

Resolutions from All India Railways Junior Supervisors Association and NCCRS and AIRF

This PDF file is a full scan of folder with letter to Mr. L.N.Mishra, India's Railway Minister; text of resolutions passed at regional and national level deliberations of unions and staff associations, regarding recommendations of the third Pay Commission regarding job designation of 'Mistri' [Mechanics] as junior supervisors and its implications for pay; the resolution demands equal treatment with other public sector employees, a revision of pay structure of class III and IV employees, and demands bonus of 8,33 percent and questions doing away with housing provisions for certain employees, Fresh job analysis and training, regularisation of casual or temporary workers etc

PDF File

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(11) 1

18.8.1973.

Respected Misraji,

I enclose the important resolutions passed unanimously, in the 3rd A.G. Meeting of the A.I.R.J.S.A. held at 'Agarwal Bhawan', Arya Nagar, Gorakhpur on 17th and 18th August 1973.

I strongly feel that this category of supervisors in the various Engineering, Mechanical, C&W, S&T Communication Bridge and electrical branches of the Railways have been neglected for long, mainly due to poor representations before the tribunals C.P.C. and other committees set up by the Government for proper appraisal of grievances and demands of Railwaymen.

I have deeply gone through their deliberations in the said meeting and feel that the demands put forward by the category of Mistry Gr.I for change in designation as Junior Supervisors and cent percent upgradation to the post of Chargeman 'C' as per judicious interpretation of Myabhoj Tribunal appear to be cogent and justified in the context of today's man-management.

Since the workers desire that your personal touch in the matter can help them to a great extent, I would urge upon your goodself to very kindly extend your helping hand to redress the grievances of Mistry Gr.I.

With regards,

Yours sincerely,

Encl. Resolution
Dt. 18.8.73.

Sd/- Narsingh Narain Pandey,
M. P.
President. AIRJSA.

Shri L. N. Misra,
Hon'ble Rly. Minister,
New Delhi.

Copy to the Chairman, Rly. Board, Member staff, Rly. Board, New Delhi for information and necessary action.

Heading of Resolution.

In the third Annual General Meeting of all India Railway Junior Supervisors Association held under the Presidentship of Sri Ekram, a recognised leader, at Agrawal Bhawan, Arynagar, Gorakhpur, from 17th to 18th August 1973, the following members were elected the Central Office Bearers to serve the Association during the year 1973-74 and in the said meeting the following resolutions were moved and unanimously adopted. Sri Narsing Narain Pandey M.P. (Local) had been pleased to grace the occasion as our chief Guest who has been elected the President of the Association.

Member elected as Central Office Bearers.

1.	Sri Narsingh Narain Pandey M.P.		President.
2.	" S.N. Paul	Liluah	Working President.
3.	" Moti Wazirani	Azmer	Vice-President.
4.	" P.B. Surker	Bombay	"
5.	" Anand Maharaj	Jamalpur	Gen. Secretary.
6.	" Raghunath Singh	Kandrapara	Jt. Gen. Secretary.
7.	" S.M. Banerjee	Jhansi	Asstt. Secretary.
8.	" D. Udh Nath Singh	GKP	"
9.	" Vishwanath Misra	GKP	Treasurer.
10.	" Narsingh Singh	Jamalpur	Org. Secretary.
11.	" Vishwanath Dixit	GKP	"

Resolutions moved and unanimously passed & adopted.

I. This meeting views with grave concern, the irrational recommendations of the 3rd pay commission about the Jr. Supervisors, now wrongly designated as Mistry Gr. I. It feels that stepmotherly treatment has been meted out by the C.P.C. to the junior supervisors which in turn would kill the incentive amongst this category who are primarily responsible for production on the shop floor and would further spoil the spirit of supervision amongst this vital category responsible for day to day working, manufacturing, repairing and work supervision of production in the Rly. workshop.

II. This meeting strongly protests against the delay in changing the designation of Mistry Gr. I to Jr. supervisor and it further demands that the proposed change in designation to be brought out immediately by redesignating the Mistry Gr. I as Junior supervisor.

III. This meeting views with grave concern the futile attempts of the Rly. Board to twist and misinterpret the recommendation of the Mia Bhoj Tribunal regarding upgradation of the posts of Mistry Gr. I to chageman Gr. 'C' and demands that as per letter and spirit of Mia Bhoj Tribunal decision, all the Mistries Gr. I, may the Jr. Supervisors of Indian Railways should be upgraded to the post of Chageman Gr. 'C' in the scale of Rs. 205-280 (AS) without any further stipulation and jugglery of words of the Rly. Board.

IV. This meeting feels with concern that the recommendation of 3rd C.P.C. is mostly experte which have very adversely affected the future carriers of the Mistry Gr. I and as such this meeting further feels that the case of the Mistry Gr. I has not been properly justified by other organisations before the 3rd pay commission. Therefore strongly demanded that all Junior supervisors attached with the Electrical, Mechanical, S&T Comm. Engineering Departments and C&W and Bridge Departments of Indian Railways, should be split into two groups only viz. Jr. Supervisors and Senior Supervisors. The formation of the group of Jr. Supervisors would consist the three present categories such as Mistry Gr. I, Chageman 'C' and C/M Grade (B) and allotment of scale of pay to this category of Jr. Supervisor should be Rs. 460-900/-.

V. This meeting also feels that all the accumulated injustice and poor recommendations of 3rd C.P.C. have cropped up, due to non-existence of the right of negotiation and as such it further demands the right for the negotiation for the collective bargaining including allotment of new scale of pay Rs. 460-900/- immediately effected for the justice and fair play.

VI. This meeting after careful consideration of the present temporary position in production control organisations in Rly. Workshops which has not yet been converted into permanent cadre

Draft resolution of the C.W. I. Meeting held at New Delhi between 13.11.73 & 14.11.73, as moved, discussed seconded, adopted and unanimously passed before the Hon'ble Deputy Minister for Rlys. at 1.30 P.M. on 15.11.73 in a deputation head by Anand Maharaj, General Secy. AIRISA as appointed by the President Sri B.N. Pandey, Jamalpur (Lok Sabha).

Resolution as moved and formed the shape of charter of Demand.

- Proposed - By Sri A. Maharaj, G.S. E. Rly/Jamalpur.
- Seconded - By Sri R.N. Singh, Jt. G.S./E. Rly/Kanchrapara.

Appropriate authorities may be approached for an early implementation of Rly. Tribunal Award 1969, with respect to the upgradation of the posts of Mistry Gr.I in scale of pay Rs.150-240/-(AS) to Chargeman 'C' in scale of pay Rs.205-280/-(AS).

Discussed, and unanimously adopted and passed for inclusion in the charter of Demand.

- 2. Proposed by Sri Vishwanath Mishra, C.T.(N.E.Rly./GKP).
- Seconded by Sri Vishwanath Dixit, Org. Secy. "

It was moved that the present allotment of Designation for this important category of Supervisory staff on the Rly. is confusing, authorities may be urged to change the designation from Mistry Gr.I to Junior Supervisor, amalgamating Chargeman Gr.'C', Chargeman 'B' with this category and allotting uniformal pay of Rs. 460/-900/-

Discussed all through, accepted and adopted and passed unanimously for inclusion in the charter of Demand.

- 3. Proposed by Sri S.M. Banerjee, Asstt. Secy. C. Rly., Jhansi.
- Seconded by Sri M.B. Mishra, Member, Bikaner.

It was further moved that due to non existence of the right of representation, and negotiation, this category has been ignored during the past 26 years of independance and left behind all categories, who were far far behind and inferior in respect of scale of pay and service condition.

Discussed in full strength and it was finally decided and passed unanimously that appropriate authority be urged to grant the right of negotiation, so that grievances of every nature be represented on and when occasion arises and warranted for the same and thus passed for inclusion in the charter of Demand.

- 4. Proposed by Sri R.N. Singh, Jt. Genl. Secy. E. Rly./KPA.
- Seconded by Sri S.S. Choudhary, Branch Secy. E/Rly/KPA.

It was moved that since the PCC was already confirmed with allotment of separate cadre by the Rly. Board in 1970, why the incumbent of the posts have not yet been confirmed, every step should be taken to represent this issue to get them be confirmed immediately.

Discussed this issue at large, every aspects were examined by the house, and were convinced that the administration is intentionally delaying the confirmation in order to help some of the shop staff to claim the posts and seniority in P.C.C.

It was timely decided that authorities on all Indian Rlys. be pressed to issue immediate order of confirmation of the incumbent of the posts in PCC.

Accepted for inclusion in the Charter of Demand unanimously.

5. Proposed by Sri M.B. Mishra, N.Rly. Bikaner.
Seconded by Sri J.N. Mishra, N.E. Rly/Gorakhpur.

It was further pointed out that with the introduction of incentive scheme in the Rly. work shop, the responsibilities of Supervisor in PCC have considerably increased. The Shop supervisor who are indirect worker are earning an average of Rs.150/- to 300/- p.m. as incentive bonus, whereas they being a counter part equally responsible for outturn is totally ignored. It was thus suggested that Rly.Board be threated to grant PCC allowance @ Rs. 30% of the Basic pay on gross, to compensate the difference of emoluments to the supervisors attached in the P.C.O.

The question was fully examined by the house, and views of Delegates present were obtained. The whole house were of opinion that a great injustice has been meted out with these Supervisory staff by not grant of any allowance in compensation for such a long time, and it was finally passed that Ministry of Rlys. be approached for an early grant of the P.C.O. Allowance which is under consideration of the Rly.Board since 1970.

It was noted with grave concern and included in the Charter of Demand.

6. Proposed by Sri S.P.Singh, Branch Secy.N.Rly/CB/LKO.
Seconded by Sri Nawrang Singh, Asstt.Secy., Izet Nagar.
N.E. Rly.

On a close study of the third CPC it was felt that recommendation were unrealistic and undemocratic in as much as where the present grade were rationalised from 800 to 80. A new grade of Master craftsman has been created and new but higher scale of pay Rs. 425-640/- were allotted with risk and responsibilities of work where as Rs.380/- 560/- has been allotted to this Supervisory staff, who are not only a Master Craftsman, but a actual, physical and Master in supervisor of work as they have gathered the skill of their own labour and acquired so much arts and skill that they can teach even the best Engineers.

It was reiterated that Rly. Minister be approached of this discriminatory policy of the third CPC and urge him to reconsider the position and rectify the same in such wrong and irregular allotment.


Discussed in detail, and passed for the inclusion in the Charter of Demand, and allotment of new scales of pay Rs.460/- 900/- p.m.

7. Proposed by Sri Anandi Maharaj, G.S./E.Rly/JMP.
Seconded by Sri Harsingh Shaw, Org. Secy./E.Rly/JMP.

It was regretted that Rly.being the large industrial cum commercial concerned of the country should adopted employees bonus scheme with other industries and 8.33% bonus should be

a copy of to the Rly. Minister for immediate rectification of error, and avoidance of recurrence if any. Accordingly letter No. AIR,ISA/Central/Report/73/51 dt. 18.11.73 has been sent to the G.M., C. Rly. Sincunderabad & copy to the SAE, Jhansi and this item included in resolution and presented before the Hon'ble Rly. Minister for consideration and necessary direction control.

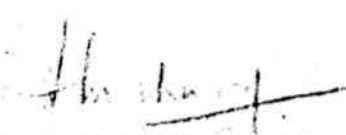
The meeting WM thus concluded with the thanks to the chair and all the above items included in the charter of demand and forwarded to all concerned for their needful action.


(Anandi Maharaj)
General Secretary,
A.I.R., J.S.A.
H.C. E. Rly. Workshop, Jamalpur
Gate No.6
P.O. Jamalpur, Dist: Moughyr
(Bihar).

Copy for information and necessary action, record and guidance of the Rly. Minister, President, AIR, J.S.A. 188 North Avenue, New Delhi.

Copy to: - All General Managers of Indian Railways.

Copy to: - All Zonal & Branch Secretaries.


(Anandi Maharaj)
General Secretary.

George Fernandes,
President.

(110)

AIRF, 16- B(V) PAF

March 4, 1974.

Dear Dr. Verma,

Enclosed is the copy of a resolution adopted at the National Convention of the Railwaymen. The resolution is self-explanatory. A Press Note on the Convention is also enclosed.

I would appreciate it if you were to have this resolution placed before the Governing Body or the ensuing Annual General Body of your Federation. I am seeking the support of your Federation in the railwaymen's struggle for justice.

If you need any further information, please do write.

With kind regards,

Yours fraternally,

Encl: as above (2)

George Fernandes

Dr. S.S. Verma,
Vice-President,
Federation of Railway
Officers Associations,
New Delhi.

ALL INDIA RAILWAY EMPLOYEES CONFEDERATION

(The Federal Body of all Category, Departmental and Service Associations and Unions on the Indian Railways)

President :

K. P. Ramaswamy.

Secretary General :

N. S. Bhangoo

Secretary Finance :

R. R. Sharma



Office :

43/12, Rly. Colony,
Kishan Ganj, DELHI-7.

Date...21st..Feb...74.

Com. George Fernandes,
President,
All India Railwaymen Federation,
Babar Road,
New Delhi.

Dear Comrade,

Thanks for your letter of invitation dated 19th Feb., 74 to attend the National Convention of Railwaymen to be held in Delhi on 27th Feb., 74.

The Confederation which is always for a broader unity among the Railwaymen., and welcome your idea of this convention for the said purpose.

I am extremely happy to inform you that the Confederation has decided to send a delegation of the Confederation and its Constituent Associations to participate in the Convention.

I am enclosing herewith a copy of resolutions passed in the Spl. National Convention on 16th. and 17th. February. 1974 at Madras where all organisations including yours were invited to chalk out the struggle programme for the achievement of the basic pressing demands. You are requested to study ^{it} carefully and try to ~~synchronise~~ synchronise any near future struggle programme with this so as to achieve the real unity and demands of the railwaymen.

With greetings,

Yours fraternally,

(N. S. Bhangoo)
Secretary General.

....

This convention therefore demands that the All India Railway Employees Confederation, which is the true and real representative of the railwaymen should be given its rightful place and properly consulted in the interests of restoring industrial peace and to put the labour relations in railways on a sound and firm footing.

This convention also demands that in implementing the principle of 'One union one industry' on railways, the bargaining agent must be decided through secret ballot in which all employees should participate.

4. The following charter of demands of the Railwaymen were placed before the authorities concerned on various occasions but there is no sign of redressal.. This convention, in order to achieve these demands peculiar to the railwaymen and to focus the attention of the Railway Administration and the Government of India is compelled to decide the following trade union action.

- i) Mass Rally at Zonal and Divisional levels on 2nd. April and presentation of memorandum to the railway Minister through the respective authorities.
- ii) To go on work to rule campaign from 0.00 hours from 14/15th. April, 1974 for 30 days.
- iii) Cessation of work if these demands are not conceded by the end of the "Work to Rule" campaign.


CHARTER OF DEMANDS

- 1. Revision of pay structure of Class-III and IV employees on the basis of need based minimum wage as per the norms laid down by the 15th. ILC through bipartite negotiations.
- 2. Minimum 8.33 % bonus to railwaymen.
- 3. Cent per cent point to point neutralisation of the rise in cost of living index of railwaymen.
- 4. Weightage of service in the revised scales by means of point to point fixation.
- 5. Supply of essential commodities to the Railway employees at subsidised rates under the direct responsibility of the railway administration.
- 6. Confirmation of all temporary staff and decasualisation of casual labour.
- 7. Reclassification of workers under the H.O.E.R.
- 8. Fresh job analysis and formation of yard sticks.
- 9. Political rights to railwaymen including the right of contest in elections.
- 9a) Parity of pay scales of Zonal railway stenographers with railway Board stenographers and opening channels of promotion for zonal railway stenographers.

Contd.....3..

(53) (6)

10. Repeal of all black laws against labour movement and withdrawal of all victimization of workers for Trade Union activities.
 11. Full Trade Union rights to railwaymen.
 12. Reservation of 40 % of Class-III and IV posts and 10 % of gazetted posts to children of serving and retired railway employees.
 13. 96 % upgradation to Ministerial staff on railways with uniform working hours and machine allowance to Typists.
 14. Change of designation of commercial clerks as commercial masters;
 15. Classification of ticket checking staff as Running Staff for all purposes.
 16. Extension of factories Act to the Loco Sheds.
 17. Gradewise leave reserve with higher percentage for S.Ms and ASMs.
 18. Trains clerks to be brought on par with other categories of clerks for all purposes.
 19. 60 % upgradation of C&W staff.
 20. Promotion of Class-IV staff to class III within eight years of service.
 21. Implementation of uniform yardstick for Signal & Telecom. staff throughout all the railways.
 22. Half last pay drawn as pension.
 23. Encashment of leave facility.
 24. Scrap ban on recruitment and provision of adequate complements of staff.
 25. Promotion strictly according to seniority.
 26. Increase in leave reserve quota for lowermen and switchmen from 20% to 30% and avenue of promotion to the categories of guards, commercial clerks etc. etc.
 27. Protection of pay and rank to medically decategorised staff without disturbing the normal avenue of promotion of other categories.
 28. Proper job analysis of yard and cabin staff.
 29. Gradewise leave reserve for all categories of staff.
5. The convention hereby resolved to nominate an Action Committee comprising of President and General Secretary of the Confederation and President/Working President and General Secretary of all the constituent associations. This committee is vested with the powers to launch the movements and to arrive at settlements, if any.


(N. S. Bhargoo)
SECRETARY GENERAL

(115) A

TELEPHONE: 40047

TELEGRAM: RAILWAYMEN

NATIONAL COORDINATION COMMITTEE FOR
RAILWAYMEN'S STRUGGLE.

125-B, Bebar Road,
Railway Quarters,
New Delhi.

No. NCC/1/74

Dated March 14, 1974.

Dear friend,

The enclosed resolution was adopted by the National Convention of Railwaymen held at New Delhi on February 27, 1974. The Convention was attended by over 2000 delegates from about 100 unions and associations of railwaymen.

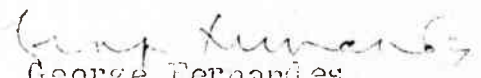
The resolution is self-explanatory. I do not have to emphasise that should a settlement on the demands of railwaymen as outlined in the resolution of the Convention fail to emerge by April 10, 1974, a general strike of 20,00,000 railwaymen would become inevitable from any day thereafter.

Needless to say we want to avert the strike and arrive at an amicable settlement on the demands. Unfortunately, the Railway Ministry has been unhelpful in this matter, and has refused to negotiate on these demands even though they were first forwarded to the Railway Board by the All India Railwaymen's Federation on November 8, 1973.

I am now requesting you to use your influence with the Government to persuade the Railway Ministry to open talks with us on the demands contained in the resolution.

With regards,

Yours sincerely,


George Fernandes
Convener

Encl: as above.
(a copy of
resolution)

National Coordination
Committee for Railwaymen's
struggle.

(115) B.

**RESOLUTION ADOPTED AT
NATIONAL CONVENTION OF RAILWAYMEN HELD AT
DELHI ON 27TH FEBY., 1974**

The National Convention of Railwaymen is gratified to note the emerging unity of purpose and action among railwaymen as symbolised by this convention through the many mass actions conducted by railwaymen in recent times in support of their long pending demands.

The convention would like to emphasise that only through lasting unity and effective action would railwaymen be able to fulfil their role as the vanguard of the working class movement in India, even while securing the over-due improvement in their working and living conditions.

The Convention is concerned at the failure of the Railway Ministry to bring about a settlement of the various general and Sectional demands of railwaymen, more particularly, demands relating to wages, dearness allowance, bonus, decasualisation of casual labour and provision of adequate and subsidised foodgrains and other essential commodities to Railwaymen. While the Railwaymen quite justifiably expect the Railway Ministry to concede their demand for a need-based minimum wage, the least the Railway Ministry should have done was to concede the Workers' demand for parity in wages with the public sector undertakings of the Government of India.

The Convention rejects the argument advanced in certain quarters that the Railways cannot afford to meet the workers' demands as that would entail additional financial burden on the Railways. While there is tremendous scope to avoid wastage and introduce economies on the railways and in the process find financial resources to meet the workers' legitimate demands it is the height of absurdity to suggest that paying to the railwaymen wages equal to those available to workers in other public sector enterprises would mean an increase in the railway fares and freight rates.

The Convention would like to point out that the last time the railwaymen's salaries/wages were revised was following the recommendations of the II Pay Commission in 1959 and in the intervening fifteen years, railways fares and freights have been revised upwards at least seventeen times without providing for any revision in the wage structure of railwaymen. If Dearness allowance has been revised it was only to compensate for the rising prices due to the failure of the Govt. to hold the price line, and even there, the inadequate neutralisation has resulted in actual reduction of the real wages of railway employees. According to the III Pay Commission, between 1960 & 1979, the real earnings of an LDC on the Rlys. have come down by 10%, of a UDC by 18%, of an 'A' Grade Rly. Driver by 22%. Between 1972 and 1974 there has been a further erosion in the real earnings of railwaymen due to the enormous increase in the prices of all essential goods. The fact is that railwaymen are today poorer than what they were 14 years ago.

The Convention hereby calls upon the Rly. Ministry to forthwith concede the following urgent and common demands of railwaymen :

- (a) All Railwaymen be treated as industrial workers with full trade union rights including the right to negotiate.
- (b) The working hours of Railwaymen shall not exceed eight hours per day.
- (c) There shall be job evaluation of all railwaymen through a scientific system to be followed by their reclassification and regradation with the need-based minimum wage as the wage for the lowest-paid worker.
- (d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in Central Undertakings. Viz. HMT, BHEL, HSL, HAL, etc.

2. Dearness allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six month period.

3. Bonus at the rate of one Month's wages for the years 1971-72 and 1972-73.

4. Decasualisation of all casual railwaymen and their confirmation in service with all benefits given to them with retrospective effect.

5. Adequate and subsidised foodgrains and other essential commodities through departmentally-run shops.

6. All victimisation cases should be withdrawn.

The Convention calls upon the Rly. Ministry to open negotiations on these demands and arrive at a settlement thereon by April 10, 1974.

The Convention serves an ultimatum on the Railway Ministry that if a settlement on these demands is not forthcoming by that date, the railwaymen will consider themselves free to resort to an indefinite general strike with effect from any date thereafter.

The Convention resolves that for the implementation of the resolution and for achieving the above-mentioned demands a Coordination Committee consisting of representatives of all railwaymen's Organisations, whether industrial or categorywise be formed with the President of the AIRF as the Convener.

The Convention urges all participating organisations to form Coordinating Committees at every possible level and to observe a Demands Week from April 2 to 8, 1974 under the joint auspices of these Committees.

The Convention calls upon the railwaymen to unite as never before and to forge the necessary sanctions to compel the Railway Ministry to settle the demands of the railwaymen. It warns the railwaymen to beware of forces that may try to sabotage this great effort at united action.

Railwaymen, more than any other section of people, are aware of the implications of a railway strike on the nation's economy. They are also fully conscious of the inconvenience that is caused to the people when the railways grind to a halt.

The Convention wants to emphasise that if railwaymen are today compelled to take the decision for a strike it is only because the Railway Administration has created a situation in which no other alternative offers itself for the railwaymen to bring about a settlement of their legitimate demands.

The Convention hopes that the emerging unity of action among railwaymen will open the eyes of the Railway Administration to the realities of the situation and force them to concede the legitimate demands of the workers. Should, however, a strike become inevitable, the Convention appeals to the working people, youth, students and the rural masses to support the workers' just struggle and at the same time exert pressure on the Government to meet the Workers' demands.

(99)

George Fernandes,
President.

AIRF/

March 4, 1974.

Dear Dr. Verma,

Enclosed is the copy of a resolution adopted at the National Convention of the Railwaymen. The resolution is self-explanatory. A Press Note on the Convention is also enclosed.


I would appreciate it if you were to have this resolution placed before the Governing Body or the ensuing Annual General Body of your Federation. I am seeking the support of your Federation in the railwaymen's struggle for justice.

If you need any further information, please do write.

With kind regards,

Yours fraternally,

Encl: as above (2)


George Fernandes

Dr. S.S.Verma,
Vice-President,
Federation of Railway
Officers Associations,
New Delhi.

George Fernandes,
Convener.

(21)

NATIONAL COORDINATION COMMITTEE FOR RAILWAYMEN'S STRUGGLE

125/E, Babar Road, New Delhi.

NCC/1/74

March 4, 1974.

Dear Mr. Mishra,

Enclosed is the copy of a resolution adopted at the National Convention of Railwaymen on February 27, 1974. The resolution is self-explanatory.

May I request you to take the necessary steps to bring about a settlement on the demands contained in the resolution? Please note that failure in this regard will mean an indefinite general strike on the Railways which we are keen to avoid.

With kind regards,

Yours sincerely

Encl: as above.

George Fernandes

Mr. L.N. Mishra,
Minister for Railways,
Rail Bhavan,
New Delhi

AIRF

All India Railwaymen's Federation

126/E, BABAR ROAD, NEW DELHI-1



90 A

NATIONAL CONVENTION OF RAILWAYMEN.

The National Convention of Railwaymen is gratified to note the emerging unity of purpose and action among railwaymen as symbolised by this convention through the many mass actions conducted by railwaymen in recent times in support of their long pending demands.

The convention would like to emphasise that only through lasting unity and effective action would railwaymen be able to fulfil their role as the vanguard of the working class movement in India, even while securing the over-due improvement in their working and living conditions.

The Convention is concerned at the failure of the Railway Ministry to bring about a settlement of the various general and Sectional demands of railwaymen, more particularly, demands relating to wages, dearness allowance, bonus, decasualisation of casual labour and provision of adequate and subsidised foodgrains and other essential commodities to Railwaymen. While the Railwaymen quite justifiably expect the Railway Ministry to concede their demand for a need-based minimum wage, the least the Railway Ministry should have done was to concede the Workers' demand for parity in wages with the public sector undertakings of the Government of India.

The Convention rejects the argument advanced in certain quarters that the Railways cannot afford to meet the workers demands as that would entail additional financial burden on the Railways. While there is tremendous scope to avoid wastage and introduce economics on the railways and in the process find financial resources to meet the workers' legitimate demands, it is the height of absurdity to suggest that paying to the railwaymen wages equal to those available to workers in other public sector enterprises would mean an increase in the railway fares and freight rates.

The Convention would like to point out that the last time the railwaymen's salaries/wages were revised was following the recommendations of the II Pay Commission in 1959, and in the intervening fifteen years, railways fares and freights have been revised upwards at least seventeen times without providing for any revision in the wage structure of railwaymen. If Dearness Allowance has been revised it was only to compensate for the rising prices due to the failure of the Govt. to hold the price line, and even there, the inadequate neutralisation has resulted in actual reduction of the real wages of railway employees. According to the IIPAC Commission, between 1960 & 1970, the real earnings of an LDC on the Rlys. have come down by 10%, of a UDC by 18%, of an 'A' Grade Rly. Driver by 22%. Between 1972 and 1974 there has been a further erosion in the real earnings of railwaymen due to the enormous increase in the prices of all essential goods. The fact is that railwaymen are today poorer than what they were 14 years ago.

The Convention hereby calls upon the Rly. Ministry to forthwith concede the following urgent and common demands of railwaymen:

(a) All Railwaymen be treated as industrial workers with full trade union rights including the right to negotiate.

(b) The working hours of Railwaymen shall not exceed eight hours per day.

(c) There shall be job evaluation of all railwaymen through a scientific system to be followed by their reclassification/gradation with the need-based minimum wage as the wage for the lowest-paid worker.

(d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in the Central Undertakings, viz. HMT, BHEL, HSL, IAL, etc.

2. Dearness allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six month period.

3. Bonus at the rate of one Month's wages for the year 1971-72 and 1972-73.

4. Decasualisation of all casual railwaymen and their confirmation in service with all benefits given to them with retrospective effect.

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6. All victimisation cases should be withdrawn.

The Convention calls upon the Rly. Ministry to open negotiations on these demands and arrive at a settlement thereon by April 10, 1974.

The Convention serves an ultimatum on the Rly. Ministry that if a settlement on these demands is not forthcoming by the date, the railwaymen will consider themselves free to resort to an indefinite general strike with effect from any date thereafter.

The Convention resolves that for the implementation of this resolution and for achieving the above-mentioned demands a Coordination Committee consisting of representatives of all railwaymen's Organisations, whether industrial or category-wise, be formed with the President of the AIRI as the Convener.

The Convention urges all participating organisations to form Coordinating Committee at every possible level and to observe a Demands Week from April 2 to 8, 1974 under the joint auspices of these Committees.

The Convention calls upon the railwaymen to unite as never before and to forge the necessary sanctions to compel the Rly. Ministry to settle the demands of the railwaymen. It warns the railwaymen to beware of forces that may try to sabotage this great effort at united action.

Railwaymen, more than any other section of people, are aware of the implications of a railway strike on the national economy. They are also fully conscious of the inconvenience that is caused to the people when the railways grind to a halt.

AIRF

All India Railwaymen's Federation

125/E, BABAR ROAD, NEW DELHI-1



- 3 -

The Convention wants to emphasise that if railwaymen are today compelled to take the decision for a strike it is only because the Railway Administration has created situation in which no other alternative offers itself for the railwaymen to bring about a settlement of their legitimate demands.

The Convention hopes that the emerging unity of action among railwaymen will open the eyes of the Railway Administration to the realities of the situation and force them to concede the legitimate demands of the workers. Should, however, a strike become inevitable, the Convention appeals to the working people, youth, students and the rural masses to support the workers' just struggle and at the same time exert pressure on the Government to meet the Workers' demands.

ALL INDIA RAILWAY EMPLOYEES CONFEDERATION.

CENTRAL OFFICE:-
43/12, Railway Colony,
Kishanganj,
Delhi-7.

The following are the resolutions passed by the Special National Convention of the All India Railway Employees Confederation held at MADRAS from 15th. to 17th. February, 1974.

1. The convention discussed and ratified the decisions of the CWC held during October, 1973 at Secunderabad regarding the direct confrontation with the Government and broad-based unity with other Central Government Employees Unions to achieve the basic demands which were denied to us through the Pay Commission's recommendations and the Government's Decisions thereon.

A stock of the developments since then on the part of the various organisations of the Central Government Employees in general and Railwaymen in particular was taken into consideration. To launch a united struggle by all the Central Government Employees in this direction, numerous unity efforts are being made which is welcomed by the convention. This special convention reiterates their last CWC decisions and once again resolve to forge broader unity for the united struggle and achievements of the basic demands.

2. The convention condemns a large number of victimisations of the leaders and the active workers of the Confederation and the constituent units for Trade Union activities in the form of action under D.I.R, chargesheets and punitive transfers etc. This convention strongly demands immediate withdrawal and cancellation of such actions and orders aimed at suppressing the legitimate Trade Union rights of the workers. Immediate withdrawal of victimisation is demanded in the cases detailed in the Annexure 'A'.

3. The Railway Minister having taken a serious note of the endless strikes and agitations that have been taking place every day in the Railways had come out with a statement in the Parliament in December last that he would introduce a new approach in the labour relations in order to place them on a sound footing and that he would call for a joint meeting for this purpose of all recognised unions and associations of railwaymen. However, he had ignored the unrecognised unions and associations presumably under pressure from the vested interests. The railway Minister has stated in the said convention that he wanted three to four years time to create the necessary atmosphere to implement the principle of 'One union one industry' in respect of railways.

This convention is of the considered opinion that unless concerns upon this issue is developed urgently, the chaotic conditions already prevailing in the railways causing heavy damage and dislocations to public service would go from bad to worse.

Contd.....2..

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