

# Indian Coffee Board Employees' Association,

(Registered under INDIAN TRADE UNION ACT)

~~Vice-President:~~  
~~K.V.V.KRAMACHARIKRAKREK~~

BANGALORE.

Date...5th...July...1961..

Ref.No.56

The Hon.Minister for Commerce & Industries,  
Govt.of India,  
NEW DELHI.

Dear Sir,

Ref: Coffee Board's proposed Reorganisation  
Scheme and the apprehended Retrenchment.

The employees of the Coffee Board numbering about 800 are deeply agitated over the possible serious consequences of the Reorganisation Scheme contemplated by the Board. We have endeavoured to secure a copy of the report but though the Board had caused a summary of the aforesaid report to appear in a section of the Press (Financial Express dated 26.4.1961) it has refused (by the Secretary's letter No. SE 2038 dated 21.6.61) to let us have a copy of the same. This attitude of the Board is indeed strange.

It is clear that the proposed Scheme (as reported in Financial Express dated 26.4.61) would lead to large-scale retrenchment, i.e., by nearly a quarter of the existing staff. It is indeed a bad turn to the servants of the Board who have rendered loyal service.

We have to submit that there is little justification for the proposed retrenchment. It is to be noted in this connection that the existing administrative set up has been in vogue for the past 20 years and nothing new has arisen which should persuade the Board to embark on a retrenchment proposal in this sudden way and almost behind our backs. If only we are given a proper opportunity, we are prepared to show that it is not necessary to resort to this large-scale retrenchment and unemployment.

Since we are interested that a proper consideration should be given to the whole question by the Government of India, we are making the following observations by way of criticism on the Report of Reorganisation and we humbly request you to kindly give due weight to our representation.

Firstly it is proposed to create 3 divisional offices and transfer considerable portion of the work now done at the Head Office to the said divisional offices. This proposal may not reduce the total expenditure as the 3 divisional offices will need separate staff on higher salaries and office buildings; it may mean more Travelling allowance and Dearness allowance also.

The Committee appears to have observed that at present the Head Office expenditure is far more than that on Divisional offices. This is because most of the work is being done at the centre.

p. t. o.

Thirdly the proposal contemplates abolition of Inspectorate staff and closure of Depots. This is really un-understandable. The Depots and the collection by Depots is working satisfactorily. In fact these depots help especially small planters who are easy prey to money lenders etc. Incidentally we wish to submit that the Meyyanur Depot was closed down under strange circumstances. It was not working at a loss at the time of closure. We would urge upon you to enquire into the matter. At any rate there is no justification for this proposal.

Fourthly the Committee appears to have said that the many of the Depots are not remunerative; the cost it is suggested is more than 3% of the purchase value. This finding we submit is not very correct. There is one aspect which appears to have been overlooked. The staff working in Depots at present work as Inspectors for only 6 months in a year and during the rest of the months they work as Depot Managers. In other words the Depot works only for six months (December to May); during the rest of the period the Staff attend to inspection of the Estates. Since this is the set up the cost attributable to the Depots has to be worked out for six months, the cost of rest of the six months being charged to Administration. This is the correct way of assessing the cost of running a Depot and not the manner in which the Committee appears to have taken. If this be done, then all the Depots can be said to be remunerative. It is to be further seen that the proposal to hand over Depots to curers or Private enterprise is indeed retrograde. The Board will have to pay 3% as remuneration to these private persons and will therefore be not remunerative. More than all it is not very desirable, in the background of the recommendations of the Plantation Enquiry Commission.

"According to the recommendations of the Plantation Enquiry Commission appointed by the Government of India, under the Chairmanship of Sri P.M.Menon, I.C.S., and two Economic Experts - Messrs.K.G.Sivaswamy and M.V.Mathur - it was recommended even the curing industry be nationalised and that barring the curing operations to be done by the Curers, the Board itself should take over the storing and Marketing of Coffee".

The above are some preliminary points we are making. If we are enabled to get a copy of the report we shall be able to make more elaborate observations. We request you to help us get a copy of the said report.

If ultimately the Government were to accept the report another aspect might be considered. It appears that the Central Excise Reorganisation Committee has asked the views of persons and establishments connected with the Coffee Industry - Ref.Para 86-87 of the Central Excise Reorganisation Committee (Tariff item No.2 - Coffee) as to whether the Excise work in respect of Coffee Estates can be entrusted to the Board. If this suggestion is accepted then there may not be any need for retrenchment of the existing staff.

contd...

# Indian Coffee Board Employees' Association,

(Registered under INDIAN TRADE UNION ACT)

~~XXXXXXXXXX~~  
~~XXXXXXXXXXXXXXXXXXXX~~

BANGALORE.

Date.....

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We are also to add that the method of the attitude adopted by the Board is contrary to the Code of Discipline and the conventions adopted by the tripartite conferences, which the Board must implement faithfully. We request you once again to advise the Board suitably so that the Board may not add to the army of the unemployed.

Since this vitally affects the employees, if timely and favourable action is not taken by the Government, there is the danger of overt action by the employees. We trust you will help us to avoid such a situation.

We assure you of our sincere co-operation in your endeavours to set up an efficient Board.

Thanking you,

Yours faithfully,

Sd/- R.Ramachandra Murthy,  
SECRETARY.

- 1) Copy to the Secretary to the Govt. of India, Ministry of Commerce & Industry, New Delhi.

23rd August, 1961.

The Secretary,  
Govt. of India,  
Ministry of Commerce & Industry,  
New Delhi.

Re: Coffee Board's proposed Reorganisation  
Scheme and the apprehended retrenchment.

Dear Sir,

This has reference to letter No.56 dated July 5, 1961 addressed to the ~~Hon'ble~~ Minister for Commerce & Industries on the above subject a copy of which was endorsed to you by our affiliate Indian Coffee Board Employees' Association Bangalore.

The Association came to know about the proposed scheme of Coffee Board's reorganisation only through newspapers. We do not know as yet whether a copy of the scheme was supplied to the Association.

As the scheme will affect nearly 800 employees of the Coffee Board, it is desirable that the Association should be consulted before the scheme is actually implemented. The Association has already given some concrete suggestions arising from the day to day experience of the employees which need special attention.

We are not in a position to express our opinion on the Report as we also do not have a copy of the same. Will you please arrange to send us a copy for our information ?

We would also request you to prevail on the management of the Coffee Board to start consultations with the Association on the question the Reorganisation Scheme of the Board. It is hoped that immediate action will be taken in this matter in view of the importance of this question.

Thanking you,

Yours faithfully,

*U.S.*  
(K.G. SRIWASTAVA)

SECRETARY.

Copy to:-Coffee Board Employees'  
Association, 152, III Cross, Nehrunagar, Bangalore.20.

# Indian Coffee Board Employees' Association,

(Registered under INDIAN TRADE UNION ACT)

By Regd. Post. Ackdue  
Vice-President:  
~~CHANDRACHAR, BANGALORE.~~  
Reg. No. 76

No. 152, III Cross Road,  
Nehru Nagar  
BANGALORE. 20.

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Date: Sept., 4, 1961.  
5

The Hon'ble Minister for Commerce & Industry,  
Government of India,  
NEW DELHI.

A. I. T. U. C. 7 SEP 1961  
I.R. No. 2130 Date.....  
File No..... Replied on.....

Respected Sir,

**Subject: Coffee Board's proposed Re-Organisation Scheme and apprehended retrenchment.**

**Ref: Our letter No. 56 dated 5.7.1961.**

We invite your kind reference to our above letter and subsequent reminder. We have not heard anything till now. In the meanwhile we apprehend that something is cooking in our back and that the Board is going to act unilaterally to the detriment of the employees of the Board. We are forced driven to have apprehensions because the Board has refused to give us a copy of the report of the Re-organisation Committee and wants the employees to be completely in the dark about their fate.

2. How- else could the Board's refusal to enlighten us on the subject be explained. We request you to intervene and ask the Board to take the employees in the Board also into confidence and secure their co-operation also in re-organising the Board if it is found necessary. In such an event, even the employees will not hesitate to make some sacrifices if it is really necessary and unavoidable. What the employees' fear is that they are made the scape-goats for certain problems facing the Coffee Industry. We are certain that the two or three lakhs of rupees that will be saved by throwing some employees out will not solve the problems facing the Industry. If the employees were to be consulted on matters of economy in administrative expenses, they can easily point out measures which can easily save more without any retrenchment and also improve efficiency. Unfortunately, it is the experience of the employees that the Board has always created contempt and treated them no better than manials.

3. We appeal to you to immediately advice the Board to at least enlighten us about their plans of re-organisation and secure our co-operation.

4. We solicit an early reply.

Yours faithfully,

*Chandrasekhara Murthy*  
SECRETARY.

Copy, with compliments, to - (1) Shri. A.K. Gopalan, M.P., C/O Communist Party of India, New Delhi, (2) The General Secretary, A.I.T.U.C., No.4, Asoka Road, New Delhi, and (3) The Labour Commissioner in Mysore, Bangalore.

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No. 9(19)Plant(5)/61

GOVERNMENT OF INDIA,  
MINISTRY OF COMMERCE & INDUSTRY,

New Delhi, the <sup>th</sup>13 September, 1961.

All communications should be addressed to the Secretary to the Government of India, Ministry of Commerce & Industry, by title, NOT by name.  
Telegrams :  
"COMIND".

The Secretary,  
All India Trade Union Congress,  
4, Ashok Road,  
New Delhi-1.

Subject: Reorganisation Scheme of Coffee Board  
and apprehended retrenchment.

Sir,

I am directed to refer to your letter dated the 23rd August, 1961 on the above subject and to forward herewith a copy of the reply sent to the Indian Coffee Board Employees' Association by this Ministry, for information.

Yours faithfully,

*I. L. Sankaranarayanan*

I. T. U. C.	(I. L. Sankaranarayanan)
I.R. No. 2188. Date.....	Section Officer
File No..... Replied on.....	

# Indian Coffee Board Employees' Association

(Registered under Indian Trade Union Act)

BANGALORE

Ref. 148.....

Date November 1, 1961

The Honourable Minister for Commerce & Industry,  
Government of India,  
NEW DELHI.

I. R. No. 3915 - 3 NOV 1961

File No. ....

Respected Sir,

**Subject: Coffee Board's proposed Re-organisation Scheme and apprehended Retrenchment.**

**Ref: Our letter No.76 dated 4th/5th Sept., 1961.**

In continuation of our above letter, we are enclosing a small Booklet issued by the Association on the above subject.

2. We request you kindly to peruse the Booklet. We feel your sympathetic consideration and your interference in the matter will certainly bring peace and prosperity to the Coffee Industry and in turn to its employees.

3. We solicit an early reply.

Yours faithfully,

Ramachandra Murthy  
SECRETARY

Copy, with compliments, to -

- (1) The Honourable Prime Minister of India, New Delhi,
- (2) The Honourable Home Minister, Govt. of India, New Delhi,
- (3) The Honourable Minister for Labour and Employment, Govt. of India, New Delhi.

Copy, with compliments, to the General Secretary, All India Trade Union Congress, 4, Asoka Road, New Delhi.

p.t.o

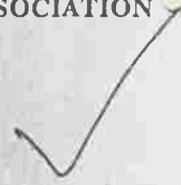
Copy, with compliments, to Shri. A. K. Gopalan, C/O Communist Party of India, Kerala Pradesh, Trivandrum (Kerala).

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Copy, with compliments, to the General Secretary, Trade Union Congress, 4, Assis Lane, New Delhi.

INDIAN COFFEE BOARD EMPLOYEES ASSOCIATION  
BANGALORE

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Reorganisation Sub-committee of  
THE COFFEE BOARD  
*Recommends Retrenchment . . .*  
*. . . Is it justified?*

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NALLARIS

Reorganisation Sub-committee of  
**THE COFFEE BOARD**

*Recommends Retrenchment . . .*

*. . . Is it justified?*

The Coffee Industry in our country is faced with certain problems on account of keen competition in the foreign markets and a down-ward trend to a certain extent in export prices of our coffee.

Various interests connected with the Coffee Industry in our country have tried to explain the reasons for this. The Coffee Board charged with the responsibility of marketing the entire Coffee grown in our country and also securing a fair price for the planter has an important role to play in finding a way out of the present situation.

The Coffee Board is now engaged in evolving efficient marketing methods and also avoiding wasteful expenditure in marketing operations. The Board set up a Sub-Committee to suggest ways and means for increasing the efficiency of the Marketing Department. The Sub-Committee has submitted its report and the same has secured the unanimous approval of the Board.

The Employees of the Board are naturally interested in the report so that they may benefit by the same and

contribute their loyal services efficiently. The attitude of the employees has, however, received a very cold response from the officials of the Board. The recommendations of the Committee are kept in complete secrecy. This shows that the Board wants to unilaterally act ignoring the employees of the Board. But the recommendations have really not remained so secret and it has become common knowledge that the Sub-Committee has recommended large scale retrenchment of the Class III and Class IV Staff of the Board. Influential papers connected with commercial interests have published this aspect of the recommendations.

The apprehensions of the employees of the Board are justly and naturally roused and they have a feeling that they are being made scape-goats and that places where economy is really possible and should be made have managed to escape. The Board and the Government have refused to consult the employees as to how best economy could be effected without endangering efficiency. Thus it has become necessary to place the view point of the employees on the recommendations of the Sub-Committee through this Booklet.

## II

The Marketing Department has a strength of about 430 Class III employees and about 250 Class IV employees. Class I officers are 4 in number and Class II Officers are 14.

The Class III are employed as Clerks, Typists, Stenographers, Coffee Inspectors and Depot Managers ; Class IV employees are employed as Watchmen, Duftaries and Peons. The Class III Inspectorate and Depot staff number about 160. The ministerial staff come to about 270. Each Coffee Inspector is given a peon and each Pool Depot with a Watchman and a Peon.

The Inspectorate staff perform varied duties. They visit estates at various periods and prepare crop estimates.

They also collect figures on cost of production. They prevent coffee smuggling. They also carry out any other task that may be entrusted to them by their superiors. For instance, some of them are now engaged in a pilot project to collect Coffee Plant census. This is the first of its kind in India.

The Depot staff receive Coffee produced by the small grower and make a direct payment of the Pool price to him for his coffee. In the off season *i.e.*, when Coffee delivery season is over, they perform the duties of the Inspectorate staff. The Coffee delivery period is usually six months in a year.

The Depots and Inspectorate staff have been functioning for the last 17 years and their work has always been very useful and vital for the working out of the correct marketing programmes. A fair estimate of the coffee crop is essential for a scientific marketing policy. The Board has to pay an economical price to the grower. Therefore, the Board must work out a cost of production formula. The Inspectorate Staff collect valuable data to work out cost of production. All the coffee grown in the country must be delivered to the coffee pool. The planters are prohibited from selling directly to the market. If the planters violate this provision and directly sell their coffee to the merchants, the whole marketing policy of the Board will be upset. The inspectorate staff are always on the vigil to prevent such illegal sale by the planters. The small planters have special problems and they cannot wait for long periods to receive full payment for the coffee crop delivered to the pool. In order to help them the Board has set up several depots in the plantation area to make an outright purchase of their coffee and pay the full purchase amount.

The ministerial staff are employed in the Head Office and various sub-offices. They have to collate all the

figures sent by the inspectorate staff, Depot Staff and Pool Agents. They also do all the clerical duties involved including accounts work. The clerical staff also do the clerical work of the other departments of the Board like Propaganda, Research and Development.

Such in brief are the activities of class III and class IV Staff. This has been going on for most of the period, the Coffee Board has been in existence. The coffee industry was in doledrums before the Board was formed. The activities of the Board and its marketing department has not only rehabilitated the planters' fraternity but also earned them prosperity. The coffee industry in this period has enjoyed a steady boom and coffee production has increased at a staggering rate. It is only during the least few months that the coffee prices have received some set back in the external market. The reasons are many and the Class III and Class IV employees are not in anyway responsible to any extent whatsoever for such a position. It may certainly be possible to improve marketing activities of the Board. But it must be said that there is no case for reserting to retrenchment of Class III and Class IV staff.

### III

The Sub-Committee has concentrated its fire on Class III and Class IV staff and more particularly on the inspectorate and Depot staff. The contentions of the Sub-Committee against the Inspectorate staff and the Depot staff are strange. The Sub-Committee has come to the omnibus conclusion that the inspectorate staff and the Depots should virtually be disbanded and also a proportionate reduction in the ministerial staff should be made. If such a large scale retrenchment is really necessary for the true interests of coffee industry the employees will not shirk to face the same with equanimity. But that is

not the case. There is a hue and cry by the planters that they are not getting in adequate price for their produce. They lay the blame upon the Board for this. In order to assuage their frayed tempers this report is submitted and the Class III and Class IV employees of the Board are assigned the role of sacrificial cows. The economy that will be effected by this reorganisation is illusory.) More about it later. The consequences of the disbandment of the staff as recommended by the Sub-Committee will be disastrous for the efficient functioning of the Board.

### IV

It is necessary to see how the Sub-Committee has come to the untenable conclusion that there should be large scale retrenchment and that certain categories of the employees should be abolished. The main grouse of the Sub-Committee against the inspectorate staff is that they are unqualified for the job, that their work is barren of results and that in any case there is duplication of work. To quote the Sub-Committee "the Inspectorate staff has absolutely no qualifications to dabble in the realm of Science." To quote again "The retention of Inspectorate in our view for estate visits and crop estimation is sheer waste." In the opinion of Sub-Committee only the liason officers are capable of doing the job of crop estimation. The Sub-Committee says that such a conclusion was arrived at after perusal of records. It is to be wondered whether it is so. It is well kown that even the estimations made by liason officers have gone wide off the mark and the special qualification have not come to their rescue. It is a perverse travesity of facts and reality to say that the Inspectorate staff in general who have accumulated wide experience about coffee industry over these long years and who have worked under able administrators are thoroughly

unsuitable for their duties. It is not only an insult to the inspectorate staff but also much more of an insult to the illustrious administrators who have built up the Coffee Board. It must be said that in their eagerness to justify their idea, the Sub-Committee has over-reached themselves and appear to be afflicted with prejudice. However, the inspectorate and depot staff must be grateful to the Sub-Committee for sparing a few of their colleagues who are located in a particular area. This lucky area deserves to be congratulated by the employees of the Board.

If one goes through the report of the Sub-Committee, one cannot help a feeling that this lucky area was not subject to the same standard of enquiry as the others. Possibly the Sub-Committee had valid reasons which in any case cannot be made out in the report itself.

The Sub-Committee, however, has not gone to the extent of telling that no crop estimate need be taken. They wishfully expect that the liaison officers who are only a few in number will collect the crop estimates. It is a wonder that the Sub-Committee wants to use the liaison officers who are acclaimed as qualified Scientists to gather the crop estimates. They should have known better the liaison officers have more important duties. Their main duty is to popularise the achievements of the Coffee Research Station and in general help the entire plantation industry on problems of plant Biology. They have to popularise quality seedlings evolved by the Coffee Research Station. They have to educate the planters on scientific cultivation. These are responsible and full time jobs. It is sheer opportunism on the part of the Sub-Committee to suggest that liaison officers should collect crop estimates. This source is pointed out by the Sub-Committee, though they know it is impracticable. They have also suggested that the Excise Department should pass on the information they collect regarding the crop

estimates. While making this suggestion the members of the Sub-Committee are talking through their hats. The excise staff are in fact less competent than the inspectorate staff to form crop estimates. It is not their avocation at all. The estimates the Excise Department form are perfunctory. Their need to have a crop estimate is not of the standard of that of the Coffee Board. The Sub-Committee are after the blood of the Class III and Class IV employees and therefore they are prepared to make any desperate suggestion. Instead, the Sub-Committee could have suggested a refresher course for the Inspectorate Staff from "suitably qualified authority" on the subject of crop estimates. This would have solved the problem of having more correct crop estimate. But it seems it was never the intention of the Sub-Committee to come forward with any constructive suggestion if it meant retaining the Inspectorate staff.

Another ground on which they have fulminated against the inspectorate staff is that there is duplication and over-lapping in their work. It would have been better if they had suggested to the officers to organise work better and avoid such duplication. But none of such botheration for the Sub-Committee. Their cure is "Get rid of the Inspectorate Staff."

V

The Sub-Committee has recommended that all collecting depots run by the Board excepting Coimbatore Division should be closed down. The reasons they have assigned are that the depots are mostly unremunerative and that in any case the small planters are more and more patronising the large Pool Depots run and managed by big capitalist concerns. This suggestion by the Sub-Committee is thoroughly retrograde and deserves to be rejected

outright. The small planters are forced to prefer the big pool agents because of their thorough dependance for loans and estate requirements on these big Pool agents. More about these pool agents and their vicious grip on the Plantation Industry will be said later. The Sub-Committee has chosen to completely ignore the fact that the depot staff are engaged in receiving Coffee crop from the Small Planters only six months in a year and the other six months they perform the duties of Inspectorate Staff. This is deliberately done because they want to justify the abolition of the Depots by hook or crook. Otherwise they would have taken this fact also into consideration while working out the cost of running the depots. Further they have not cared to ascertain why the Small planters are not preferring to pool their coffee with the depots and suggest ways and means to attract the Small growers to the Pool Depot. Their set aim to get rid of the depots and bring in the Pool Agents in this sphere also.

## VI

The next ground on which the Sub-Committee has based its recommendation is economy in expenditure, though they have stated that it is not their primary aim. They have said so, because, if they seriously take up economising the expenditure there are so many other places where they have to look into. They have soft peddled this issue. (After all a little money that will be saved by retrenching the Class III and Class IV staff will be more than nullified by the creation of new posts of officers.) Hence, the apologetic attitude of the Sub-Committee. The following table gives the expenditure under various heads incurred by the Marketing department of the Coffee Board :

	1958-59	1959-60
	Rs.	Rs.
Agency remuneration (Pool Agents)	23,45,000	24,50,000
Insurance	3,80,000	3,00,000
Storage charges and Transport and Marketing	14,25,000	17,02,350
Remuneration on Sales Proceeds.	11,40,000	*5,40,000
<i>Pay and Allowance :</i>		
Class I	4	
Class II	14	1,48,439
Class III	401	
Class IV	246	11,52,698
		12,91,733
<i>T.A. On :</i>		
Class I	4	
Class II	14	27,986
Class III	401	
Class IV	246	95,188
		97,070

\*(The steep reduction in this item of expenditure is because of a change in procedure in accounting. For the curers, however, there is no real change in overall remuneration)

The above table shows that the entire salary and T.A. of the Class III and Class IV staff is only a small fraction of the entire expenditure of the Marketing Department. About 18 Class I and Class II officers clear nearly 2 lakhs of Rupees as salary and T. A.

But the major expenditure is on agency remuneration storage charges and remuneration on sale proceeds paid out to a few big capitalists. In-deed these big capitalist houses are the real beneficiaries in the coffee industry. They eat away the entire cream. Apart from the above things they also get curing charges. The Plantation

Inquiry Commission had recommended that the curing houses should be taken over by the Coffee Board itself. This would considerably lessen the expenditure on these heads and relieve the planters from the Iron grip of monopoly capital. The Coffee Board and the Government have chosen to completely ignore this recommendation. On the contrary they have allowed the monopoly capital to further strengthen its fold on the industry by more firmly entrenching as Coffee Curers and Pool Agents. Utilising this position a few monopoly business houses have developed extensive money lending to the planters and also have more or less monopolised the supply of estate needs such as Fertilisers and Insecticides. Whether there is crisis in the industry or not these monopoly business houses continue to increase their super profits. Foreign interest are the major partners of this monopoly group. If at all any economy should be effected, it is here that the Board, the Government and the planters should look. It is strange that the monopoly capitalist sector thrives with all these favours even though our Government's declared policy is to take *our country towards a socialistic society*. Even now it is not too late to accept the advice of the Plantation Inquiry Commission to take over the curing houses and provide estate supplies to the planters through the Co-operative societies at reasonable rates.

#### VII

The Sub-Committee has made another recommendation which is extremely dangerous to the just interests of the employees of the Board. They have suggested that while effecting retrenchment they should screen the employees and retain only those that are allegedly suitable. In the words of the Sub-Committee itself "All eligible incumbants should be screened strictly on merit to fill in

the posts in the reorganisation set up". This will enable the Board to ignore the seniority of the employees on the plea of merit. *The employees should carefully note the mischievous possibilities of this particular recommendation.*

The Sub-Committee has also suggested that employees who have attained the age of 50 years or who have put in a service of 25 years should be sent home. This is also an unjust suggestion. Even the Government has fixed retirement age at 55 years. The Sub-Committee does not want even to follow the procedure followed by the Government when it is a question of sacking employees to suit vested interests.

#### VIII

The employees of the Board cherish the interests of the industry more than anybody else. They are always ready to make any sacrifice in case of need. The Sub-Committee report is objectively reviewed here and the view point of the employees placed before all concerned with a sincere desire that the same will receive just consideration. The employees are determined to obtain justice and do not want that they should be made scapegoats in this whole issue. The employees appeal to all the authorities concerned to exercise utmost caution While trying to implement the recommendations of the Sub-Committee and give up the question of retrenchment altogether.

K. RAMDAS, B.Sc., B.L.  
President  
I. C. B. E. A.

# Indian Coffee Board Employees' Association

(Registered under Indian Trade Union Act)

BANGALORE-20

152, III Cross, Nehrunagar

Date 10-8-61

Ref. 64

The General Secretary,  
All India Trade Union Congress,  
4, Ashoka Road,  
New-Delhi.

A. I. T. U. C.

I. R. No. 204 Date 10-8-61

File No. Replied on.

Dear Sir,

We are enclosing herewith the correspondence taken place between the Government of India and the Association.

We have not heard anything from the Government to our preliminary memorandum.

We request you to please take necessary action and help us.

Any information which you may require will be furnished.

Our sincere thanks,

Yours faithfully,

*Ramachandra Murthy*  
Secretary.

INDIAN COFFEE BOARD EMPLOYEES' ASSOCIATION.  
POST COPY OF THE TELEGRAM.

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Ref: Coffee Board's re-organisation scheme Stop  
Employees not consulted Stop Apprehend Large scale  
retrenchment Stop Pray consultation with Association  
before decision.

Secretary,  
Indian Coffee Board Employees' Association.

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"True Copy"

No. PHI. Dy. 1678/61  
Government of India  
Ministry of Labour & Employment

Dated New Delhi, the  
20 JUN 1961.

Office Memorandum.

Subject:- Apprehended retrenchment of employees  
of Coffee Board.

The undersigned is directed to forward herewith a copy of telegram dated the 14th June, 1961 from the Coffee Board Employees' Association, for disposal.

Sd/- Balwant Singh,  
Under Secretary.

To

The Ministry of Commerce & Industry,  
Udyog Bhawan, New Delhi.

Copy to the Secretary, Coffee Board Employees' Association, Bangalore, with the request that further correspondence in the matter may kindly be had with the Commerce & Industry Ministry.

Sd/- Balwant Singh  
Under Secretary.

"True Copy"

152, 3rd Cross, Mehrunagar,  
Bangalore-20.

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4.7.1961.

To

The Secretary to the Govt. of India,  
Ministry of Commerce & Industry,  
New Delhi.

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EXPRESS

NEW DELHI

REFERENCE TELEGRAM DATED FOURTEENTH JUNE ON COFFEE  
BOARDS REORGANISATION SCHEME STOP ASSOCIATION SENDING  
MEMORANDUM TOMORROW ADVISE BOARD TO SUPPLY COPY REPORT  
ON REORGANISATION. SECRETARY

Post Copy

"True Copy"

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No.9(19)Plant(B)/61  
Government of India  
Ministry of Commerce and Industry  
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New Delhi, the 6th September, 1961

The Secretary,  
Indian Coffee Board Employees' Association,  
152, III Cross, Nehru Nagar,  
Bangalore-20.

Subject: Reorganisation Scheme of Coffee Board  
and apprehended retrenchment.  
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Sir,

With reference to your Memorandum No.56, dated the 5th July, 1961 to the Minister of Commerce and Industry, I am directed to say that the Report of the Re-organisation Sub-Committee in respect of the Marketing Department is under consideration in the Coffee Board. A full picture of the Organisational set up to be evolved in the Marketing and Propaganda Departments can be had only after the Sub-Committee has submitted its Report on the Propaganda Department also. Before the Board takes a final decision on the recommendations it is premature to say whether any retrenchment will have to be resorted to and if so, to what extent.

2. As the Report of the Sub-Committee is of a Confidential nature, it is regretted that a copy of the same cannot be supplied to you.

Yours faithfully,

sd/

D.Sandilya  
Joint Secretary to the Government of India.