while on duty at the General office of the Gua Ore Mines, at Gua. No warrant of arrest was issued to him. According to Deysarkar - after 10 to 12 days of his arrest, charges u/s 326, 148, etc were framed against him.

The first day when he attended the court after his release on bail was arrested again on fresh charge u/s 302.

It will not be irrelevant here to state that ~~Jonab~~ Jonab Noor Mohammed and Sri Podu were arrested and charged u/s 302 but the said charge on them was withdrawn (fact was that they both being ~~in~~ seriously assaulted in the morning time on 16th April'57 were admitted to Gua Hospital, before the incident took place on the same day for which charge u/s 302 was framed) and Deysarkar, Bhubna Pradhan were charged u/s 302 afresh. Bhubna Pradhan was not arrested in the court on the Day when Deysarkar was arrested on fresh Charge u/s 302 as stated above.

Mr. Zika, Chief Mining Engineer, Gua Ore Mines, Mr. Harihar Das, personal secretary to C.M.E. and Mr. B.G. Neogy were the witnesses in the case. Mr. Neogy, Personnel officer, did not depose at the committing stage while the ~~of~~ C.M.E. and Harihar Das deposed in the court of S.D.O., Chaibasa, Singhbhum, saying that the clerks who were standing on the Verandah of the General office went back to their sits and started work after the crowd that was standing out side the office dispersed. It is not known whether the management of the mines submitted any ~~FIR~~ FIR to the Police.

On the day of 2nd arrest of Deysarkar in the court, bail petition for him was submitted. Being asked by the S.D.O., the Police Inspector of Noamundi stated that there were no other charges against Deysarkar, except the fact that he was one of the spokesmen of the workers to have talks with the ~~C.M.E.~~ C.M.E. After having got this Police report, the S.D.O. granted Deysarkar a bail order.

A letter has been written to Regional Labour commissioner for certified standing orders and Establishment staff service rules.

Please find the attached true copy of order sheet by S.D.O. concerned.

Yours fraternally,

Nakul Guha
Secretary.

No.172/ADJ/U/61
August 10, 1961

Dear Com. Nakul,

Thanks for your letter of August 5.

Please let us know, in the second case i.e., under Section 302, when was Dey Sarker acquitted. Was it at the commitment stage or at the sessions? If you have copies of this judgment send the same to us.

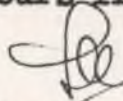
What happened to the conciliation proceeding which you informed us earlier, was being initiated by the Conciliation officer, Jharsugda?

Please let us know if there is any fresh development.

If possible please send copies of depositions of those witnesses which are in favour of Dey Sarker.

With greetings,

Yours fraternally,



(Sadhan Mukherjee)

No.172/ADJ/U/61
August 10, 1961

Shri Teja Singh Sahni,
Deputy Secretary to the Govt. of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Industrial Dispute over the dismissal
of N.K.Dey Sarker of Indian Iron and
Steel Co.,Ltd., Gua - union's demand
for reference of dispute to adjudica-
tion.

Dear Sir,

Please refer to the interview we had on
July 20, 1961 and the correspondence resting
with your file no. 23/7/61-LRII, in regard to
the above subject.

In regard to your question about the charges
etc., on which Shri Dey Sarker was arrested, we
have to inform you that Shri Sarker was arrested
on April 20, 1957 at 11.30 A.M. from the office
of the company. At that time there was no charge
against him nor was he arrested under a warrant.
After about 10-12 days, he was charged under Sec.14
and 326 IPC. The trying Magistrate vide his order
dated 16.2.59 in Gr.Case No. 275 of 1957 at the
Chaibasa Sub Divisional Magistrate's Court acquitted
him.

The relevent portion of the order reads:

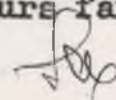
" I find accused Gouri Sao, Bidu Goala,
Sibmath Bagchi, Nil Kanta Dey Sarker, Kumud Bandhu
Das not guilty of any offence, acquit then under
sec. 251 A (II) Cr.P.C."

We hope now it will be easy for you to

refer the matter for adjudication.

We would request you to kindly do the needful in the matter as early as possible since it is pending for a long time and it is not proper that on technical questions, the matter should be held up.

Yours faithfully,


for (K.G. Sriwastava)
Secretary

UNITED MINERAL WORKERS' UNION

Regd. No. 913

(Affiliated to A. I. T. U. C.)

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM (BIHAR)

BRANCH OFFICE : MANOHARPUR, CHIRIA, BHONDA.

PRESIDENT : RENU CHAKRAVARTTY. M. P.

(BARI)

GENERAL SECRETARY : P. MOZOOMDAR.

Ref. No. GUM/958

A. I. T. U. C.	Date
I. R. No. 2889	Date 1. 6. AUG. 1967
File No.

Date...14th..August..196195 .

To
The Secretary, A. I. T. U. C.
4 Ashok ~~Road~~ Road,
New Delhi.

Dear Com,

Please find the attached copy of Establishment service rules, Gua Ore Mines, IISCO. Ltd. No other changes in the said service rules have yet been made as reliably understood.

Yours fraternally,

Nakul Guha.
Secretary

True copy
ESTABLISHMENT SERVICE RULES.
Copied from the original rules
framed by Mr. R. B. Penman, M.E. in 1940.

1. Accommodation is provided where possible and at the discretion of the of the company and subject to the following conditions:-
2. Quarters where given must be kept clean and no alteration be made without written sanction from the company.
3. Quarters must be vacated if required by the company seven days' notice will be given to vacate quarters.
4. Services may be terminated by the employee giving the company one month's notice or by the company giving the employee one month's notice or one month's pay in lieu of such notice.
5. Medical attendance is provided by the company. Sick leave will only be granted while the patient is under the company's medical staff attention.
6. Leave rules will be as follows:-
 - (a) Staff with less than one year's service will not be entitled to any leave with pay.
 - (b) Staff with one year's service are entitled to a total of 14 days' sick leave per year and 21 days' casual leave per year with full pay. In cases of sickness where leave is required over 14 days, such case will be considered separately and settled by the mining Engineer. The amount of previous enjoyed will be considered when ~~at~~ setting any such case.
 - (c) Casual leave with pay will be accumulative for two years only i.e. leave not taken in one year will be carried forward as allowable ~~in~~ during the following year, but the total casual leave with pay allowable in any one year will not exceed 40 days.
~~the~~
 - (d) Leave will only be granted to a limited number of the staff at any one time.
 - (e) All cases where casual leave is required should be sent through the head of department and this referred to the Mining Engineer who will decide. It should be understood by the staff that the company will in all cases be sympathetic in considering leave but cases ~~of~~ of requests for excessive leave will not be entertained.
 - (f) In no case can any accumulated leave with pay be taken after the date of termination of active service with the company.
 - (g) No deviation from ~~these~~ these rules will be allowed except in a very special cases, each of which must receive the personal permission of the Mining Engineer in ~~writing~~ writing.

Sd/-

Mining Engineer.
I. I. & S. Co. Ltd.

UNITED MINERAL WORKERS' UNION

Regd. No. 913.
(Affiliated to A. I. T. U. C.)

B A R I

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM. (BIHAR)
BRANCH OFFICE : MANOHAPUR, CHIRIA, BHONDA.

SECRETARY :
S. CHAKRAVARTTY, M. P.
PRESIDENT :
H. HUSSAIN, M. L. A.
VICE PRESIDENT :
K. C. SOLANKI
MRS. RUTH DADEL
GENERAL SECRETARY :
S. MOZOOMDAR
ASST. SECRETARY :
N. C. GUHA
B. SHARMA.
ASSURER :
R. C. BHENGRA.

Ref. No. GUM/959

Dated...17th August.....1961.

Dear Com. Sadhan Mukharjee,
A.I.T.U.C. office,
4 Ashok Road, New Delhi.

17 AUG 1961
The following letter is being sent to you...

Your letter, dated 10th August, reached us on 16.8.61.

Sri Deysarkar was discharged from the accusation u/s 302, at the commitment stage by the S.D.O., Chaibasa. We got no copy of (u/s 302) committing judgement in our office. If it is available we shall send the same to you.

Please refer to our letter No. GUM/944, dated 30th June '61, addressed to Secretary, A.I.T.U.C. It is reliably understood that the Management was again called by the ~~company's side~~ Conciliation officer to him at Chaibasa, in connection with Daysarkar's case but no-body from the company's side met the C.O. in the 2nd time also.

After that what happened - we don't know. When on 20th June Deysarkar and I met with the Conciliation officer at Jharsuguda, he (C.O.) told that he called us with a view to verifying the statement submitted by us to the Ministry of Labour & Employment demanding Tribunal for adjudication of Sri Deysarkar's case. The C.O. on 20th June interrogated Deysarkar and me of which we already informed you through our letter, dated 30th June '61.

The copies of the depositions of the witnesses which are in favour of Deysarkar are not with us. We shall ask our Lawyer for this, if possible, papers in this connection will be sent to. According to Sri Deysarkar no-body told against him, so far as the case u/s 302 is concerned.

Yours fraternally,

Nakul

Nakul Guha,
Secretary.

GUM/965.

22nd August 1961.

To
The Conciliation officer, (C)
Jharsuguda.

Dear Sir,

Sub:- Reinstatement Sri Durua Ho, Sri Lawrence,
and Sri Bidu Goala.

~~XXXXXXXXXXXX~~

I have to raise the matter of discharge of Sri Durua Ho, Brake man, Sri Lawrence, Rustan Loco driver, Sri Bidu Goala, forest maxdur (Gua ore Mines), by the management of IISCO, within 3rd or 4th week of April 1957, on false accusation, by the police and were detained in Jail until they had been acquitted, in May'58, by the Judgement of the session court. These charges were not proved during their trail in the session court and thus the Judgement of the session Court acquitted them.

After their arrest they made applications to the management of Gua ore Mines praying for leave and attempts were made on their part to get them released on bail but all their attempts ~~xxx~~ utterly failed which made them unable to resume their duties in time. Their absence from duty was entirely enforced and they had no control over the circumstances leading to it.

After their acquittal by the session court they reached Gua and applied to the management of the company but their applications were rejected.

We would, therefore, request you to commence conciliation proceedings to persuade the company to reinstate the above persons in the service.

Yours faithfully

Nakul Guha.
For General Secretary.

GUM/964.

22nd August 61.

To
The Conciliation officer, (C)
Jharsuguda.

Dear Sir, Sub:- Reinstatement of Sri Nawab Khan- Ex-Turbine
driver at Power house, Gua Ore Mines, (IISCO).

This is to raise the matter of Sri Nawab Khan's discharge by the management of Gua Ore Mines, M/S IISCO. Ltd., as Industrial dispute. Sri Nawab Khan, turbine driver, Gua ore Mines, (IISCO), P.O. Gua, Dist. Singhbhum, was arrested on 18th April '61, on false charges and was detained in Jail until he was acquitted by the High Court. After his arrest he made a petition to the Management concerned praying for leave and also made attempts to get himself released on bail but the attempts failed which made him unable to resume his duty in time. In such a situation beyond his control he was discharged by the company.

He had been tried in the Session Court and was sentenced to imprisonment by the session Judge. He made an appeal in the High Court against the conviction. During his trial in the High court his conviction by the Lower court was proved wrong and as a result he was honourably acquitted by the same court. The Judgement of the High court was delivered on 23rd December 1960.

He was falsely implicated in the case by some persons who are inimical to him. We have to say that he was actually innocent and his case deserves to be considered sympathetically.

After his acquittal he reached Gua, applied to the Management of the company for his reinstatement but the company did not reply to it.

It is, therefore, requested that conciliation proceedings should be started to persuade the management to reinstate Sri Nawab Khan.

Yours faithfully

Nakul Guha,
For General Secretary.

A. I. T. U. C.
I. B. No. 302A Date. 12.9. AUG. 1961
File No. Replied on.

No. 23/7/61-LRII
Government of India
Ministry of Labour & Employment

Dated New Delhi, the

From

Shri A.L. Handa,
Under Secretary to the Government of India.

To

Shri K.G. Sriwastava,
Secretary, All India Trade Union Congress,
4, Ashok Road, New Delhi.

Subject:- Industrial dispute over the dismissal of Shri N.K.
Dey Sarkar of Indian Iron and Steel Co. Ltd.

Sir,

With reference to your letter No.172/ADJ/U/61, dated the 10th August, 1961, I am directed to state that according to the information available with the Ministry, Shri N.K.Dey Sarkar was arrested by the police again on 28th June, 1957 and was charged under Section 302 in connection with a murder case of 16th April, 1957. I shall, therefore, be grateful if the out-come of that case is communicated to this Ministry and a copy of the judgment of the Court in respect of the case, if available, is also forwarded.

Yours faithfully,

A.L. Handa

(A.L. Handa)
Under Secretary

149

To
The Conciliation officer, (C)
Jharsuguda.

Dear Sir,

I have to raise the matter of Sri Prahlad's discharge by the management of Gua Ore Mines, M/S IISCO. Ltd., as Industrial Dispute. Sri Prahlad, Ex-fitter-bottom work shop at Gua ore Mines, was arrested on 18th ~~Apr~~ April 1967, without any ~~any~~ charges (charges were framed later), was detained in jail until he was ~~acquitted~~ acquitted by the High Court. After his arrest he submitted an application to the Management of Gua ore Mines praying for leave and every attempt was by him for his release on bail but the attempt could not succeed and as such he was prevented from releasing himself and joining his duty in time.

He was falsely implicated in the case by some hostile elements who availed the opportunity to accomplish their own purpose of enmity. He was tried in the session court where he was convicted and sentenced to undergo 5 years imprisonment. He ~~was~~ filed an appeal in the High court for the retrial of the case. He was tried by the High court. During his trial in the High court he was found not guilty of all charges framed against him and thus was acquitted and set at liberty by the High court.

After his acquittal he reached Gua, applied to the management for his reinstatement in the service but without any effect.

It is, therefore, requested to commence conciliation proceedings to persuade the management to reinstate Sri Prahlad.

Yours faithfully

Nakul Guha
For General Secretary.

No.172/ADJ/U/61
August 30, 1961

Shri A.L.Handa, Govt.
Under Secretary to the ~~Ministry~~ of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Industrial dispute over the dismissal
of Shri N.K.Dey Sarker of Indian Iron
& Steel Co., Ltd..

.....

Dear Sir,

Please refer to your letter No.23/7/61-LRII
dated August 26, 1961 on the above subject.

In reply to your question, I have to inform
you that Shri Dey Sarker, although was arrested
by police in connection with a murder case, was
discharged by the Sub-Divisional Magistrate,
Chaibasa, at the commitment stage itself. His
case never went to Sessions Court and no charge
under Sec.302 was framed by any Court against
him. There is no judgement in his case, as he
was discharged under an order of the Court at
the commitment stage.

Yours faithfully,

fu
(K.G.Sriwatsva)
Secretary

fer

UNITED MINERAL WORKERS' UNION

Regd. No. 913

(Affiliated to A. I. T. U. C.)

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM (BIHAR)
BRANCH OFFICE : MANOHARPUR, CHIRIA, BHONDA.

PRESIDENT : RENU CHAKRAVARTTY. M. P.

(BARI)

GENERAL SECRETARY : P. MOZOOMDAR.

Ref. No. GUM/973

Dated @ 4th Sept. 1965

To
Secretary, A.I.T.U.C.,
4, Ashoke Road,
New Delhi.

A. I. T. U. C.	
L.R. No. 3148	Date 4/9
File No.	Replied on

Dear Comrade,

I herewith enclose a copy of judgement delivered by the Session Judge Mr.S.A.Jawad. The judgement was gathered and typed from the ~~parbook~~ paper book which required by our lawyers during the trial in the High Court of Patna. It is to be noted that one true copy of the judgement u/s 148/149/326/109 I.P.C. had already been sent to you. Both the above copies are being sent to C.O., Jharsuguda, today as he wanted them in duplicate soon.

Please acknowledge the receipt of both the above ~~copies~~ mentioned ~~a~~ copies. *one copy of letter to central P/F Commissioner, is also attached herewith.* Yours fraternally,
copy of letter to C. M. E., is annexed.

Mukh

(Nakul Guha)
Secretary.

P.S

You to H may have a copy of the said paper book from our lawyers who were engaged in our Supreme Court appeal case in March last.

Mukh

4/9.

26.5.58. All the accused persons except R.K. Nag, who is on bail are brought before the court under custody. R. K. Nag is also present in court.

Judgement delivered. Accused P. Mazumdar is found guilty under sections 109/302, 150/302, 150/149 and 150/148 I.P.C. and convicted under ^{the} aforesaid sections and sentenced to undergo rigorous imprisonment for life under section 109/302 I.P.C. No separate sentence is imposed under the rest of the sections.

Accused Ram Ashray is acquitted of the charge under section 302/323 I.P.C. but is convicted under section 302/149, 449, 326/149 and 148 I.P.C. and sentenced to undergo rigorous imprisonment for life under section 302/149 I.P.C. No separate sentence is passed under sections 449, 326/149 and 148 I.P.C.

Accused Surendra Sukla is convicted under sections 302/149 114/302, 449 and 326/149 I.P.C. and sentenced to undergo rigorous imprisonment for life under section 302/149 I.P.C. No separate sentence is ~~passed~~ passed under sections 114/302, 449, 148 and 326/149 I.P.C.

Accused Jamuna Singh is convicted under sections 326/149, 449 and ~~326/149 I.P.C.~~ 147 I.P.C. and sentenced to undergo rigorous imprisonment for ten (10) years under section 326/149 I.P.C. No separate sentence is passed under sections 449 and 147 I.P.C.

Accused Sirajuddin is convicted under sections 302/149, 449 and 147 I.P.C. and sentenced to undergo rigorous imprisonment for life under section 302/149 I.P.C. No separate sentence is passed under the rest of the sections.

Accused Manuel David is convicted under sections 302/149, 326/149, 449 and 147 I.P.C. and sentenced to undergo rigorous imprisonment for life under sections 302/149 I.P.C. No separate sentence is passed under the rest of the sections.

Accused Tajuddin is convicted under sections 302/149, 326/149, 449 and 137 I.P.C. and sentenced to undergo rigorous imprisonment for life under ~~xxx~~ sections 302/149 I.P.C. No separate sentence is passed under the rest of the sections.

Accused Nawab Khan is convicted under sections 302/149, 326/149 and 449 and 147 I.P.C. and sentenced to undergo rigorous imprisonment for life under section 302/149 I.P.C. No separate sentence is passed under the rest of the sections.

Accused Gangaram Jha, Bisweswar Sharma, Bibhishan, Motilal, Muneswar Prasad, Bauri, Nauri, Gouri, Mahabir, Madan, Prahlad, Nilandri, Samad, Surdan Ho and Jena Ho are convicted under sections 326, 449 and 147 I.P.C. and each of them is sentenced to undergo rigorous imprisonment for five years each under section 326/149 I.P.C. No separate sentence is passed under the rest of the sections.

The rest of the accused persons namely Lawrence, Lakhan, Bidu, R.K. Nag and Durua are given the benefit of doubt and are found not guilty of all the charges framed against them, acquitted and set at liberty, if not required ~~xx~~ in any other case.

Sd. S.A. Jawad.

3163
8.9.61

Gua,
51st Sept 61

Cari. Sadhan Mukharji,
car Sadhan,

This is to inform
you that we wrote to R.L.C,
(c) Shanbad for certified
copy of standing order of
US Co. at Gua & one
Rupee as well as Rs 2.00
was also sent to him
by postal money order.
Money which was refused
to accept by the R.L.C,
has come back to us a
few days back.

Please reply. What
about the minimum margin
Ways again.

In the meantime
many papers have
been sent to A. S. T. U. C.

~~Let us~~ Acknowledg-
ment ^{ment} of the papers and is
requested.

Yours sincerely
Rakul Gupta

पोस्ट कार्ड

POST CARD

जवाब
REPLY

केवल पता
ADDRESS ONLY



Com. Sadhan Mukherjee

4, Ashok Road.

New Delhi.

UNITED MINERAL WORKERS' UNION

Regd. No. 913.
(Affiliated to A. I. T. U. C.)

BARI

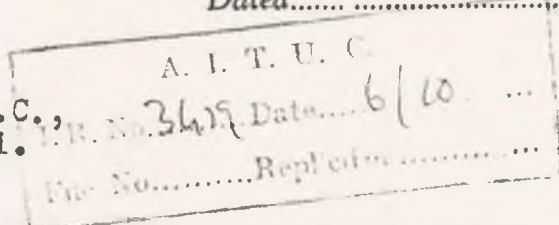
HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM, (BIHAR)
BRANCH OFFICE : MANOHAPUR, CHIRIA, BHONDA.

MENT :
CHAKRAVARTTY, M. P.
PRESIDENT :
HUSSAIN, M. L. A.
RESIDENT :
C. SOLANKI
S. RUTH DADEL
GENERAL SECRETARY :
MOZOOMDAR
SECRETARY :
C. GUHA
SHARMA.
SUREER :
SUS BHENGRA.

Ref. No. GIM/979

Dated 3rd October 1961

To
The Secretary, A.I.T.U.C.,
4 Ashok Road, New Delhi.



Sir,

This is to inform you that we sent the original treasury Challan to R.L.C. (C), Dhanbad, by registered post on 15th Sept'61, in pursuance of his (R.L.C.) advice for the supply of a copy of certified standing orders of Gua Ore Mines, IISCO. But still we have not received the same.

I enclose herewith a copy of judgement of the case u/s 302, committing the accused persons to the session court for their trial, delivered by the Sub-divisional Magistrate, Chaibasa, on 27.9.57. This has been copied from the paper book which was required and used by our Lawyer at the time of High Court trial.

We raised the cases of 5 discharged workers - namely: Durua Ho, Lawrence, Bidu Goala, Nawab Khan and Prahlad as Industrial Dispute before the Conciliation officer, Jharsuguda. We attended the conciliation proceedings which took place at Jharsuguda on 18.9.61. Representative of the IISCO. also attended the same but separately.

We received letters on 27.9.61 from the R.L.C., Dhanbad, pertaining to the above dispute stating the conciliation proceedings ended in failure.

Also we received a letter from Shri R.L. Johar, Section officer, Ministry of Labour & Employment, Govt. of India, New Delhi and a copy of which is enclosed herewith. The copies of the letters which were sent to Conciliation officer (C) Jharsuguda raising the cases as Industrial dispute will be sent to you later.

~~XXXXXXXXXX~~

Please reply to this letter and to our previous letters.

Yours fraternally,

Mukul
Mukul Guha,
Secretary.

G.R. Case No. 259 of 1957.

State Versus (1) Jamuna Singh (22) 11. Muneshwar Prasad (28)
(2) Gangaram Jha (22) 12. Tajuddin (26)
(3) Bisheshwar Sharma (33) 13. Bowri (22)
(4) Lawrence () 14. Nabri ()
(5) Bibhisan (32) 15. Bidu Goala (28)
(6) Lakhan Lal (23) 16. Ganu Shaw (38)
(7) Motilal 17. Mahabir Chowbey (22)
(8) A.K. Ghosh (26) 18. Madan Nag (27)
(9) Bhubna Prodhan (40) 19. Prahlad
(10) P. Mazumdar. 20. R.K. Nag (50)
21. Durua (30)
22. Nilandri (27)
23. Nawab Khan (40)
24. Manuel David (30)
25. Surendra (25)
26. Sirajudding (37)
27. Ramasray Upadhaya (30)
28. Samad
29. Surdan Ho
30. Jena Ho.

O R D E R.

The case for prosecution briefly is this. There are two rival labour organisations, namely, Gua Mines workers union which is a branch of the I. N. T. U. C. and the Action committee affiliated to C.P.I., at Gua a branch site of iron ore mines of the Indian Iron and Steel Company, Burnpur. The two unions have been sharply opposed to each other in the process of establishing their influence over the labourers. The Gua Mines workers union has its office building in the Gua ~~Bazar~~ Bazar. On 10th of April 1957, 7 persons connected with Asansol Iron and Steel workers Union Burnpur, namely Karnail Singh, Kamta Singh, Ambika Prasad, Gyanchand, Ali Akbar, came and stayed in the Indian Iron and steel Co. on their way back from Chiria where they had gone to attend a meeting of the labourers to be addressed by Mr. John, a labour leader which had been postponed from 14th to 21st April. These persons were to go back again to Chiria to ~~attend~~ attend the meeting on the 21st. on the night of the 15th of April at ~~about~~ about 10 P.M. when these people along with other members of the Gua Mines workers Union were sitting with ~~other~~ the other members of the INTUC in the office after the evening Bhajan, a mob ~~of~~ of 20 to 25 persons of the Action committee armed with bows and arrows, lathi and pharsa came in front of the Union office and began uttering abuse to the members of the Gua Mines workers Union, throwing stones and brickbats which resulted in injury to 2 or 3 persons. Thereafter, it dispersed. This has been the subject of a separate case.

Again on the morning of 16th April, there was a fight between Podu and Noor Mohammed of the Action committee on one side and Kamta Singh and Ramasis Singh of the I.N.T.U.C. on the other. Thereafter accused P. Mazumdar of the Action committee spread out a rumour among the labourers that Noor Mohammed had been done away with and his body concealed somewhere while Podu had been assaulted. He further asked them to muster strong, attack the office of the Gua Mines workers Union,, search for the dead body of Noor Mohammed and take revenge by assaulting and killing whomsoever they would find there. This call to the labourers was given through P. Mazumdar and his erstwhile co-workers on a pick up van. The labourers responded to the call, left their work and collected at the place with lethal weapons like bows, arrows, ~~ix~~ pharsa, bhala, axes and lathis. P. Mazumdar divided them into two groups, asked one of them to go towards the union office and attack it and himself led the other group towards the general office of the IISCO at Gua. The Group which ~~was~~ ^{was} directed towards the union office surrounded and attacked it. They broke open the door by means of axes and climbed the roof, broke open the ~~door~~ tiles shot arrows on the persons connected with the Union who had hid themselves inside the hall in the building of the office on the approach of the mob. Having shot arrows from the roof they came ~~down~~ down and entered the hall through the door which had been already broken up, assaulted the persons there right and left, damaged the furniture, photos and whatever articles they found therein. Ramasis Singh who was in the ~~hall~~ hall and was shot by the arrows ~~which~~ succumbed to his injuries instantaneously. A number of other persons received various types of injury by arrows, pharsa and lathi. Kamta Prasad Singh who has also received arrow injuries besides a few by other weapon died in the Hospital the same night. Some of the injured received grievous injury. The mob after doing the mischief in the union office set fire to a nearby silting shed attached to the house of Gajendra Singh who was also connected with the union. Thereafter they left. The other group led by P. Mazumdar surrounded the union office, asked the office assistants working there to come out. Out of fear they did accordingly. A few of them met Mr. Zica, the chief Mining Engineer on behalf of the crowd that had collected and put their grievances before him. The main grievance was voiced against contractors Gajendra Singh, Budhram

Budhram Tanti and Kanai Singh, who were connected with I.N.T.U.C. They told him that as long as they were at Gua, there could be no peace. They also made specific allegations against them that on that particular day i.e. on 16th morning they had assaulted one Noor Mohammed and he was not being traced. The Chief Mining Engineer finding the persons collected extremely excited and the ~~six~~ situation extremely dangerous, conceded to their demand by suspending these contractors. In the meantime the A.S.I. of Police posted at Gua arrived at the scene of occurrence in the union office and recorded the Fardbeyan of one Ramnath Dhobi, Ext. 2.

On behalf of the prosecution 22 witnesses including the Doctors and the I.O. have been examined. The cross-examination of the witnesses on behalf of defence was not done. Defence adduced on behalf of the accused persons has not therefore been disclosed at the present state. It has only been pointed out on ~~behalf~~ behalf of the defence that P.W. Budhram Singh has stated before the Police that after the occurrence on the night of 15th April there was a quarrel between Noor Mohammed and Podu on one side and Ramasis Singh and Kamta Prasad Singh on the other. It has been argued that according to this statement the time of the occurrence of the 16th morning which has been put forward as an immediate cause for the main occurrence, changes. I have gone through the portion of the evidence as recorded by the I.O. The sentence is not happily ~~constructed~~ constructed and it cannot be said with certainty what meaning the I.O. wanted to convey; whether ~~he~~ he meant that the incident between Noor Md. and Podu on one side and Ramasis Singh and Kamta Prasad on the other took place after the occurrence on the 15th night just on the same night or on the following morning. This needs clarification through cross-examination of the ~~witnesses~~ witnesses which will get the whole thing clarified. Then there is overwhelming evidence to show that this minor incident took place on the 16th morning. P.W. Zica the chief Mining Engineer has also stated that the one of the grievances set forth by the representative of the crowd that had collected in his office was that on that very particular day Noor Mohammed had been assaulted and he was being untraced. Then again the defence lawyers have pointed out the delay of a few days in examination of the witnesses as also the omission of some of the F.I.R. witnesses in the chargesheet. It is, however, not the proper state for going into such details of the evidence and the ~~analytical~~ analytical assessment

analytical assessment of its work. In the present stage I am required only to see how far a prima facie case has been made out and against how many of the accused.

I have already made brief reference to the incident on the morning of the 16th April. An idea of the reaction that this minor incident caused can clearly be made from the statement of Mr. Zica, the Chief Mining Engineer before me. I attach great importance to this testimony as I consider his statement to be free from any bias and ~~prejudice~~ prejudice. He says that the crowd was fairly excited and there was quite a noise connected with the excitement. The mob was armed with lathis, bows, and arrows. It also appears that the mob had threatened ~~clerk~~ clerks of the General office to leave their work. Mr. Zica also concedes that he considered the situation to be extremely dangerous and the mob to be extremely excited and therefore entered into negotiation with the representatives and practically considered their demand by suspending the contractor. For some reason or other it seems that the members of the action committee believed that Noor Mohammed had been done away with and his body was concealed. Quite naturally they appeared to have lost balance being carried away by anger and excitement. This lends credence to the story that P. Mazumdar and others moved about in a car, told the labourers that Noor Mohammed had been killed and Podu had been assaulted and that the body of Noor Mohammed was concealed and that they should collect and take revenge. That the mob collected armed with lathi, valla, pharsa, has been amply shown by the evidence of P.M. Budhram and Lalmohan Pusti, Rajo Gope and Sujaol Singh. These witnesses also bear testimony to the fact that the crowd was divided into 2 by P. Mazumdar one of which attacked the union office and the other led by Mazumdar went towards the General office. It is quite obvious that the object of the mob was to take revenge for 'kill' of Noor Mohammed and assault on Podu. The form of revenge would be to kill and injure people connected with the ~~I.N.T.U.C.~~ I.N.T.U.C.

From the evidence it also appears that one Ramasis Singh was killed on the spot as a result of the attack. The eye witnesses to the occurrence clearly prove this. Then there is the inquest report prepared by the Investigating officer. This has been marked Exhibit 4/1.

This confirms the death of Ramasis Singh. Civil Assistant surgeon's ~~xxx~~ post Mortem Report shows that the death was due to injury caused on his body by the shooting of arrow. The fact that Kamta Prasad Singh also died in the Hospital due to arrow injury is proved by the evidence of Doctor Sardana who attended to his injuries in the Gua Hospital. Prosecution witness S. C. Dutta states that due to severe lathi blow he developed paralysis on one side of his body. This also is confirmed by the evidence of Dr. Sardana.

It is thus clearly established that the accused persons committed ~~crime~~ criminal trespass, murder, grievous hurt and simple hurts.

Now I will discuss the evidence that are available on record on (illeg) of the accused persons. Accused No. 1 Shukla has been mentioned in the F.I.R. which was recorded at 11 A.M. i.e. immediately after the occurrence. Kamta Prasad Singh deceased has also stated in his dying declaration vide Ext. 3 that he was struck by Sukla with a pharsa and that at the instance of Sukla one man struck him with bow. Then there are evidences of other witnesses who saw him at different ~~stages~~ stages of the occurrence. P.W. 15 Sadan Das saw him in the mob which was coming armed with deadly weapons towards the union office. P.W. Budhram and Sujaol Singh ~~was seen towards the~~ saw him on the roof of the union office along with others. P.W. Brij Nandan also saw him on the roof through the opening made by breaking the tiles. P.W. S.C. Dutta says that he was struck by him with lathi while P.W. Gyanchand says that he was struck by him with a pharsa. Accused Ramasroy Upadhaya has also been mentioned in the F.I.R. and in the dying declaration of Kamta Prasad Singh. P.W. Lalmohan had ~~seen~~ seen him with P. Mazumdar collecting labourers while P.W. Kanhai, Sujaol Singh and Budhram saw him on the roof of the office. P.W. 6 Gyanchand, Ali Akbar and S.C. Dutta saw him in the mob which rushed into the room after shooting of the arrows from the roof and did the mischief inside. P.W. 1 and 2 specifically say that he was shooting arrows from the roof, while P.W. Ramnath saw him dealing blows to Ramasis Singh and also assaulting himself. Accused Saje is also mentioned in 18, and 20 while P.W. Ramnath saw him among miscreants who entered the hall. Accused Manual David has also been mentioned in the F.I.R. He was also seen with P. Mazumdar organising the whole affair.

Later on he was seen by P.W. 12, 18 and 20 on the roof of the union office. P.W. 5 identified him in the T.I. parade as one among the miscreants who entered the office. Accused Biseshwar Sharma was seen in the mob by P.W. Sadan Das while P.W. Budhram and Sujal Singh saw him on the roof of the Union office. Accused Nawab was identified by P.W. S.C Dutta and he was also seen on the roof of the hall by P.W. 12, 18 and 20. Similarly Tajuddin was seen in the mob by P.W. 15 and on the roof by P.Ws 12, 18, and 20 are one who entered the hall and assaulted people. Accused Nilandri and samad were also seen on the roof by P.Ws. 12 and 18. Accused was also indentified by P.W. 1 ~~am~~ as one among the mob which attacked the office. Accused Nilandri was also seen by P.W. 15 among the mob coming to the office. Accused Prahlad and Madan Nag were seen by P.W. 15 in the mob which attacked the union office and on the the roof of the office bu(sic) P.W. 20. The accused Mahabir Choubey has been identified in the ~~ix~~ T.I. parade by P.W. 1. He was also seen in the mob by P.W. 15 and on the roof of the ~~union~~ hall by P.W. 20. Accused Jamuna Singh was seen on the roof of the hall by P.Ws 18 and 20. P.W. also saw him throwing arrows from the roof. P.Ws 3,4 and 5 identified him as among the miscreants who entered the office. Accused Saje, Gangaram Jha, Nawri, Bawri and Motilal were seen on the roof of the union office. Accused Gouri was also seen similarly by P.W. 12 and 18. P.W. 19 has identified Motilal as one of the assailants. Accused Lakhan Bhuiyan identified him at the T.I. parade as one of the miscreants while P.W. Sadhu Charan identified him as his assailant causing grievous injury to himself. Accused Lawrence and Bibhisan have also been identified by P.W. 19 as his assailants. Accused Bibhisan was also seen on the roof by P.W. Budhram. Jena Ho accused and Surdan Ho are deposed to have been seen by P.W. 16 and 18 in the roof of the hall and later on among the assailants. Accused Mazundar was seen and heard by P.Ws Ali Akbar, Budhram, Lalmohan Pusti and Sujaol telling people that Noor Mohammed had been killed and that they should avenge themselves for this upon the members of the union by assaulting and killing. He was seen sending one group towards the union office by P.W. Lalmohan Pusti, Budhram and Sujaol Singh. Accused Muneshwar Prasad was seen by P.W. 12 and 20 on the roof and by P.W. 15 in the mob. There has been no evidence against accused N.K. Dey Sarkar, Niren Kanjilal and Phulchand Pusti. Accordingly

Accordingly I discharge them. The evidence against accused A.K. Ghosh and Bhubna Prodhan is that he was one of the representatives called by P. Mazumdar to come and collect the people. There is no evidence to show that he was in the mob which attacked the Union office. Similar is the case with Bhubna Prodhan. I also discharge these two accused persons. Accused Bido Goala was seen on the roof of the union office by P.W. Kanhai. I do not think that it is possible to discharge him at this stage as the accused was seen on the roof of the union office. They are directly concerned with the crimes that were actually committed. Similarly accused Durba Ho and R.K. Nag were seen in the mob going towards the union office by P.W. Sadan Das. It has been argued out by the defence that this P.W. has stated before the Police that he was hiding in the house of Gajendra Singh. In his more elaborate statement before me he has however stated that he was himself in the house of Gajendra Singh after the mob had surrounded the union office. It is therefore not possible to discharge him also at this ~~stage~~ stage. There is Prima-facie case against them too.

I accordingly Charge the accused persons as follows and commit them to the court of Sessions to stand their trial:-

1. P. Mazumdar u/s 109/302, 109/148 and 109/325 I.P.C.
2. Surendra Sukul 109/302, 449, 325 and 326 I.P.C.
3. Ramesroy Upadhaya u/s 302, 449 and 323 I.P.C.
4. Manual Dadiv, Tajuddin, Mahabir Choubey and Jamuna Singh u/s 449 I.P.C
7. Surendra Sukul, Jamuna Singh, Gangaram Jha, Bisweswar Sharma, Lawrence, Bibhisan, Lakhan Lal, Motilal, Muneswar Prasad, Tajuddin, Bauri, Nauri, Bido Goala, Gouri Sao, Mahabir ~~Ho~~ Choubey, Madan Nag, Prahlad, R.K. Nag, Durua, Nilandri, Nawab Khan, Manual David, Sirajuddin, Ramesroy Upadhay, Samad Ho, and Jena Ho u/s 148, 302/149 and 302/34 I.P.C.

Sd. Illegible), 27.9.57

Subdivisional Magistrate,
Chaibasa.

Directed and corrected
Sd. (Illeg)
27.9.57
Subdivisional Magistrate,
Chaibasa.

No.172/ADJ/U/61
October 7, 1961

Shri A.L.Handa,
Under Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.'

Dear Sir,

Please refer to your letter No23/7/61-LRII dated August 26, 1961 and our reply thereto vide our letter of even number dated August 30, 1961.

In regard to the charge of Sec.302 IPC against Shri N.K.Dey Sarker, I have to inform you that in discharging Shri Dey Sarker, the Sub Sivilsional Magistrate, Chaibasa, inter alia, passed the following order:

" There has been no evidence against accused N.K.Dey Sarker, Niren Kanjilal and Phulchand Pusti. Accordingly I discharge them." (Gr.Case 259 of 1957)

We would now be very gald to know from you if the Government has taken a decision in the matter of reference of Shri Dey Sarker's case to adjudication.

Yours faithfully,

[Handwritten Signature]
For SECRETARY.

No.23/46/61-LRII
Government of India
Ministry of Labour & Employment

From

Shri A. L. Handa,
Under Secretary to the Govt. of India.

- To
1. The Chief Mining Engineer,
M/S IISCO., Gua Ore Mines, Gua.
 2. The General Secretary,
United Mineral Workers' Union, P.O. Gua.

Dated ~~11~~ New Delhi, the 11th Oct. 1961

Subject:-Industrial dispute between the Gua Ore Mines of
M/S IISCO., and their workmen over alleged illegal
discharge of Shri Nawab Khan, Turbine driver.

Sir,

In continuation of this Ministry's letter No.23/46/61-LRII, dated the 3rd October, 1961, I am directed to inform you that the Government of India do not consider the dispute fit for reference to an Industrial Tribunal for adjudication because there had been an unduly long delay in raising the dispute as also the action of the ~~Government~~ management in discharging the workmen from service, for unauthorised absence from duty, was in accordance with the standing orders of the concern and could not be held to be unjustified.

Yours faithfully,

A. L. Handa
Under Secretary.

No.23/45/61-LRII.
Government of India
Ministry of Labour & Employment

From

Shri A. L. Wanda,
Under Secretary to the Government of India.

To

1. The Chief Mining Engineer,
Gua Ore Mines of M/s Indian Iron & Steel co., Ltd.

To

2. The General Secretary,
United Mineral Workers' Union,
P.O. Gua.

Dated ~~the~~ New Delhi, the 11th
Oct. 1961.

Subject:-Industrial dispute between the Gua Ore Mines
of M/S IISCO. Ltd and their workmen over alleged
illegal discharge of Shri Prahlad, fitter, Bottom
work shop.

Sir,

In continuation of this Ministry's letter No.23/45/61-LRII, dated the 30th September, 1961, I am directed to inform you that the Government of India do not consider the dispute fit for reference to an Industrial Tribunal for adjudication because there had been an unduly long delay in ~~er~~ raising the dispute as also the action of the management in discharging the workmen for unauthorised absence of more than 7 consecutive days, was in accordance with the standing orders of the concern and could not be held to be unjustified.

Yours faithfully,

A. L. Wanda
Under Secretary.

No.23/44/61-IRII
Government of India
Ministry of Labour & Employment

From

Shri A. L. Handa,
Under Secretary to the Govt. of India.

- To
1. The Chief Mining Engineer,
Gua Ore Mines, M/S IISCO.,
P.O. Gua.,
 2. The General Secretary,
United Mineral Workers' Union,
P.O. Gua.

Dated New Delhi, the
12 Oct. 1961.

Subject:- Industrial dispute between the Gua Ore Mines
of M/S IISCO and their workmen - over alleged
illegal discharge of Sarvasri Durua No, Lawrence
and Bidu Goala.

Sir,

In continuation of this Ministry's letter
No. 23/44/61-IRII, dated the 29th September, 1961,
I am directed to inform you that the Government of
India do not consider the dispute fit for reference
to an Industrial Tribunal for adjudication because
there has been an unduly long delay for more than 3
years in raising the dispute as also the action of the
management in terminating the services of the workmen,
for unauthorised absence of more than seven consecutive
days, was in accordance with the standing orders of the
~~concern~~ concern and could not be held to be unjustified.

Yours faithfully,

A.L. Handa
Under Secretary.

UNITED MINERAL WORKERS' UNION

Regd. No. 913

(Affiliated to A. I. T. U. C.)

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM (BIHAR)

BRANCH OFFICE : MANOHARPUR, CHIRIA, BHONDA.

PRESIDENT : RENU CHAKRAVARTTY, M. P.

(BARI)

GENERAL SECRETARY : P. MOZOOMDAR.

Ref. No. GUM 985

Dated 9th Oct., 1961

To
The Secretary, A.I.T.U.C.,
4 Ashok Road,
New Delhi - 1.

A. I. T. U. C.	
I. R. No. 3589	Date 12 OCT 1961
File No.	Reply to

Dear comrade,

I herewith enclose the copies of letters to Conciliation officer (C), Jharsuguda, raising the matter of discharge of Sri Durua Ho, Lawrence, Bidu Goala, Prahlad and Nawab Khan, as Industrial dispute.

It is to be noted that we received the letters on 27.9.61 from the C.O. (C), Jharsuguda, but not from the R.L.C. (C) Dhanbad as was wrongly mentioned in our letter, dated 3rd Oct. 1961, to you. If other papers are required - they may be sent after the Puja.

This is to acknowledge the receipt of your inland letter to com. Purnendu who is now at Manoharpur.

Yours fraternally,

Nakul Guha

Nakul Guha,
Secretary.

UNITED MINERAL WORKERS' UNION

Regd. No. 913

(Affiliated to A. I. T. U. C.)

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM (BIHAR)

BRANCH OFFICE : MANOHARPUR, CHIRIA, BHONDA.

PRESIDENT : RENU CHAKRAVARTY, M. P.

(BARI)

GENERAL SECRETARY : P. MOZOOMDAR.

Ref. No. GUM/995

Dated 10th November 1961.

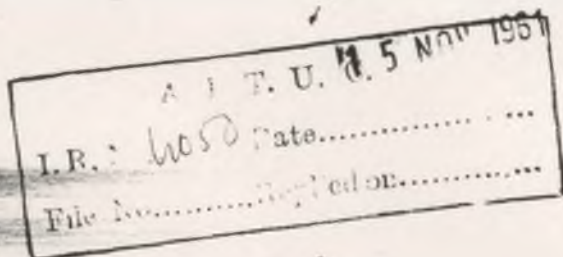
To
The Secretary, A.I.T.U.C.,
4 Ashok Road,
New Delhi - 1.

Dear comrade, I enclose herewith three letters - No.23/46/61-LRII, No.23/45/61-LRII, dated 11.10.61 and No.23/44/61-LRII, dated 12.10.61 from Shree A. L. Handa, under Secretary to the Govt. of India, which speak for themselves in connection with our demand for reinstatement of 5 discharged workers. We seek your advice regarding the next steps, ~~to be~~ if any, to be taken.

Please let us know of the latest position of Sri N.K. Deysarkar's case.

We like to raise 6 more discharged workers' cases as industrial dispute. Please advise in this connection.

We already sent on 15.9.61 by Registered post, to the Regional Labour commissioner, (C) Dhanbad, the original treasury challan but no copy of the standing orders of IISCO., Gua Ore Mines, has yet been sent to us by him.



Yours fraternally,

Nakul Guha

Nakul Guha,
Secretary.

True copy

Gua, Dated the 19th
December 1961.

To
The Mining Engineer,
Messrs IISCO. Ltd.
Gua Ore Mines, Gua.

Sir,

With reference to your letter No.
IOD/91/4237, dated the 11th Dec'61, I beg
to state that my case is still under the ~~taxs to the od the tax to you~~
consideration of the labour department
of Central Government. So I am not ready
to have the payment of the said dues until
my case ~~is~~ is decided by the Government
concerned.

It is hoped that you would ~~be~~ kindly
realise the position.

Yours faithfully,

N. K. Deysarkar,
Ex-clerk.

No.172/ADJ/UI/61
December 29, 1961.

Com.Nakul Guha,
Secretary,
United Mineral Workers Unions,
P.O. Gua,
Distt. Singhbhum.

Re: Adjudication Cases.

Dear Comrade,

Please refer to your letter No.GUM/1012 dated
December 12; 1961.

It is true we have received the copies of the
letters from the Labour Ministry sent by you regarding
the cases of Nawab Khan, Prahlad, Durua Ho, Lawrence,
and Bidu Gowala. But you have not sent us your
arguments and facts of these cases.

Will you please therefore send us those comments
at your earliest to enable us to proceed further
in the matter ?

With Greetings,

Yours ~~faternally~~,


(SADHAN MUKHERJEE)

UNITED MINERAL WORKERS' UNION

Regd. No. 913

(Affiliated to A. I. T. U. C.)

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM (BIHAR)

BRANCH OFFICE : MANOHARPUR, CHIRIA, BHONDA.

PRESIDENT : RENU CHAKRAVARTTY. M. P.

(BARI)

GENERAL SECRETARY : P. MOZDOMDAR.

Ref. No. GUM/1012

Dated 12th December 1961

To
The Secretary, A.I.T.U.C.,
4 Ashok Road, New Delhi - 1.

Dear comrade,

Referring to our letter No. Gum/995, dated the 10th November '61, I have to request you to let us know about the steps you are taking on the matters of the discharged workers. Also we seek your advice regarding the next steps to be taken by us.

Labour Minister (C) assured at the 2nd session of the Industrial committee other than coal that the minimum wages act would be implemented within 6 months time. Six months already elapsed on 24th Oct '61. Please see to it.

We have seen in the paper that iron ore and ~~XXXXX~~ manganese Mines ~~workingx~~ workers have not been included in the iron and steel wage board which has recently been set up.

We have started signature campaign on a charter of demands of nine which had been formulated at a meeting of the representatives of mines workers came from different unions in the District of Singhbhum and Neonjhar. Two copies of the same are enclosed herewith.

Please reply to our letters.

Yours fraternally,

Muz

Nakul Guha,

For General Secretary.

A. I. T. U. C.
I. P. No. 1012. Date..... 12/12/61
Ref. No. Replied on.....

Registered office:
12, Mission Row,
Calcutta 1.

From

The Indian Iron & Steel
Co., Ltd.
Gua Ore Mines.

True copy

Sri N.K. Deysarkar,
Gua.
(Singhbhum)

Reference

Gua P. O. 11/A, Dec 61

No. IOD/91/4237

Dear Sir,

Re: settlement of provident
institution money

Ref: Our letter No. IOD/91/206 of 14/15.4.61.

Please refer to our above mentioned letter and arrange for sending application immediately on receipt of this letter, so that your settlement of provident institution account may be made as quickly as possible, as it is a very long outstanding account.

Yours faithfully,

PCB/NC.

For Mining Engineer.

UNITED MINERAL WORKERS' UNION

Regd. No. 913

(Affiliated to A. I. T. U. C.)

HEAD OFFICE : P. O. GUA, DIST. SINGHBHUM (BIHAR)

BRANCH OFFICE : MANOHARPUR, CHIRIA, BHONDA.

PRESIDENT : RENU CHAKRAVARTTY, M. P.

(BARI)

GENERAL SECRETARY : P. MOZOOMDAR.

Ref. No. UM/1020 .

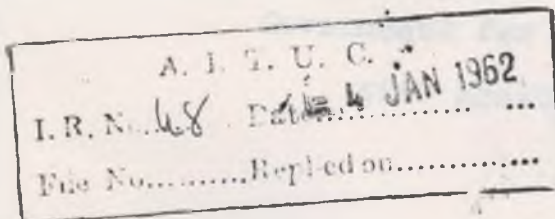
Dated. 1st January'62 .

To
The Secretary, A.I.T.U.C.,
4 Ashok Road, New Delhi - 1.

Dear comrade,

Referring to our letter No. UM/995, ~~EX~~
dated the 12th December'61, I have to state that I am
at a quite loss to account for your silence. If you are
unwilling to reply to our letters - please let us know.
Many a questions which were raised in our letters had
~~been~~ remained and are remaining unanswered and unadvised,

However, I enclose herewith two copies of
letters - reference No. of one is ICD/91/4237, dated
11th Dec'61, to N.K.Deysarkar and a reply to it by Sri
Deysarkar, for your information and necessary action, if
there is any. The two copies of the letters will speak
for themselves.



Yours faithfully,

Hul

Nakul Guha,
For General Secretary.

No.172/ADJ/U/61

January 8, 1962

The Secretary,
United Mineral Workers Union,
P.O.Gua, Dt. Singbhum,
Bihar.

Dear Comrade,

Please refer to your letter No. GUM/1020 dated January 1, 1962, in connection with the case of Com. N.K.Dey Sarker.

The copies of the letters you have sent us seem to be all right. Please await the reply of the management to Com. Dey Sarker's letter. Meanwhile, we are also pressing the Government for an early decision in the matter.

With greetings,

Yours fraternally,

(Sadhan Mukherjee)

A. I. T. U. C. 2 MAY 1962

I.P. No. 409

Date.....

File No.....

Replied on.....

Ministry of Labour & Employment

No.23/7/61-LRII.
Government of India
Ministry of Labour & Employment

....

Dated New Delhi, the

28 FEB 1962

From

Shri A.L.Handa,
Under Secretary to the Government of India.

To

Shri K.G.Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi-1.

Subject:- Industrial Dispute over the dismissal of Shri N.K.Dey Sarkar of Indian Iron and Steel Co., Gua, Singhbhum - Union's demand for reference to an Industrial Tribunal/Labour Court for adjudication.

....

Sir,

With reference to your letter No.172/ADJ/SM/61, dated the 20th May, 1961, I am directed to state that the case has been carefully re-considered but, it is regretted, that the Government do not find any justification for re-opening the matter and referring this dispute to a Tribunal for adjudication.

Yours faithfully,

A.L.Handa

(A.L.Handa)
Under Secretary.

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सेवा में

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१. श्रीमान श्रम मंत्री,
भारत सरकार, नई दिल्ली
२. श्रीमान लेबर कमिश्नर,
भारत सरकार, नई दिल्ली

महाशय,

हम बिहार और उड़िसा के लोहा खदान (Iron Ore Mines) तथा मेंगनीज खदान (Manganese Mines) में काम करने वाले मजदूर निम्नलिखित अपनी मांग आप के सामने यथाशीघ्र उचित कार्रवाई के लिये प्रस्तुत करते हैं :—

- १— लोहा खदान तथा मेंगनीज खदानों में न्यूनतम मजदूरी कानून (Minimum Wages Act) अबिलम्ब लागू हो ।
 - २— माइन्स एक्ट तथा दूसरे मजदूर सम्बन्धी कानून के अन्दर बने अधिनियमों का पूर्ण रूप से पालन हो ।
 - ३— भिन्न २ खदानों में काम करनेवाले विभिन्न प्रकार के मजदूरों की मजदूरी के ग्रेड में समानता हो तथा ग्रेड की दर में वृद्धि हो साथ ही वेजबोर्ड (Wage Board) बैठाया जाय ।
 - ४— मंहगाई भत्ता, चीजों के वर्तमान बाजार दर को ध्यान में रखकर निर्धारित हो तथा सभी जगह एक समान हो ।
 - ५— ट्रेड युनियन के अधिकार सुरक्षित हों तथा १०७ दफा और १४४ दफा के अन्दर मजदूर आन्दोलन को कुचलाने के लिये चलाये गये मुकदमे उठा लिये जाय ।
 - ६— लोहा तथा मेंगनीज खदानों से टिकेदारी प्रथा का खात्मा हो ।
 - ७— मुनाफा-बोनस (Profit Sharing Bonus) लोहा तथा मेंगनीज खदानों के मजदूरों को मिले ।
 - ८— जहां एक से अधिक युनियन एक ही जगह हों वहां मतदान (Plebiscite) द्वारा किसी भी युनियन को स्वीकृति मिले ।
 - ९— मजदूरों के रहने के लिये काफी घरों (Quarters) स्कूल, दवा-दारु तथा पीने के पानी का समुचित प्रबन्ध हो ।
- आशा और विश्वास है कि आप उररोक्त मांगों पर सहानुभूति पूर्वक यथाशीघ्र विचार कर उचित कार्रवाई करेंगे ।

नाम

पता

हस्ताक्षर