

STRIKE RESOLUTION PASSED AT THE ANNUAL GENERAL BODY
MEETING OF THE WESTERN RAILWAY EMPLOYEES' UNION AT
BHAVNAGAR ON 20th - 22nd NOVEMBER 1973.

This convention of the Western Railway Employees' Union is of the firm opinion that Govt's decision on the recommendations of the Third Pay Commission, falls far short of the just and legitimate demands of Railwaymen, and adds insult to the injury.

The recent settlement of Wage Disputes in the Bharat Heavy Electricals(Public Sector) and the Cement Industry (Private) arrived at the instance of Government, provides for a minimum wage of Rs.294/- and Rs.318/- respectively; Similar Wage Settlements and Awards have been made in Banks, MMTC- again at the intervention and guidance of Government. This dual policy of Government. One aimed at the encouragement to the Public and Private Sectors' employees and the other of restraint and denial of justice to Railwaymen - is aimed at a purposeful discrimination against Railwaymen.

This Convention of WREU, categorically rejects the Government's decision on the Recommendations of the Third Pay Commission.

Having explored all available channels of negotiation and having failed to secure justice for the Railwaymen, this Convention of WREU, hereby endorse the Resolution of on Strike passed by the All India Railwaymen Federation at Secunderabad on 18th September 1973 for achievement of the following demands:-

1. Re-structuring of all the Pay scales providing Need-based Minimum wage in accordance with the principles of the 15th Indian Labour Conference formula.
2. Provision of subsidised grain-shops.
3. Payment of 'BONUS' to all Railwaymen.
4. Full neutralisation of Dearness by a periodic review every six months on a rise of 4 points in the All India Consumer Price Index.
5. Point to point fixation in the new scales, so as to ensure reflection of Seniority (weightage of service) in the new scales of pay.
6. These demands should be given effect from 1-3-70 for all purposes including the Payment of arrears.
7. Speedy settlement of all other outstanding demands and disputes of Railwaymen pending at various levels viz. PNM, JCM, Tribunal etc.

Continued 2/-

This Covention of W.R.E.U. directs all Branches and active Workers to start collection of 'STRUGGLE FUND' of Rupees Five Lakhs so as to ensure the sucess of an indefinite Strike of Railwaymen commencing from 6 O'clock on 27th February 1974.

This Covention appeals to all Railwaymen on the Western Railway to unite in the Struggle for the betterment in service conditions of entire community of Railwaymen.

This Covention further authorises the President and the General Secretary of W.R.E.U. to serve notice of Strike under the Provisions of the Industrial Disputes Act with a view to withdrawal of Labour on an from 6 O'clock of 27th February 1974 to all concerned and take any action necessary in this connection.

RESOLUTION ADOPTED BY THE ANNUAL
CONVENTION OF THE AIRF AT
SECUNDERABAD IN ITS MEETING ON
15th - 19th OCTOBER, 1973.

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This Annual Convention of the All India Railwaymen's Federation (AIRF) meeting held in Secunderabad from 15th to 19th October, 1973, having given careful serious consideration of Government's decision announced last week is fully and firmly convinced that Government had no serious intention of making any substantial improvement in the recommendations of the Pay Commission so as to satisfy the minimum and legitimate demands and aspirations of Railwaymen. The AIRF had, with constraint, agreed to negotiate with Govt. through the forum of the Joint Consultative machinery (JCM), so as to provide one more opportunity to Govt. to gauge the serve frustration and discontentment prevailing in their ranks over the inadequate, irrational and retrograde recommendations of the Commission and to take appropriate measures to remedy them. Instead, Govt. utilised this opportunity for buying time, delaying its decision and to put forth a totally unacceptable proposal for the arrears in the Provident Fund. The Convention notes with serious concern the embittered feelings amongst railwaymen over this episode and Government's decision thereon.

This Convention categorically rejects Govt.'s decision on the recommendations of the Pay Commission. The AIRF makes it clear and unequivocal that no quantification which is not been on the 15th ILC Formula will be accepted by it. The recent settlement of wage disputes in the Bharat Heavy Electricals (Public Sector) and the Cement Industry (Private Sector) which have been arrived at the instance of Govt., provided for a minimum wage of Rs.294/- and Rs.318/- respectively. Similar wage settlement and awards have been made in Banks, MMTC, again on Govt.'s intervention and guidance. This dual policy of Govt., one aimed at encouragement to the Public and Private Sectors and the other of restraint and denial to Railwaymen, is aimed at a purposeful discrimination against railwaymen. The AIRF having abandoned all hopes of a settlement on the basis of Govt.'s promises and policies decides to resort to strike action for achievement of the following demands on 27th February, 1974 from 6.00 A.M.:

1. Restructuring of the Pay scales providing Need-Based Minimum Wage in accordance with the principles of the 15th Indian Labour Conference Formula.
2. Provision of subsidised Grain Shops.
3. Payment of Bonus to all Railwaymen.
4. Full Neutralisation of Dearness Allowance after a periodic review of 6 months on a rise of 4 points in the All India Average Consumer Price Index.
5. Point to point fixation so as to ensure reflection (of the weightage) of service in the new scales of pay.

6. Retrospective effect of the recommendations of the Third Pay Commission from 1.3.1970 for all purposes including the payment of ~~xx~~ arrears.
7. Speedy settlement of all other outstanding demands and disputes of Railwaymen pending at various levels, viz. PNM, JCM, Tribunal, etc.

The Covention invites the attention of Railwaymen, particularly, that the achievement of the above concretised demands calls for the firm determination and maximum mobilisation of all their energies and efforts. This attitude must now cease and Govt. must be made to realise that Railwaymen "will not permit any such situation to continue any longer which subjects them to injustice and discrimination.

This meeting also decides to hold a Covention of all Trade Union Organisations of Railwaymen (Excluding NFIR) and other Central Govt. Employees and Central Trade Unions Organisations by November, 1973, to bring about Coordination of action for the success of the Strike.

This Covention directs its affiliated unions to collect a Struggle Fund of Rupees Two Lakhs (Rs.2 lakhs) each by the 31st December, 1973, so as to ensure the success of an indefinite strike action.

In order to review the situation and decide the future course of action in consonance with the date of Strike i.e. 27th February, 1974, this Covention directs the Working Committee to meet not later than the first week of January, 1974.



MADRAS POSTAL ACCOUNTS ASSOCIATION

(RECOGNISED BY THE GOVERNMENT OF INDIA)

3337
27/11
33, COMMANDER-IN-CHIEF ROAD, EGMORE, MADRAS-600008



Dated 23rd April, 1974.

RESOLUTION.

This meeting of the members of the Madras Postal Accounts Association endorses fully and supports in entirety the basic demands of the Railway Employee which are common to all Central Employees, and congratulates the Railway Comrades who have resolved to launch an indefinite industrial action to achieve these legitimate demands. This meeting feels strongly that the other sections of the Central Employees should join hands with the Railway Comrades and fight together in realising the demands for all.

The basic demands of a need-based minimum wage, as in force in Public Sector Undertakings, a rational Dearness allowance formula to neutralise then and there the rise in the cost of living, a restructuring and grading of the services on a scientific job-evaluation and a minimum bonus of 8.33% are the irreducible minimum which, if denied to the Central Employees, will mean a discriminatory treatment to them. No Government worth the salt, particularly ours which claims to be a Socialist and a Democratic one, can justify or tolerate the wide disparity in wages between the Central Services and the Public Sector Employees for the same job done. In many cases, the Central Employees are paid less for doing highly skilled jobs. The unconscionable gap ranging between Rs.700/- and Rs.1000/- for the Clerical cadre at the maximum of the scales between comparative grades in the Central Services and Public Sector Undertakings should be viewed very seriously when this impinges on the economic standards of the present and future life of the staff and their families.

The Central Employees cannot be silent at the yawning gap and have to bestir themselves to put an end to this unethical inequality which no sane person can justify. It is just and proper that the Railway Employees have taken the initiative to end this discrimination and it is but meet and moral that the other Central Employees join hands with them.

This meeting, while welcoming the steps taken by the Railway Minister to negotiate with the leaders of the Railway Employees, warns against any delaying dilatory or diversionary tactics of the Government to sidetrack the issues. This meeting also condemns the action of the Government in requisitioning the services of the Home Guards who are themselves Government Employees and who may have to participate in an industrial action to improve their lot.

This Association hopes that the Government, being wedded to Democracy and Socialism, as it claims, will take all steps to concede the irreducible minimum demands of the Railwaymen and other Central Employees and avoid industrial turmoil and put an end to discrimination and inequality in the service conditions of its employees, whatever may be their nomenclature, so long as they are paid from the exchequer.

B. Ramapillai
Secretary.

Copy forwarded to:-

- 1) The Prime Minister, Government of India, New Delhi
- 2) The Minister for Railways, Government of India, New Delhi
- 3) The Minister for Labour, Government of India, New Delhi
- 4) The President of India, Rashtrapati Bhavan, New Delhi.
- 5) Shri George Fernandez, President, All India Railwaymen's Federation, New Delhi