

THE NATIONAL FEDERATION OF P & T EMPLOYEES.

Co-Ordinating Committee,
P & T Employees Unions,
Cochin area, Ernakulam,

Ref. No. G/STK/61.

March 25, 1961.

Dear Shri Dange,

As you might perhaps be aware, the P & T employees in Kerala were fortunate in having got the services and guidance of an eminent personality in Shri T.C.N. Menon M.P. who came forward to our rescue when we were thrown to the struggle in July 1960.

We had the maximum number of arrests in Kerala when compared to other parts of the country. Shri T.C.N. took up on him the responsibility to release the arrested workers, and to attend to their conveniences in the lock ups and sub jails. Owing to his intervention, all our arrested ladies, the highest number in India, were brought out without detention in the lock-ups and others were released on bail with the least delay. We kept contact with the State Government, Communication Minister and the Departmental heads and officers; and this went a long way in keeping the morale of the workers.

The court cases 512 in number were all attended to by him, the various Magistrate Courts. He appeared in 15 appeals before the District Magistrate, 7 appeals and 36 revision cases in the District and Sessions Court, 59 revision cases in the Kerala High Court, spread over the period from July 60 to the third week of March 1961. He conducted the only trial case in India which was opposed withdrawal. The Security cases taken up against the Central Govt. employees in Kerala were all conducted by him. The proud record of these cases is that we have invariably succeeded in all the cases, which brought a new life among the workers.

Above all we have filed five Writ petitions in the Kerala High Court challenging the Ordinance and Rule 4-A of the Conduct Rules. Another one has been filed challenging the validity of Rule 5 of the Temporary Service Rules. The cases came up for hearing on the 20th inst; but could not be taken up since the Advocate-General was away at Delhi. The cases now stand posted for argument on the 3rd April 1961.

Shri A.K. Gopalan with whom we had pleaded in July 60 for detailing Shri TCN to conduct our cases, was very considerate towards us and was pleased to direct him to remain at Ernakulam to complete the cases; and as a result of this Sri TCN remained here all through from July to March forsaking his attendance in the Parliament. We regret very much that we could not in any way compensate the financial loss incurred by him owing to the present plight of ours. Any way we are extremely delighted that he has stood the strain with pleasure.

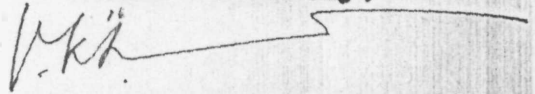
We cannot find words to record the gratitude of the P & T Workers in Kerala for the great services rendered by him at much personal sacrifice. His services, we consider as the great help and assistance we had from the AITUC and the CPI at a time of distress and may, I, on behalf of the P & T fraternity of Kerala, convey our gratitude to the mighty AITUC and the CPI.

The last phase of our struggle through courts is the five writ petitions posted for hearing on the 3rd April 1961. We had requested Shri TCN to return from Delhi by plane on the 1st April to reach here in time to attend the case. We do realise that it is not fair that we demand and sit tight on the valuable time of an eminent member of the Parliament during the budget session; but we have no other alternative than to humbly plead with you that he may be spared for a few days more to complete his unfinished work which has gone deep in recognition into the minds and hearts of thousands of Central Government employees of not only Kerala but the whole country.

I, therefore, request you to kindly spare Shri TCN for a few days more to argue the writ petitions in the Kerala High Court on the third April 1961.

Thanking you,

Yours sincerely,



(V.K. SYED MOHAMED)

C O N V E N E R . .

Central Co-ordinating Committee
(Kerala) P & T Employees Unions.

The All-India Postal Employees' Union Class 3

BOMBAY CIRCLE BRANCH.

Prof. A. N. CHIKHALIKAR

President

M. S. BHATT

Circle Secretary

R.V. Gangal
BHU

Ref. No. BP/AITUC/1/60

Soman Bldg., 206, Girgaon Road,
BOMBAY 4.

Date 22-3-1961

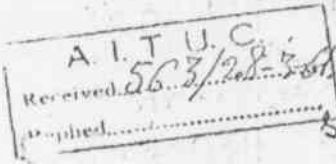
To

The Secretary

All India Trade Union Congress

Bombay Br. Bombay 4

Sub: - Press reports of Com. Dange's speech.



Sir,

I have to draw your pointed attention to the reports published in "Navashakti" a local Marathi daily about the speech delivered by Com. Dange in an in camera meeting of the party workers in Bombay. The words alleged in the mouth of Com. Dange are highly objectionable in as much as Com. Dange is a Gen. Secretary of the AITUC. In his speech it is alleged that Com. Dange desired that the last general strike should have been condemned by C.P.S. as a reactionary move.

Be the case as it may I have only to seek clarification from you of the real position. In case the reports are false kindly issue a press statement contradicting the same.

I hope the necessary action will be taken without any loss of time.

Thanking you

Yours faithfully
R.V. Gangal

(R.V. Gangal)

Asst. Sec.

Received. 449/19.3.61
Printed.....

294

29 B Rajendra Nagar
INDORE.
Dt. 17th March 1961.

Dear Com.

I am herewith sending few papers on confirmation policy of P&T. This policy is affecting the interest of employees adversely. Though here, the figure of one Division is given the All India picture would show that it would be in four figures and more would be added to it when examinations - confirmation - are held in may 1961 and ~~will~~ declared.

Moreover the method of examination is very strange and unjust. The total marks of 200 are split into two parts, one written exam, of 80 marks and second vic-va voce of 120 marks. The percentage for passing is 45. It can very well be seen that the bureaucrat who conduct the exams, can make or mar the future of any examinee, as viva-voce is weighting heavily against the written test. It has been used in the past and is being used even to-day against the employees who had put in 8y years or more of service and are in mid-stream of life, to throw them out at will.

I, therefore urge upon you to take up the matter at the ministerial level. You will be able to get more information from Shri O.P. Gupta (P&T) and Shri S.M. Banarjee M.P. who are in day to day touch with these problems.

In fact P&T Deptt. before strike was actively considering to reduce the 8 years period of confirmation to five years. But it appears that because of the CGE strike in July last it is being used to maintain the rigid position of eight years confirmation period. This should be stopped and prevented and efforts must be made to impress upon the situation by reducing the period to three years.

I hope you will take up the matter in right earnest as it affects thousands of P&T Employees.

With fraternal greets.

Yours fraternally,

Divakar
(D I V A K A R)

P.S.

Some P&T Union leaders would be in Delhi on 20th March 61 and onwards. Would like to meet you in this connection.

Recently there have been instances in the Posts and Telegraphs Deptt. in which Officials who did not qualify in the Departmental confirmation within the permissible six chances have been either discharged from services, in case of outsiders or reverted to their substantive post in the lower cadre in case of departmental promotees. This has been done under the D.G.P. & T. New Delhi Memo No. 63/43/59 SPBI d/ 12. 4. 60 (Copy enclosed)

These orders of the DGPT has affected number of Officials who have put in officiating service in the Clerical Cadre ranging from over 3 years to 7 years. Number of officials who have been reverted on this account belong to Class IV & Postman's cadres. These officials were promoted to the clerical cadre either on their passing the S.S.C. Exam: or qualifying in the departmental test under Govt of India's incentive promotion orders. All these officials have unblemished clerical service of over three years at their credit.

The so called confirmation examination is neither a qualitative test nor it is based on some scientific principle. There is no prescribed standard of examination. From the perusal of the attached statement of result of three exams: for the last four years will convince anyone that it is the bias of the individual officer who happens to be the examiner, which determines the fate of the examinees. In some years the number of officials passing in exam: is near about sporadic while in others it is very lean. So also in some divisions the number of candidates passing in exam: spurts all of a sudden while in the same division in other yrs it is very lean. This is due to vagaries of the examiners who in most of the cases happen to be departmental officers.

Prior to the 1960 Strike services Unions had represented to the Govt. that the limit of 8 years offg. service prescribed by the Govt was unduly harsh and it be reduced to five yrs. This needs to be pursued further with the Govt and exemption sought from qualifying in the confirmation exam: for those who have put in unblemished service of 9 yrs in the clerical cadre

.....

Indian Posts and Telegraphs Deptt .
Director of Posts and Telegraphs .Rajasthan Circle .
Special Circular No. 2 Dated at Jaipur 13.4. 1960 .

...

Sub: - Confirmation Examination of Clerks and Sorters .
- Exemption from -

Should be changed to 3 yrs & 1961

It has been decided by Govt. that clerks and sorters who completed at least 8 yrs of satisfactory service in the clerical grade on or before 31st. March 1960 should be exempted from appearing the confirmation exam and that they may be confirmed in available and future vacancies if their work and conduct is otherwise adjudged satisfactory by a Committee of three officers who should assess their fitness on the basis of their records of service .The membership of the Committee will be same as for the recruitment of clerical personnel .

2. This concession is applicable to all officials irrespective of the fact whether they are still continuing to officiate as clerks/sorters or have been reverted to lower posts due to failure to pass the exam in permissible chances .

3. The other clerks and sorters appointed before 27th. Jan: 1960 but not covered by the concession given in para 1 - must pass the confirmation exam in six permissible chances including chances , if any, in respect of any of the exam to be held in future will be allowed to them only if the failure to appear in exam is on Medical grounds . This request should be supported by a Medical certificate - countersigned by a Civil Surgeon .

4. Necessary action may now please be taken accordingly and the orders contained in para 3 above brought to the notice of all concerned immediately .

(A1-24/Confn/Hlg)

(Directorate letter No. 63/43/59-SPB-I
dated 12th. April 1960)

G.N. Rehalla

Director of Posts and Telegraphs
Rajasthan Circle , Jaipur .

✓

Statement of Superiors
Details of completed Service period.

Names	Date of appointment as clerk	Date of Reversion or Sustaining	Total clerical service
			Yrs. Mths. days
1. Deviprasad	27.12.52	13.9.60	7-8-13
2. K.D. Baxore	20.6.53	10.9.60	7-2-24
3. K.V. Sanghvi	12.11.55	8.9.60	4-10-0
4. Nehalsingh	26.2.57	9.9.60	3-7-0
5. Laxminarayana	20.3.54	11.9.60	6-6-0
6. Khare MB	22.2.58	is offered a job of postman ship 6.9.60	3-0-18
7. A.G. Vankhede	16.8.56	8.9.60	4-1-0 4-1-0
8. Karansingh	20.6.53	12.9.60 12.9.60	7-2-24
9. Anandilal			
10. Gendalal Durga	15.7.57	16.2.61	3-7-2

	55	55	56	57	57	MAY 58	NOV 58	MAY 59	NOV 59	MAY 60	NOV 60
East Raj Dn Bharatpur	5	7	3	6	26	38	10	12	9	4	2
West Raj Dn Jodhpur	1	1	1	13	13	14	6	7	6	10	8
North Raj Dn Bikaner	9	3	3	6	52	13	10	10	6	7	3
South Raj Dn Ajmer	2	4	-	2	24	21	41	21	13	4	22
Central Raj Dn Jaipur	4	10	17	3	9	21	12	30	13	10	10
Malwa Dn Bhopal Ujjain	21	9	2	-	9	8	2	10	9	14	11
Gwalior Dn Lashkar	-	-	4	6	8	9	5	10	25	3	2
Indore Dn Indore	9	8	1	-	12	38	12	21	3	7	11
RMS J Dn Ajmer	4	5	7	15	45	48	68	51	11	13	14
Indore Engg. Dn Indore	9	-	-	2	-	1	-	1	8	-	6
Jaipur Engg Dn Jaipur	1	-	-	1	2	4	2	1	12	-	9
Ajmer Engg Dn Ajmer	-	1	2	6	-	2	-	1	6	-	13
CTO Ajmer	2	2	2	1	2	4	2	-	1	-	-
CTO Indore	-	2	1	1	-	1	5	-	-	-	6
CTO Jaipur	-	6	5	-	2	-	9	2	4	-	7
CTO Bhopal	-	-	-	-	-	-	1	-	2	-	5
CTO Jodhpur	-	-	3	1	-	-	1	-	-	-	-
Bhopal Dn Bhopal	11	1	6	1	-	23	15	15	22	2	13

None of Year and Months in which Result declared in 5 .

Name of Unit : Division.	Nov: 55	Jan: 56	May: 56	Nov: 56	Aug: 57	Mar: 58	Aug: 58	Mar: 59	July: 59	Feb: 60	Aug: 60	Feb: 61
E. Raj: Bharatpur.	7.2	-	11.5	5.2	9:13.0/15.4	4.2	3.0	2.4	5.4	1.4	1.4	1.4
W. Raj: Jodhpur.	1.5	12.2	11.6	1.7	20:6.3	5.6	12.3	3.6	6	19.0	5.7	
C. Raj: Jaipur .	1.3	12.2	15.9	29.2	4.6		4.3	6.9	5.2	12.5	8.6	19.6
South Raj Ajmer.	3.	13.3	6.7	-	3	11.7	2.5	20.3	10.3	8.6	2.8	12.5
Nalwa Ujjain	32.2	12.3	15.2	3.5	-	4.3	12.2	9.2	5.1	2.0	12.4	7.7
Bhopal Dabhol.	13.9	6.1	1.6	12.5	1.6	-	19.4	7.4	17.7	6.0	19	19.1
Gwalior Bhaskar.	-	2.0	-	17.0	9.0	3.6	2.4	5.1	4.0	2.8	1.4	
H. Raj. Bikaner	13.8	15.9					15.3	5.0	5.2	9.0	25.4	5.2
Ind Dn. Indore	13.5	4.0	13.5	2.7	-		5.9	15.4	5.9	12.8	6.0	6.7
E. N. S. J. Dn. Ajmer	6.0	2.0	9.4	12.2	23	21.9	12.5	22.8	25.4	15.6	12.2	9.2
Jpr. In Jaipur.	1.5	-	-	-	11.5	0.97	1.6	0.99	0.51	14.5	16.3	6.4
Aj. In. Ajmer .	-	2.	1.6	2.5	9.0	-	0.81	-	0.51	5.2	1.9	2.1
Id In Indore	12.2	-	-	-	2.0	-	0.4	-	1.0	7.2	4.8	4.2
CTO Ajm.	2.0	-	2.3	3.5	1.5	0.97	1.6	0.99	1.0	2.6	2.8	9.0
CTO IND	-	-	2.3	1.7	1.5	-	0.4	2.4	-	0.6	0.9	4.2
CTO JPR	-	-	10.0	8.7	-	0.97	-	4.4	-	1.2	-	14.2
CTO BPL	-	-	-	-	-	-	-	0.6	-	-	-	1.5
RTO Jodhpur	-	2	-	5.2	1.5	-	-	0.49	-	-	-	-
IND CTY												
Bikaner					1.5	0.97						
Ujjain												
Udaipur												

.....

आप के अमूल्य वोट का हकदार

लाखों मेहनतकश और मुसीबत शुदा लोगों का

आजाद नुमायंदा



आम प्रकाश गुप्ता

चुनाया चिन्ह मशाल

वह सरकारी कर्मचारी, फारपोरेशन, बैंक, बीमा
प्रौद्योगिक दीगर बेतन भोगी कर्मचारी-होटल, बिल्डिंग, फर्नीचर-जंदर,
पेट्रोलियम-इंजिनरिंग और दीगर मेहनतकश-रिपयूजीअ छोटे दुकानदार और
दीगर सब दवे कुचले लोगों का नुमायंदा है ।

भूलो मत !

आम प्रकाश (गुप्ता)

को दिया हुआ वोट—प्रगति, उन्नति, एकता व गरीबों के

भलाई के लिये दिया हुआ वोट होगा ।

एस०एम० घेनजी

एम० पी० कनविनर

मुगर प्रेस, पहाड़ गंज, नई दिल्ली ।

CAST your VOTE
FOR

OM PRAKASH
Gupta

Independent Candidate
OF



Flaming Torch
Election Symbol

Toiling and Suffering Masses -

- Government employees, Corporation, Banks Insurance, Commercial and other fixed wage-earners ;
- Hotel, Building, Furniture, Leather, Petroleum, Engineering and other working people ;
- Refugees, petty traders and other down-trodden people

Remember,

**A vote for Om Prakash Gupta
(is a vote**

**For Progress, Prosperity, Unity and Well-being of the
exploited millions.**

E. V. K. Sampat M.P.

Sarju Pandey M. P.

Mrs. Parvati Krishnan M. P.

S. M. Banerjee M. P.

Aurobindo Ghoshal, M. P.

Tridib Choudhury, M. P.

Election Campaign Committee

by 10%. This has been admitted by the Labour Minister himself. On 11.4.60, he said in the Lok Sabha :

"Between 1939 and 1947, the standard of living of the workers had declined by 25%. By 1951, they had just recovered lost ground. By 1955, the real wages had increased by 13%. But since 1950, when again prices started rising, their gains have been to an extent wiped out."

Forced by pressure of public opinion Govt. had to announce at the time of the strike by Central Govt. Employees that an enquiry would be held as to where the increased national wealth has gone. As if they do not know !

Eight months ago the Govt. promised to hold the price-line. But during this period new taxes have been imposed on the common people and prices are going high. The Finance Minister says that rising prices are concomitants of development. These will further make the rich richer and the poor poorer.



Flaming Torch—Election Symbol

TO DEFEAT THIS POLICY OF THE GOVT.

TO ENSURE AN ADEQUATE SHARE OF THIS INCREASED NATIONAL WEALTH FOR THE COMMON PEOPLE

Vote Om Prakash Gupta

Campaign for his success.

OUR LIMITATIONS

In spite of the fact that the response to the collection drive is good, the total amount is not heavy due to the fact that collections started in the 3rd week of the month. Therefore we do not propose to circulate the chits or put shazmianas on election day.

Thousands of workers who are campaigning for us cannot do with the glamour for obvious reasons.

Keep these limitations in view when you vote.

Tell others about it.

New Delhi Parliamentary by-election.

WHO GARNERS THE NATIONAL WEALTH ? WHO ARE THEIR ACCOMPLICES ?

Since independence, the national income in the country rose by 42%. It stands above 11,000 crores today. This wealth is created by increased production. In industries it has been computed that for every rupee paid as wages to a worker, he produces Rs. 3.39 worth of goods. Who swallows the balance of Rs. 2.39 per worker? Leaving aside taxes, the big monopoly capitalists garner all this wealth.



During 1950-1958, the index of profit increased by 89%. Gross profits in most of the industries increased. But these vested interests manage to conceal their incomes and to evade taxes:

They are helped by the Government to amass wealth. Shri Morarji Desai has announced reduction of taxes both for foreign capitalists and Indian Big Business.

At the same time any wage-rise for the common worker is being opposed, even though there has been no increase in the real wages compared to 1939 and even though cost of living has increased four and a half times since. During 2nd Plan real earning of workers decreased

P.T.O.

Vote Om Prakash Gupta
—THE COMMON MAN'S CANDIDATE

SOME FACTS

Our strength.

Out of 2,30,000 votes over, 1,10,000 are in the Govt. Servant's Quarters in the constituency. The help of other organised sections of the middle class employees as in Banks, Insurance, Air-lines, Petroleum and other commercial houses has been ensured. The organised working class, artisans etc. have also rallied behind.

Our limitations.

In spite of the fact that the response to the collection drive is good, the total amount is not heavy due to the fact that collections started in the 3rd week of the month. Therefore we do not propose to circulate the chits or put up shikharas on election day.

Thousands of workers who are campaigning for us cannot do it with the glamour for obvious reasons.

The issues involved.

- * Hold the Price line
- * Increase in DA & Wages to meet the rising prices after new taxation
- * Housing Facilities for middle class employees
- * Cheap conveyance.
- * Upgrading of Delhi to "A" class
- * Reinstatement of 700 workers dismissed in last strike
- * Restoration of recognition of Unions.
- * Formation of Whitley Councils
- * Negotiating machinery etc. etc.

Keep these facts in view when you vote.

Tell others about it

Vote with confidence
Success awaits you

Super Press, New Delhi.

INTRODUCING OM PRAKASH GUPTA

Om Prakash Gupta has a long record of public service especially in the cause of trade unions of the Government employees.

Om Prakash Gupta, a clerk in the Defence Headquarters, was removed from service during the 1942 struggle for independence. Again during the 1946 wave of strikes, he was dismissed from R.A.F.



He was selected as a member of the Congress Medical Mission to Malaya.

Since then he has been actively associated with the P & T workers trade union and has been one of the main factors in building a single united independent organisation (not

affiliated to any bloc.)

He played a leading role in the various agitations of the P & T and others for enhancement of D.A. by Rs. 10/- in 1949; by Rs. 5/- in 1951 and by Rs. 5/- in 1957. The agitation for Pay Commission and in subsequent period connected with its implementation he was always in the fore-front.

During these 15 years, he was been imprisoned twice. In 1949 he was kept under preventive detention for 13 months in connection with the threatened strike in the P & T which secured enhancement of D.A. by Rs. 10/-. Again he was one of the first few who were arrested in July 1960 in connection with the last strike by Central Government employees.

Unconnected with political parties, Om Prakash Gupta has worked devotedly for uplifting the P & T trade union movement—an organisation looked with great esteem not only amongst Government servants but also other trade unions.

In building up the Confederation of Central Government Employees also, Om Prakash Gupta has played a leading role. Today, he is looked upon by the majority of the organised sections of the Government servants as one of the most experienced, sober and straight-forward leader.

VOTE

For

OM PRAKASH GUPTA

Independent Candidate

Fight for the democratic rights and living of the working masses and services

For the National unity of the people

For unity of the exploited against the millionaire bankers and exploiters

For right to work and bread

For a prosperous economy for the country and the people.



Flaming Torch—the Election Symbol

THE MANIFESTO

Election Office:—9, Pusa Road
Telephones 51311, 51875, 25181.

The Manifesto

Om Prakash Gupta is standing for election to the Parliament from New Delhi as an independent candidate.

But he is not so "independent" as to be bound by no platform, no organisation, no discipline. He is a well-known trade union leader of the post and telegraph workers. He is bound by the political and economic platform of the working class and other toiling people. He is bound by the discipline of the principles of the toiling poor and the working intellectuals and not the loose "free thinking" of the money-makers, the rich employers and speculators. Thus he is independent but definitely bound to defend the people and their mass organisations.

If Om Prakash Gupta wins his seat, he certainly cannot shake the Government of the Congress Party out of power. An by-election against a Party which has overwhelming majority, like that of the Congress in the Parliament cannot be expected to bring about such an upheaval and that is also not the intention.

But his victory would certainly make the ruling party think because that victory would be one of the Voice of Protest of the working people and the middle classes, that abound in this electorate, against the present policies of Government in the matter of people's interests. It would be an effective criticism from the progressive, democratic-minded patriotic masses of the great capital of Delhi.

There is no town in India like Delhi. This hoary City has seen through long ages many empires of many dynasties, many religions and many languages—from Dharma Raj to Prithvi Raj and from Babar to the British Empire. Each one enthroned its own religion, its own language, its own blood relations, race or caste, its own economy of courtiers, acidipetrats or landlords. They lived and served history. When outdated, they were swept away.

Our modern New Delhi of Independent democratic India is unlike all of them.

People fought and won independence. They made a Constitution and a State in which there is no dominance of any one religion or one language or one province.

Round the State and the Parliament, in the Capital, among the thousands and lakhs that work here, run the Government and this great Capital, there are all religions, all tongues and all States. When lakhs roll out of the offices and factories on cycles, automobiles or on foot, men and women of U.P., M.P., Punjab, Bihar, Bengal, Assam, Tamil, Telugu, Malabar, Maratha, Gujrat, Rajasthan, the voice of toiling India seems to be on the move. What unites them? What moves

them? Their daily life, their work and bread, their education and growth unites them all in a common bond of labour, in the offices, in the shops, in the factories and in the fields around.

Five Year Plan schemes of thousands of crores pass through their hands. Railways, Post and Telegraph, mills and factories, huge banks and vast installations and offices are manned by them. Production and wealth grows.

Yet the lot of those who create this vast wealth and run this vast machine does not improve alongside the growth of wealth. While the millionaires and their friends fatten on the wealth of the country, those who help to produce it and run the vast apparatus of the Government and the big employers have to struggle for a bare living. When life becomes unbearable, when even reasonable demands are rejected and the people struggle, the whole repressive machinery of the State descends on their heads to suppress them.

Everyone remembers the ferocity which was let loose against the Government employees when they struck in July 1960 against high prices and justified allowances and for a decent minimum wage prescribed by common agreement in the 15th Tripartite Indian Labour Conference. They fought for legitimate demands and rights. And yet seven hundred of them have been victimised. Millions in service of the State are still threatened with loss of rights of organisation and association unless they submit to the will of the Govt. The country and the services are run not for the working masses but the exploiting classes. This ought to change, if India's millions are to get the benefits of her growing economy, and if the country's independence is to become still stronger and democracy is to be preserved not for the handful rich but for the millions.

It is to voice this feeling that Om Prakash Gupta is standing and all who want the Government to change its policies and want that their criticism be heard should vote for him.

Let every vote of protest and criticism be cast for him:

Criticism that the taxes fall on the poor man's needs and not so much on the exploiting rich.

Criticism that while production and wealth grows, prices do not fall and wages do not increase.

Criticism that while there is a plan for capital to grow, there is no plan for workers' unemployment to fall.

Criticism that while houses are lacking, land speculators hold the City to ransom.

Criticism that while the palaces can have all that they need, the huts and the sprawling nagars and colonies lack the most essential amenities.

Criticism that while democratic rights and liberties are guaranteed in the Constitution, not a day passes when they are denied in practice to workers, employees, peasants, trade unions and Government employees' organisations, to their meetings, to their functionaries.

Criticism that while the fighting soldier at the front is ready to give his life for the country, his family in the rear has not enough to live on and his wages would not go up until the civilian employees struck on his behalf and for all.

Criticism that while education grows and scientists and engineers come out of the Universities, those in service get hanged by red tape and while hundreds roam in search of jobs in an economy which is supposed to plan for all.

Criticism that while workers and employees are attacked for demanding higher wages against rising prices, a handful of families are allowed to keep hundreds of crores of capital in their pocket.

Criticism that while the lowly employees are given sermons on honesty, efficiency, politeness and patriotism, many in the top leadership are known to be lacking in them.

There are other parties in the field asking for a vote against the Congress. They even speak of Central Government employees now at election time, while in fact they opposed the action of the employees when it took place. The Loktantra Party, the Jan Sangh and the Hindu Mandsabha are parties of the millionaire financiers, landlords, ex-Maharajas and retired Generals, parties living on communal tension and hatreds and therefore cannot speak on behalf of toiling masses. Even if they are against the Congress and voice all the criticisms that are noted above, they should be given no quarters by the toiling millions, by those who cherish democracy of the masses, secularism of the State and the growth of planned economy for the people of our country.

Therefore we appeal to all workers to solidly vote for Om Prakash.

S. M. Banerjee

(S. M. Banerjee) M.P.
Convener Election Committee

File
~~JOA~~
P&T ✓

Copy of D.O. No.18-13/60-SR dt. 17.4.61 from Director General Posts & Telegraphs to Shri Madan Kishore and copy to all Circle Heads.

.....

"Kindly refer to your D.O. letter No.PMG-255/VI/60/UOB dated 15th April 61. There cannot be any question of any informal discussions with any one supposed to represent a derecognised Union.

No such informal discussions have been allowed as a matter of a system at the Directorate. But one or two interviews were granted to some persons in the capacity as private citizens. No minutes of discussions were recorded. Therefore, there cannot be any question of any informal discussion being permitted at the circle level on the analogy of what has been described as informal discussions at the Directorate level.

Kindly acknowledge receipt."

Copy of Memo. No.10-1/60-SR dated at New Delhi, the 17th April, 1961 from office of the Director General, P&T, New Delhi, to All Heads of Circles & All Administrative Offices, etc.

.....

"Sub:-Publication of objectionable news and letters by Union Members and other Employees in the Press.

It has been noticed that Union office-bearers and other employees approach the press to ventilate their grievances and also use objectionable language. At times, their resolutions or demands appear in the Press as a news. Another method availed of by the Unions and other employees is "Letters to the Editor".

The author of objectionable letter or news can be proceeded against for breach of the Central Civil Services (Conduct) Rules. In view of this, it is requested that whenever such a case comes to your notice, first of all, the Editor of the Newspaper concerned may be requested to confirm that the news or letter in question has been signed by the person in whose name it has been published and or the paper on which the communication was sent to the Newspaper Office, bears the printed letter-head and other particulars of the organisation or office to which the writer belongs. Papers and records are destroyed in the Newspaper Office after a comparatively short period of preservation and the official concerned may deny authorship. After receipt of the confirmation about the authorship further action may be taken against the official in accordance with the C.C.S. (C.A.&A.) Rules. If action is contemplated it may also be seen if efforts may be made to induce the Editor to preserve the relevant papers in his office so that authorship may be proved. If some Editor does not like to comply with the request, it may be tactfully explained to the Editor that his paper may also be interested to ensure that a person who sent matters for publicity does not disown authorship.

Receipt of this letter may be acknowledged."

A Note on withdrawal of recognition of unions

The recognition of the unions was withdrawn in July 1960 after the unconditional withdrawal of the strike and not during the strike.

The withdrawal of recognition was against the rules of recognition. The rules of recognition do not provide withdrawal of recognition on account of participation in strike - legal or otherwise. However, the recognition of these unions has been withdrawn on the only ground of participation in strike.

It may be noted that the unions were not given even "show cause" notice to explain their position - a right granted even to the worst criminals.

Nanda gave different reasons for the withdrawal of recognition to the 18th ILC. He said -

"Derecognition of unions was not vindictive act or an act of punishment. It is an act to safeguard our position, to set a deterrent example and to show our disapproval."

2. Existence of unions after withdrawal of recognition.

Withdrawal of recognition was likely to threaten the very existence of unions as under Rule 4B of the Service Conduct Rules, a Government servant is liable for departmental action for being a member of unrecognised/derecognised unions. The rule reads as under :-

"No Government servant shall join or continue to be a member of any service association of Government servants:

- (a) which has not within a period of six months from its formation, obtained the recognition of the Government under the rules prescribed in that behalf, or
- (b) recognition in respect of which has been refused or withdrawn by the Government under said rules."

Late Pant in the Rajya Sabha on 23.8.60 by stating -

"... there is no interference with the unions as such and if they behave well, later on the position can be reviewed."

conceded the existence of derecognised unions. The Government also issued instructions to ignore the activities of the unions and thus avoided taking action under Rule 4B.

When attention of the Labour Minister was drawn to the fact that the unions may starve out of existence due to non-collection of funds, Government relaxed the restrictions and allowed the unions to raise funds outside office premises.

Now Rule 4B has been declared ultra vires of the Constitution by the Bombay High Court.

When a delegation of the P&T employees waited on late Pant on 6.10.60 and drew his attention to the fact that the existence of the unions depends mainly on its activities in connection with representation of grievances and settling them, he observed that it was not the Government's view that the existence of the unions should cease and that he was himself meeting them.

As far as the Administration was concerned, depending on social relations, the union representatives had a few occasions to meet but the issues mainly were of rehabilitation of the victimised workers.

3. Restoration of recognition.

The issue has been raised in Parliament on more than one occasion. Speaking in respect of Question No.749 on 7.12.60, late Pant observed -

"... But there is no desire to delay matters. We want to proceed with things as expeditiously as we reasonably can."

He rejected the demand for provisional recognition as "that will not be consistent with the idea of derecognition".

The issue of restoration of recognition was linked up with the new negotiating machinery proposed to be introduced. Our repeated pleas to delink the issue have been ignored in spite of the fact that there is no union recognised

in the P&T Department to represent grievances of the staff and that the proposed Bill will be applicable even to those unions which did not go on strike. The Government has also ignored the assurances of National Federation of P&T Employees that it will accept provisions of new rules.

It was, however, indicated that the Bill will be introduced in the Lok Sabha during the budget session. This has not been done.

The Labour Minister, however, started consultation but only representatives of the P&T have met him and there is no definite assurance that the Bill would come up before Parliament even in August session.

During the talks with the union, the Labour Minister told the representatives that under code of discipline a union remains derecognised at least for one year. But unfortunately the Labour Minister earlier rejected the request of Labour leaders at 18th ILC to conduct an enquiry and fix responsibility for the strike under the provisions of code of discipline. Therefore, it is not fair to take such a position now.

4. Even informal meetings stopped.

Recently the D.G.P&T. has issued instructions to the officers under him that they should not meet the union representatives even informally. Issue of such instructions has taken away even those limited opportunities for discussion which some officers at their discretion were giving.

Therefore, the staff today has no channel to represent their grievances.

- i. Their unions have been derecognised and which cannot even meet informally (copy appended).
- ii. They cannot approach even M.Ps. under Service Conduct Rules.
- iii. They cannot approach Press. Orders have been issued by the D.G.P&T. to tactfully secure from editors of newspapers the details of persons who write any letters for taking disciplinary action (copy appended)
- iv. Identical and collective representations are prohibited under rules.

Issue of these orders is a negation of the policies advocated by the Prime Minister and the Home Minister.

On the eve of last strike, the Prime Minister had written to the Chief Ministers in a circular dated 30.6.60, saying -

"We have thus far not evolved any adequate machinery for the rapid settlement of disputes of this type. The Government's way of dealing with such matters is a leisurely way, and months and even years pass sometimes before we come to grips with the problem; a problem which perhaps could have been solved with greater ease, becomes more difficult. Frustration takes place and passions are roused, and these lead to a conflict which is ultimately good for no one."

In 1957 also the Prime Minister while speaking in Parliament admitted that the methods of solving disputes in the Government and its employees are cumbersome and slow moving and said -

"We should devise adequate machinery for quick and satisfactory settlement of any dispute that may arise from time to time."

No headway was made during these 4 years and today the workers are being denied even the informal interviews.

On 21st April, the Labour Minister, when pressed by the P&T delegation for restoration of recognition, told them that P&T authorities had informed him that regular informal talks were being held with the derecognised unions. He, therefore, did not consider the urgency of granting provisional recognition.

In his speech in Parliament in August 1960, late Pant outlined the following task after the strike.

"Now it is our desire to do all we can, to avoid anything that may lead to any misunderstanding between the Government and its employees because the relations between them should be of utmost cordiality. There should be mutual confidence and the Government servants should have greater trust in the Government than in anybody else. That is the task which now faces us."

The latest orders issued by the D.G.P&T. indicate the negation of the right of representation.

815/1A-4-61

Replied.....

Posts & Telegraphs Industrial Workers' Union

Affiliated to Postal, Telegraph & Telephone International.
Regd. No. 645

CENTRAL HEADQUARTERS
7/C, GOKHALE ROAD,
CALCUTTA-20, INDIA
PHONE : 47-1859

PRESIDENT :
RAJANI MUKHERJEE
GENERAL SECRETARY :
PRATAP KR. BANERJEE

No. P/C.U. Strike/60-4/389

Dated the 11th April, 1961.

- Tiruchirapalli Branch :
Telegraph Store Depot
Tiruchirapalli
- Jabalpur Branch :
259, East Nivarganj,
Garhaphatak, Jabalpur
- New Delhi Branch :
Vinaynagar, New Delhi
- Gauhati Branch :
Telegraph Store Depot, Gauhati,
- Patna Branch :
New Market Gumbi, Patna.
- Madras Branch :
4, West Cot Road, Rayapottah
Madras-14.
- Alipore Branch :
7/C, Gokhale Road,
Calcutta-20.
- Bombay Branch :
Somon Building
200, Girgaon Road,
Bombay-4.
- Transport Branch :
8/B, Halder Lane,
Calcutta-12.
- Aligarh Unit :
Roso Building, Subhas Road,
Aligarh.
- Bangalore Union :
I. T. I. Ltd. Employees Union,
Duravannagar
Bangalore.
- Kerala Branch :
Telegraph Store Depot
Ernaculum.
- Rajkot Unit :
Telegraph Store Depot, Rajkot.
- Vijagapattam Unit :
Telegraph Store Depot
Vijagapattam.
- Ahmedabad Unit :
Telegraph Store Depot
Ahmedabad.
- Bangalore Unit :
Telegraph Store Depot, Bangalore.

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

Dear Brother Sreewastava,

Many thanks for your kind
letter dated the 3th April, 1961.

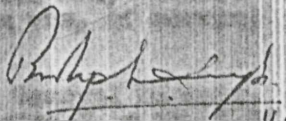
I shall be highly obliged
if you please take up these two cases (list
enclosed) with the Minister of Transport and
Communications through Mrs. Parvathi Krishnan,
M.P. for their early re-instatement in service.

Your gesture in the matter will
be highly appreciated.

With personal regards,

Yours sincerely,

Encl :
As above.


(P. K. Bannerjee.)
General Secretary.



Office of the National Federation

OF

P & T Employees.

* 9, PUSA ROAD,

NEW DELHI-5.

25th April, 1961.

Sub: victimisation in P & T

A. I. T. I. C.

Received. 1079/27-4-61

Replied.....

Dear Shri, *Dange,*

You are aware that more than sixty persons are still out of service in the P & T as a result of disciplinary proceedings following the strike of July, 1960. The Government has not also restored the recognition of this Federation and federating unions. The proposed bills on labour relations in Government services have not also been introduced. These have entailed problems which affect the services and welfare of the staff.

It is the earnest desire of this Federation that you as a leading member of the highest forum in this country, viz., the Parliament, be posted with the viewpoints of this Federation on these matters.

May I request you to spare some of your valuable time within the course of this fortnight to the representatives of this Federation to discuss these issues with you?

Thanking you, in anticipation,

Yours sincerely,

V. S. Menon

(V.S.MENON)

To
Shri. S. A. Dange, M.P.,
4, Ashoka Road,
New Delhi.

1
P. 17/21

29/4



RMS

JOURNAL OF
RMSEU M.G. & C. IV

Feb - April '61

Mazdoor

Editor: Om P. Gupta

Editorial.

The End Is Not In Sight As Yet.

The great gesture of Nandaji to initiate consultation on the proposed Bill with the representatives of NFPTE - a derecognised organisation does not bring into sight the end of the present stalemate - not only because the DGP&T has sought to curb down even the informal discussions but also because Nandaji himself refused to de-link the issue of recognition from the Bill.

We have discussed in detail as to how the whole affair is an eye-wash. Our contention has been further established by the circular which according to Com. Nath Pai has sabotaged the goodwill which Nandaji wanted to establish.

It seems that the Govt. is determined to refuse to consider the issue of restoration of recognition for atleast one year - in accordance with the provisions of 'Code of Discipline' ignoring the fact that it rejected the 18th ILC demand to enquire into the causes of strike and fix responsibility for the same by a process prescribed under the code of discipline.

In any case there are still illusions about the Govt's attitude in some, who continue to not only repeat their advise for lying low but even openly voice difference lest the Govt misunderstand us. They do not even agree that the Parliamentary forum be used as Congressmen will not raise issue and opposition's role would cause further misunderstandings. These friends refused to see realities. No doubt that the situation soon after the strike required a greater submission attitude and justified even development of illusions. But today the situation has completely changed not only because the process of rehabilitation has more or less forzen but because our very existence is challenged.

In any case some one - atleast those who are not in Govt. Service (even ~~including~~ excluding those who have been thrown out of employment) must act in a manner that the Govt feels the need for intervention. The environments must be warmed up so that the Govt which has recognised the great dissatisfaction in Govt Servants due to their defeat in ~~the~~ New Delhi, act quickly.

The NFPTE Secretariat has also decided to take ~~some~~ some definite steps, ~~if things donot settledown~~ if things donot settledown before August 1961.

Things must move expeditiously to bring an end to these agonies.

ooo000ooo

* FUNDS OF UNIONS *

Dear Comrades,

The budget session of the Parliament will soon end without settling the questions of recognition and even rehabilitation of victimised workers.

The Labour Minister's consultation with Com. Anjaneylu and Ramamurti on 21st provided an opportunity for us to impress upon them the urgent need for restoration of recognition - the main thing to ensure our existence. A direct reply was evaded.

A detailed note on the subject is published elsewhere.

The things, as they stand now, indicate that the agonies of derecognition will not end soon. We must be prepared to exist and bear the hardships for at least another six months.

The recent circular issued by the D.G. which prohibits even the informal meetings would make the hard task still harder and therefore there is greater need for us to consolidate ourselves and plan for the very existence of the organisation.

The visit of Com. Anjaneylu to Delhi to discuss the proposed Bill enabled the Secretariate of the NFPTE to review the position. Mainly with a view to maintain unity, nothing definite was decided except that the Federation's Executive will meet in the first week of August to take definite steps to secure recognition and rehabilitation of the workers if the same are not realised till then.

Comrades, great responsibility rests on us.

There are still some comrades who are out of jobs. They must be sent some relief.

The Union's banner must be kept flying so that we can take advantage of the new machinery that would be introduced and serve our members.

Under these conditions, and taking note of the fact that Rule 4B has already been declared ultra vires of the Constitution, and the Govt. has itself relaxed restrictions, funds must be collected in all seriousness.

*At least all the members of the local and circle executives must pay up their arrears.

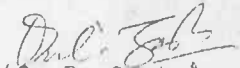
*Further, contribution be sent from the union funds.

*Stress on collection of relief fund be laid.

CHQ is passing through a serious economic crisis. Unless all of us pool our resources, it would not be possible for us to maintain it.

Kindly, therefore, do the needful.

Yours fraternally,


(Om P. Gupta)
GENERAL SECRETARY.

The recent consultations held by Nandaji with the P&T leaders are bound to be looked from various angles. Some would like to create illusions and others likely to doubt the very purpose.

The NFPTE Secretariate was in fact divided on the issue of approach. To some, the restoration of recognition was of greater importance than the "right of consultation" for the shape of things to come. After all, we must exist to avail of the opportunity of negotiations. We are one of those who wanted to use these talks to bargain for restoration of recognition by demanding that pending adoption of the Bill, recognition be restored to all such unions which undertake to cooperate with new rules. We took such a stand as we felt that whether we like it or not, an Act of Parliament has to be honoured if a union wants not only a recognised status but also a legal status.

We also suggested that the occasion be availed of at least to mark our protest by refusing to express our opinion on the provisions of the Bill after securing all possible information. Such a silence was also necessary in view of the fact that none could express opinion without consultation.

However, our views were not acceptable to some friends and so flexibility was adopted.

In this note we publish our appreciation of the situation to enable the members to recognise the realities and dangers and not develop new illusions.

A. Talks are Eye-wash

We are one of those who strongly feel that the recent talks (and not proposals) conducted by Nandaji are an eye-wash for more than one reason, viz.-

1. The Govt's. refusal to delink the issue of restoration of recognition from the proposed Bill indicates that it is not serious about the functioning of the unions
2. Even the urgency for the introduction of the Bill is not exhibited. It is reliably learnt that the Cabinet had decided as early as in the end of October '60 that the proposed plans be discussed with the unions' representatives. The Labour Minister has taken seven months to call the representatives of NFPTE and it is not known as to when the chapter of consultations with all the unions would be over. Moreover, we have not been asked to express our opinion.
3. The Labour Minister's observation that the Bill can be introduced even in this session, provided there is a general acceptance of the proposals by the various organisations, is the biggest joke.

Such a thing cannot take place not only because he does not propose to complete consultations in the near future but also because he knows that the 4 National Trade Unions, including the INTUC, is agreeable to the main proposals and their acceptance by the service

organisations is not sufficient.

Moreover, the discussions at the 18th ILC show that unless the proposed Bill attempts to make the strike superfluous (and not ban it) and allows the outsiders to continue, the National Trade Unions will not support it. The absence of support will also be reflected through their affiliated organisations - in Defence, Railways.

It is reported that Nandaji himself is not happy with the proposals as it does not reflect his observations in the Parliament and at the 18th ILC. Late Nandaji's strong decision to ban the strike and eliminate outsiders still stands. Therefore, Nandaji hopes to kill these decisions only by delay in introduction of the Bill on the plea of opposition from the working class.

B. What is the purpose of these talks

Whatever be the real purpose, we must recognise that great honour has been done to the NFPTE by calling its two senior leaders for consultation - in whatever capacity they may have been called. In spite of derecognition, we were the first to be consulted.

But this honour was with a pinch of salt as the INTUC prop NUTPW's self-styled Secretary-General Krishnamurti was also called.

Moreover, the purpose cannot be just honouring us. The recent circular of the D.G. banning even informal consultations shows the real mind of the Govt. While the Minister wants to show to public the broad attitude the Govt. is adopting even for derecognised unions, the Administration plans to kill every attempt on our part to serve our fellow workers.

The purpose cannot be only to secure acceptance of the Bill with all its retrograde provisions from the P&T and even others on the plea of avoiding delay as it was unnecessary since the NFPTE has already expressed its opinion that in view of restoration of recognition it would accept any restriction which the Govt. imposes on the various Trade Unions. Even in the NFPTE's Secretariate, Com. Ramapathi had correctly proposed adoption of similar attitude as what is of utmost importance to us in the existing circumstances is the right of proper existence - right to serve our members. Com. Gupta suggested "silence is golden".

The Govt. will not accept that it wanted acceptance of the scheme at the point of revolver.

We could not have been called for the excuse of circulation of the details. The details given to our representatives were almost similar to those published by the Hindustan Times and the Statesman - which were reproduced in various P&T journals.

Thus, we reach a logical conclusion that the consultations were held primarily to justify the delay in finalising the scheme and making use of the objections raised by us, to delay it further. There cannot be any other conclusions.

C. The scheme is futile.

While we are those who believe in working out any scheme, yet we do not want to create illusions in the scheme.

We do believe that the unity and the traditions of the P&T movement are strong enough to resist any diabolic plans. It was only this that made the NFPTE a great organisation in spite of the real objective of some officers and our leaders in imposing it in lieu of the great UPTW.

There is no doubt that the NFPTE and other organisations, especially those which went through the July strike would avail of the worst machinery to serve the cause - yet it is necessary to point out the major defects.

We have already referred to some points along with the proposals. We do not want to repeat them again.

But the main hurdle which will stand in the path of progress is the restriction imposed on discussion of items.

If a decision on CPC recommendation is not open for consideration for 5 years, it is not clear as to what would be considered by the Joint Councils as the mutual agreement is impossible. It must be clearly noted that the Pay Commission has considered not only the P&A but the entire working conditions and as it has been considered as an award, the Govt. should implement it without hesitation. There is in fact no justification for the Govt. to keep pending the various recommendations as indicated in the Parliament (published in the current issue of the Telecom) for consideration of the Joint Councils.

The Govt. should at least agree that on issues where the Govt. has departed from the recommendations of CPC, the unions will be permitted to raise the issues before the Joint Councils and refer to arbitration if necessary.

Moreover, while the Govt. has provided for itself the right to reject the decision of an arbitration by obtaining concurrence of the Parliament (where a Govt. of the day will always have majority) it wants to take away workers' right of strike. We could have appreciated if the Govt. has given up its right of rejection in lieu of taking away the workers' right of strike. The story of Bank Award is before us. It cannot be one sided traffic.

These are some of our immediate reactions. We shall publish a comprehensive note and reproduce opinions of others who differ with us in the approach.

However, we still feel that instead of raising this or any other issue, we should obtain recognition by assuring the Govt. that we will accept and implement the Act of the Parliament.

Statement about ownership and other particulars about newspaper "The Correspondence" to be published in the first issue every year after last day February. (Form IV - Rule 8)

- 1. Place of Publication : 9, Pusa Rd, New Delhi 5.
- 2. Periodicity of Publication : Fortnightly.
- 3. Printer's Name : Om P. Gupta.
- Nationality : Indian
- Address : 9, Pusa Rd, New Delhi 5.
- 4. Publishers Name } Same as above.
- Nationality } Same as above.
- Address } Same as above.
- 5. Names & Address of individuals who own the newspaper : The All India Telegraph Engineering Employees Union and partners or share holders : Class III, 9, Pusa Rd., ND.5. holding more than one percent of the total capital.

I, Om P. Gupta hereby declare that the particulars given above are true to the best of my knowledge and belief.

21.1.1961.

(Sd) Om P. Gupta.

* * * * *
* GOODWILL (?) IN PRACTICE *
* * * * *

Copy of D.O. No.18-13/60-SR dt. 17.4.61 from Director General Posts & Telegraphs to Shri Madan Kishore and copy to all Circle Heads.

....

"Kindly refer to your D.O. letter No.PMG-255/VI/60/UOB dated 15th April 61. There cannot be any question of any informal discussions with any one supposed to represent a derecognised Union.

No such informal discussions have been allowed as a matter of a system at the Directorate. But one or two interviews were granted to some persons in the capacity as private citizens. No minutes of discussions were recorded. Therefore, there cannot be any question of any informal discussion being permitted at the circle level on the analogy of what has been described as informal discussions at the Directorate level.

Kindly acknowledge receipt."

Copy of Memo. No.10-1/60-SR dated at New Delhi, the 17th April, 1961 from office of the Director General, P&T, New Delhi, to All Heads of Circles & All Administrative Offices, etc.

....

"Sub:-Publication of objectionable news and letters by Union Members and other Employees in the Press.

It has been noticed that Union office-bearers and other employees approach the press to ventilate their grievances and also use objectionable language. At times, their resolutions or demands appear in the Press as a news. Another method availed of by the Unions and other employees is "Letters to the Editor".

The author of objectionable letter or news can be proceeded against for breach of the Central Civil Services (Conduct) Rules. In view of this, it is requested that whenever such a case comes to your notice, first of all, the Editor of the Newspaper concerned may be requested to confirm that the news or letter in question has been signed by the person in whose name it has been published and or the paper on which the communication was sent to the Newspaper Office, bears the printed letter-head and other particulars of the organisation or office to which the writer belongs. Papers and records are destroyed in the Newspaper Office after a comparatively short period of preservation and the official concerned may deny authorship. After receipt of the confirmation about the authorship further action may be taken against the official in accordance with the C.C.S. (C.A.&A.) Rules. If action is contemplated it may also be seen if efforts may be made to induce the Editor to preserve the relevant papers in his office so that authorship may be proved. If some Editor does not like to comply with the request, it may be tactfully explained to the Editor that his paper may also be interested to ensure that a person who sent matters for publicity does not disown authorship.

Receipt of this letter may be acknowledged."

294

✓

April 4, 1961

Dear Shri Gangal,

Thank you for your letter No. BP/AITUC/1/60 dated March 23, 1961.

Comrade Dange and the AITUC supported the struggle of the Central Government employees of July last. AITUC leaders participated in it and went to jail in Bombay. Subsequently, a book FIVE GLORIOUS DAYS has been published by the AITUC giving a resume and review of this historic struggle.

The CPI also supported the strike and issued many statements and its spokesmen in the Parliament spoke in its favour. The CEC of the CPI also passed a resolution in August 1961 supporting the struggle, against victimisation and Government attitude.

You will agree that it is not possible for us to issue contradictions to news published in every paper in any part of our big country. As this news did not get wide publicity and is old enough, it is not considered that undue importance be given to it by issuing contradictions at this stage.

You can assure your members of our viewpoint expressed in our resolutions, statements and publications of support to the cause of Central Government employees.

With greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)
Secretary, AITUC

Shri R.V. Gangal, BA LLB,
~~Executive~~ Circle Secretary, AIPEU, Cl. III,
Bombay Circle Branch.

THE NEGOTIATING MACHINERY

Com. Anjeneylu and Com. Ramamurti were invited for consultation by the Labour Minister on the proposed negotiating machinery. They met the Labour Minister for about 50 minutes on the 21st instant. The Labour Minister gave them the broad outlines of the proposed machinery.

Main Features of the Scheme

1. The strikes in all the civil services, including Railways and even industrial establishments (but excluding Corporations in public sector) will be banned as a justification to introduce the Bill. The machinery will be available to all non-gazetted employees excluding supervisory staff drawing more than Rs. 525/-.

2. Structure. The proposed negotiating machinery will be called "JOINT COUNCIL" and consist of -

- a) National Joint Council - representing all employees from staff side.
- b) Departmental Joint Council.

NOTE:- No decision has been taken as yet for regional joint councils.

3. Decisions of the council. The decisions of these councils will be binding on both the parties and will not be subject to reconsideration for one year.

In case of difference of opinion, the issue will be referred to a sub-committee. In case the sub-committee also fails to arrive at a decision, the issue may be referred to arbitration by either party. It is not clear as to whether the issues from Deptt. council will go to National Joint Council before reference to arbitration or will go direct to arbitration.

The decision of the arbitration shall be binding on both the parties. In case, however, the Govt. feels that it cannot implement the decision, it shall have to refer the issue to the Parliament.

4. Issues which can be referred to -

- (a) Joint Council. Conditions of work, standards, efficiency, welfare, discipline, promotions, recruitment, working hours - only general principles and not specific case.
- (b) Arbitration - leave, pay and allowances, working hours, of a particular grade.

N.B.- The decisions on CPC report will not be referred to J.C. for a period of 5 years unless they are mutually agreed upon. (The commencement of the period of 5 years is not clear).

5. Composition. Only employees will be eligible to be members. Ban on outsiders will be provided in the rules of recognition. (It is not clear whether the Bill will provide full immunity to the departmental functionaries and ban on making these people outsiders by dismissals, etc.)

(a) Number of representatives.

- (i) National Joint Council shall have 60 representatives of the staff. (The details of the distribution for various departments, is not available.)
- (ii) Departmental Joint Council will have much less number.
- (iii) Arbitration will consist of 3 persons, one from staff side, one from department and the third an independent Chairman nominated by the Labour Ministry.

(b) Filling up of seats on Councils and Arbitration.

- (i) Representatives of staff on Joint Councils (National as well as Departmental) shall be nominated by the concerned unions.
- (ii) Staff representatives on the arbitration shall be selected by the Labour Ministry from amongst a panel nominated by the concerned unions.

(c) Eligibility for nomination. Only such union which is a representative of at least one-third of total staff will have the right to be represented on the Joint Councils. (The procedure for determining strength and the date on which the membership for first year will be based are not known. It is important as during de-recognition the average membership has fallen.)

6. Condition of recognition. Any union which represents at least 15% staff will be recognised.

RECOGNITION & REHABILITATION-- NFPTE seeks intervention of PTTI for an early settlement (S.G., NFPTE letter No.F/20~~XXXX~~ (PTTI)/II dated 24th April 61 - extract)

I feel that the time has come when the PTTI should exert its pressure at the international level but before doing that I am of the opinion that you, as the Secretary of the PTTI, should make yourself free and convenient to visit India and witness for yourself the pitiable condition in which the employees were placed. Your visit to this country will also get us an opportunity to exchange thoughts on several matters and consider in what best manner we can proceed further.

While making this request to you to visit our country, I would suggest that this should take place as early as possible and in any case not later than 30th June 1961. Meanwhile it is our desire to request the PTTI affiliates in the various countries to extend their kind support and appeal to the Govt of India to restore the recognition of the P&T Federation without any further delay.

.....

Hoping to hear from you soon about your visit to this country.

.....

From
Chittoor Division.

U.C.
7-4-64
Replied.....

RET

294

Shri. Marcus De' Lima,
Postmaster-General,
Andhra Circle,
Hyderabad (Dn).

Sir,
Subj- Tyranny, Harassment and misusing of the powers by Shri. T. Muni Reddy present Supdt. of Post Offices, Chittoor and Shri. T.V. Subramanian present offg. head-clerk to S.P. Chittoor.

We beg to bring the following few lines for your favourable consideration and necessary action against the culprits, Sir knowingly or unknowingly the Govt. has posted Shri. T.Muni Reddy as Supdt. of P.Os. Chittoor Divn. who is a local man of this division in contravention to the rules. While he was I.P.O., Timpti shunted out on punishment to another division because of his corrupted hand. The very same man has somehow got recommendation and become Supdt. in the dept. He served some years in another divn. in the cadre of S.P. and through recommendation he got transfer to Chittoor divn. which is a native divn. to him. I brief description about him is a corrupted and caste minded man. He takes bribe from bottom to top (i.e) from sweeper to Sub-Postmaster, and his main aim is crusade against brahmins.

Apart from his custofeelings and harassment, he is playing the role of a dictator and doing all the humbugs and hububs in each and every action. He has provided almost all the key posts and independent charges to all his his caste people i.e. reddies and to-day you cannot find other caste members in the independent charges other than reddies. He is torturing the brahmins in a inhumane treatment and showing all favouritism nepotism to non-brahmins. All the inspecting authorities have written in their inspection note that Shri. T.M.Reddi is adjudged to be a very smooth and good administrator but nobody has penetrated deeply into the administration of Shri. Reddi. A few incidents are detailed below in which he has tortured some peoples, shown favouritism to his peoples, harassed somebody simultaneously given key posts to his native peoples and spoiled another life and lifted his peoples to high positions.

1. Brahmins removed from independent charges, example Shri. Narayana-murthy present clerk Kuppam P.O., and was removed from sub-Postmaster, and he has not completed his tenure the very same post was given to Shri. Govindaswamy who is a colleague and best friend of Reddi.

2. In the Baboo Rao S.B. fraud case thought the entire blame goes to non-brahmins who worked recklessly and carelessly have been let off with small amount of recoveries whereas the recoveries amounted to thousands in respect of the poor brahmins. For example; Panduranga Naidu, A.V. Ramachandran, Shaik Moulis, Khasin and Lokanathan all are non-brahmins who got only a small amount of recoveries i.e. below Rs. one hundred whereas in brahmins example Shri. Raghavachari recovery amounts to three thousands. In this particular case he has almost crushed the brahmins like anything and are now mourning under his regime.

3. Coming to his daily administration he has even violated all the rules that are existing in the department and shown favouritism to all his caste member and his native members. Example one by name D.Narayanaswamy Naidu present Asst. Postmaster, Chittoor who was a sub-postmaster, Chittoor Basavar Town S.O. has actually committed fraud Rs.10/- in one of the S.D. account by not accounting into account and the same was detected by the H.O. and reported to Supdt. Naidu is happened to be a native of his village let off with mere warning by taking false statement from the S.B. depositor. At the same time if any brahmins committed such a mistakes surely he would have placed under suspension or removal from service. This is highly irregular and unjust.

4. One of the important thing is general transfers, he has almost violated the rules and provided independent charges to his favourite peoples. Example One by name Shri. A.V. Ramachandran he who is a present DM Chittoor Basavar Town S.O. Chittoor is a corrupted man and not at all deserves to hold independent charge. Shri. V.M.Reddi then Supdt. of this divn. clearly written in the G.R. Report of A.V.Ramachandran that he should not offer any independent charge under any circumstances, because Shri. Ramachandran has committed S.B.frauds while he was a Sub-Postmaster.

Courtd.

Chittoor Market Town S.O. Chittoor, that why Shri. V.H. Reddi has & early written not to offer any independent charges to A.V. Ramchandran, whereas this Supdt. at this Supdt. violated the rules and given independent charge to hold B. Class Sub-office Chittoor Bazaar Post office. Simultaneously he has removed V.K.S. Naghavaas from 374 Tirupati South and provided Shri. Venudewa-Reddy in is a caste friend to him.

Coming to the malpractices and bad administration of Shri. T.V. Subramanian present offg. Head-Clerk to Supdt. He is lieutenant to Shri. T.H. Reddi, and a local influenced man. He got nearly 12 years service in the Dept. He never transferred from Chittoor, all the years he remained as Staff Clerk and drew maximum benefits to his friends and to his caste members. He is taking bribe for cash and everything and thus recommending for the appointment. He is a hatred of brahmins and a political man having the communist theories. He is happened to be a colleague and best close friend of Shri. T. Muni Reddi present Supdt. He took advantage to his malpractices by pulling others life too. Just to provide T.V. Subramanian in LDO chances, the Supdt. has overlooked the senior members and not obtained unwilling letters from the members who are senior to T.V. Subramanian and given chances in LDO within nearly 2 years. T.V. Subramanian interfering in cash and every matter in the administration and legal adviser to this Supdt. to crush the brahmins. Due to personal prejudices he advised the Supdt. to write bad C.B. reports about some of his brahmin enemies and the S.P. has complied his request and so many C.B. Reports have been spoiled, this is really a very horrible and injustice to the sincere and good peoples in this division.

regards Town Inspector Shri. Babuvankatraman, no doubt he too corrupted man he took motor-cycle advance and not purchased the motor cycle so far is a fact but at the very same time this Supdt. has let off all the non-brahmins who took a cycle advance recently and they have not yet purchased so far cycles and simply produced bogus receipts, some peoples purchased and disposed off already. Because of Babuvankatraman (Town Inspector) is happened to be a brahmin, he dealt the Supdt. dealt the Babuvankatraman case severely and others who are happened to be non-brahmins let off without any verification. Even the offg. head-clerk T.V. Subramanian has took four times cycle advance and produced bogus receipts likewise all the non-brahmins in the divn. who took cycle advance recently have not yet purchased cycles and simply produced bogus receipts. All these facts were known to the Supdt. but he has not taken any action so far because all are non-brahmins.

While concluding this humble memorandum we request you sir it is high time to transfer this Supdt. from this division and immediate removal of Shri. T.V. Subramanian from the divisional office and thus save from these old black leg tyranny. The fundamental rights of the employees are actually in jeopardy and degraded too. The division itself is hanging in the air and the prestige of the department has gone to lower and lower. Hence it is high time for the higher authorities to notice these day time robbery and crusade against a particular section and transfer this Supdt. to some other division and immediate removal of Shri. T.V. Subramanian from the divisional office otherwise may/be gone to bad to worst and everything will be in a chaotic condition.

/things.

Yours faithfully,
Actually weeping brahmin staff.
Chittoor Division.

Copy submitted to: Shri. Hanjappa, Director-General of Posts and Telegraphs
Govt. of India, New Delhi.
" " to: Honourable Minister Shri. Subbarayan, Minister for
for Communication.
" " to: Shri. S.A. G. Lange, Leader of the opposition in the
parliament.
" " to: Shri. Ashoka Mehta, Chairman of P.S.P. in India.
Sir, this is the actual situation after the strike.

May 19, 1961

Shri J.D. Wapshare,
Bangalore.

Dear Sir,

Thank you for your kind letter of 4th May to Shri S.A. Dange, M.P., our General Secretary. The question of trade union and democratic rights for the workers and employees in this country is an issue to which we attach greatest importance. Only when these rights are allowed to be exercised could amicable settlement of grievances be possible. It is in this direction that our organisation and its representatives in the Parliament and State Legislatures approach the problem. This we would continue to do in the interest of the working class which is also in conformity with the interests of the P&T employees.

With best wishes,

Yours faithfully,

(M)

(K.G. Sriwastava)
Secretary

Registered.

CONFIDENTIAL.

Private

4 MAY 61.

To

Sri S. A. DANDE,
Leader of the Communist Group,
New Delhi.

A. I. T. U. C.
Received... 5 TH MAY 1961
Replied.....

Sir,

It was interesting to read the PTI report appearing in the local daily "Deccan Herald" of Bangalore dated 26-4-61 on the important issue of the P & T employees' grievances, and about the adjournment motion on the same being disallowed by the speaker seeking to discuss a circular purported to have been issued by the Director-General, P & T which is alleged to have directed the officers of the Department not to entertain any grievances or representations from employees.

2 I, for myself, am an employee of the Department having put in just over 36 years of service.

3 To my knowledge and personal experience I had a number of representations made through the proper channel in accordance with the declared policy of the Ministry to permit redressal of grievances, only two of which I quote below:-

(a). On 25 AUG 1960, I had represented to the Director-General, Posts & Telegraphs on the subject of being denied Terminal Gratuity on the termination of my Commissioned service in the Army Postal Service. In spite of reminders on 20 JAN, 24 FEB and 27 APR 1961 I have not had even a line in reply or intimated the stage at which the issue stands at.

(b). On 20 JAN 1961, I had sought the permission of the Director- P & T, Mysore Circle, Bangalore to take legal action in a Court of Law against the appropriate authorities for unjust and offending remarks having been recorded in my Confidential Report and uncommunicated to me by the officer making the remarks while serving in the Army Postal Service. The case was reported to the Director-General and the Military Secretary and no satisfaction obtained, hence the permission was sought for from the Director, P & T, Mysore Circle, Bangalore. In spite of reminders on 24 FEB and 27 APR 1961 I have not had the permission sought for nor even a line in reply.

4 In these circumstances I am led to conclude that the interests of the employees are not being looked after with the result that discontent prevails *at best within me.*

5 May I therefore request you Sir, that in the best interests of the Labour-Employer relations at least, in so far as individual representations were concerned, it may kindly be made clear that they were not prohibited.

6 I much appreciate the stand taken consistently by you and your colleagues on this serious issue.

7 With my best regards.

8. *A line in reply will be much appreciated.*

Yours faithfully,

[Signature]

(J D WAPSHARE)

Assistant Postmaster, Bangalore (GPO).

*Get reply from
to have copy to
copy to [unclear] with necessary [unclear] of [unclear]
13/5*

Adjournment Motion

From: Rajinder Singh, 2. Braj Raj Singh, 3. Aurobindo Ghoshal,
4. K.T.K.Tangamani, 5. Indrajit Gupta.

We hereby give notice of our intention to ask leave to move a motion for the adjournment of the business of the House for the purpose of discussing a definite matter of urgent public importance, namely:-

"Serious situation arising out of the latest instructions from the D.G.P&T preventing the staff and the Union from representing their grievances even informally and thus contravening the right of representation both individually and collectively especially in the absence of any machinery and delay in the introduction of the Bill governing Trade Union relations in Central Services."

Labour and Employment

On 26/11/56

9

Particulars of Charges of the dismissed workers
under Manager, P&T. Workshops, Calcutta.

1. Shri Panchanan Mukherjee :

Date of appointment : 16.6.41.
T.No. & Shop : 313, Telephone Shop.
Designation & Grade : Coil Winder, Gr. I, Skilled.

Shri Mukherjee was dismissed by the Manager, P&T. Workshops, Calcutta by order No. ST-3 dt. 23.8.60 under clause 32 of the Certified Standing Orders without any formalities of law and affording an opportunity to be heard in person, for the reason that he was convicted by a Summary Court Martial held at 107, Communication Zone, Signal Regiment (T.A) (P&T), Shahapur Camp, Calcutta-23 for an offence under section 39(d) of the Army Act, and, sentenced to a term of rigorous imprisonment for a period of three months for failing to report for duty during the strike period, as earlier he had joined the Territorial Army Service bearing Regt. No. 11935937. The above sentence was, of course, reduced to about 60 days later on.

Appeal submitted to the Deputy General Manager, P&T. Workshops, 5, Council House Street, Calcutta-1 on the 26.9.60 which was rejected by him under his letter No. SOX-60/TA dt. 14.12.60.

Appeal submitted to His Excellency, the President of Indian Union, Rashtrapati Bhavan, New Delhi for presidential review on the 24th February, 1961.

2. Shri Kanai Lal Day Sirkar :

Date of appointment : 21.9.44,
T.No. & Shop : 1667, Power & Misc. Shop.
Designation & Grade : Electrician, Gr. II, Semi skilled.

Shri Day Sirkar was dismissed by the Manager, P&T. Workshops, Calcutta by order No. ST-3 dt. 23.8.60 under clause 32 of the Certified Standing Orders without any formalities of law and affording an opportunity to be heard in person, for the reason that he was convicted by a Summary Court Martial held at 107, Communication Zone, Signal Regiment (T.A) (P&T), Shahapur Camp, Calcutta-23 for an offence under section 39(d) of the Army Act, and sentenced to a term of rigorous imprisonment for a period of three months for failing to report for duty during the strike period, as earlier he had joined the Territorial Army Service bearing Regt. No. 11937932. The above sentence was, of course, reduced to about 60 days later on.

Appeal submitted to the Deputy General Manager, P&T. Workshops, 5, Council House Street, Calcutta-1 on the 7.10.60 which was rejected by him under his letter No. SIX-60/TA dt. 14.12.60.

Appeal submitted to His Excellency, The President of Indian Union, Rashtrapati Bhavan, New Delhi for presidential review on the 24th February, 1961.

June 28, 1961.

The General Secretary,
Posts & Telegraphs Industrial Workers' Union,
7/C, Goldsale Road,
Calcutta-20.

Ref: Your's No.F/C. U/Strikes/60-(1/392) Calcutta
dated 13.6.61.

Dear Comrade,

Reference as above this is to inform you that
we have not so far received any reply from the Government
on the subject.

However, we are pursuing it and no sooner reply
is received a copy of the same will be endorsed to you.

With Greetings,

Yours fraternally,

U.S.

(K.G. SRINASTAVA)
Secretary.

MOST URGENT
REMINDER

Posts & Telegraphs Industrial Workers' Union

Central Head Quarters :- 7/C, Gokhale Road, Cal-20.

Ref. No. F/C.U./... *Strike/60-0/392* ... *Calcutta* ... 1961

Sub :-

A. I. T. U. C.

I. R. N. 1881 Date.. 16.6.61 ...

Dear Sir,

I am directed to refer to ~~Ref. No.~~ *your office letter*
No. **NIL**. Dated, the *17.4.61*

on the subject noted above and to request the favour of your kindly
intimating the approximate date on which a ~~reply~~ *reply*/further communi-
cation may be expected.

Yours faithfully,

[Signature]
General Secretary

Handwritten note on left margin:
...
...
...

with regard to the communication with regard to the matter mentioned in the letter to the ...

18/6

The National Federation of P&T Employees

P&T HOUSE,
9, Pusa Road,
New Delhi, 25th August, 1961.

To

All Circle/Divisional/District Branches,
P & T Unions.

Dear Comrades,

The plenary meeting of the Federal Executive Committee and Circle representatives discussed thoroughly for five days from 19.8.61 all aspects of the most crucial issues facing the P&T workers' movement today, viz., recognition, reinstatement and ending all punishments and disabilities. The resolution unanimously adopted by the meeting is attached herewith.

We request all of you to study the resolution closely, give widest publicity to it and explain its significance to the workers.

The first task to be carried out by you as given in the resolution is to send a telegraphic request to the Prime Minister, Home Minister, Labour Minister, Minister for Transport & Communications, and the D.G. P&T, with copy to the M.P.s of respective constituencies, NFPTE and the All-India Unions on the 5th September, 1961. The following may be the text of the resolution.

"About three hundred central Govt. employees including forty in P&T still out of service Stop thousands subjected to heavy losses and service disabilities Stop Recognition Federation and Unions abnormally delayed hampering labour relations Stop Request immediate restoration recognition and rehabilitation strikers = Secretary"

This telegram should definitely be sent on the 5th September. Let each and every branch unhesitatingly take this step so that no doubt will be left in the minds of the Government about the serious discontent in the ranks. Therefore we make a special appeal to all the Circle and Branch Secretaries to make this a thumping success. Well begun is half done!

Also please ensure that a copy of the telegram is immediately endorsed to the MP of your constituency. The memorandum which the Federation is preparing will also be in their hands by then. It can be expected that within the following 3 or 4 days, i.e., by the 9th of September when the Parliament session closes, the Parliament as a whole will be seized of the situation.

The resolution envisages calling for the opinion of the branches on the feasibility of conducting a signature campaign on the outstanding issues. The Branch and Circle Secretaries are therefore requested to express their opinion as to the feasibility of the campaign after consulting the rank and file. Their opinions should reach the Federation by the 15th September positively so that the campaign if agreed to can be launched by about 25th to 30th September, 1961. A meeting of the Secretariate is scheduled for the 16th September for taking a final decision in this respect, and for fixing the suitable dates for the campaign.

Comrades, the Federal Executive has decided to embark upon the above programme of activity after one long year with the firm hope that the present stalemate will be broken and the Branches will soon resume their normal functioning. We have full confidence that the Branches will rise to the occasion and make the programme a success.

Long live P&T Unity !

Yours fraternally
Sd/-

P. S. R. ANJANEYULU
S. G., N.F.P.T.E.
R.P. CHATTERJEE
G. S., AIREU-Cl. III

GOPAL SINGH JOSH
A. G. S., AIPFU Postmen & Cl. IV
B. R. BAMOTRA
Offg. G.S., AITTEU-Cl. III

WARYAM SINGH

G. S., AITTEU-Cl. IV

K. RAMAMURTI
G.S., AIPFU-Cl. III
O.P. GUPTA
G. S., AITTEU-Cl. III
AIREU-MG. & Cl. IV

S.K. MITRA
for G.S., AIAOEA-Cl. III & IV
CHANDRA SHEKHAR
G. S., AITTEU-Linestaff & Cl. IV

NOTHING IS WON FOR US
UNLESS IT IS WON BY US

"Petitions, Memorials and Supplications count for nothing unless you organise yourselves to convince the Government....."

—Said the Great Tarapada

Despite thirteen long months of Petitions, Memorials and Supplications to the Government.

- * RECONITION HAS NOT BEEN RESTORED ;
- ** FORTY OF OUR VALIANT COMRADES ARE OUT OF SERVICE ;
- *** THOUSANDS HAVE BEEN PUNISHED.

Let us bestir ourselves,

Build mass—sanctions behind our representations,

Organse ourselves to convince the Government.

**LET HUNDREDS OF TELEGRAMS FLOOD THE GOVERNMENT
ON 5-9-61.**

—: 0 :—

Resolution of The Federal Executive Committee of NFPTE Adopted at its Meeting Held on 23rd, August, 1961

WHILE thanking the Govt. for the lenient policy as announced in Parliament by the Home Minister in August, 1960 and taking note of the progress made so far in regard to reinstatement in service of the employees proceeded against in connection with the strike, the Federal Executive notes with deep regret that even after a lapse of nearly 13 months, although there has been no case of sabotage, violence or gross misbehaviour.

- (i) About 60 employees still await reinstatement in service;
- (ii) Severe punishment inflicting heavy loss of emoluments with cumulative effect have been awarded;
- (iii) Hundreds of employees have been reverted to lower cadres;
- (iv) Promotions and confirmations legitimately due have been withheld;
- (v) Mass transfer of strikers—in particular, the active union representatives—has been effected;
- (vi) The period of prolonged suspension had not been treated as duty despite the hardships undergone by the hundreds of employees during the period of suspension, not to mention other disabilities imposed on participants in the strike.

2. After careful consideration of all aspects of the problem, the Federal Executive feels strongly that, had the declared policy of Government been implemented faithfully and with due expedition, the sufferings of the employees would have ended long before and no permanent scars or vestiges of the struggle of July, 1960 would have been left; and similarly, if the clarification of "gross misbehaviour" offered in Railway Board Circular No. E (L) 6/ST-5 dated 2-2-61 had been implemented faithfully and properly and extended to all the Central services, not a single Central Govt. employee would have remained out of employment or subjected to sever punishments.

3. The Federal Executive, with a view to ensure that embittered feelings do not prevail or persist, happy and harmonious relationships are quickly restored, and a new climate of mutual good-will is generated, once again appeals to Government to take such steps as may be necessary or deemed expedient to

- (a) reinstate in service all the employees still out of employment, including those discharged under Rule 5 of the CCS(TS) Rules;
- (b) mitigate the penalties awarded to the extent undergone already; and
- (c) remove in toto all the disabilities specifically imposed or arising as a consequence of penalties awarded.

The Federal Executive further urges Government to deal with the problem of rehabilitation and removal of other disabilities with due expedition and restore normalcy without further delay.

4. The Federal Executive takes note of the fact that in spite of repeated efforts, Government do not seem to be cognisant of or fully alive to the magnitude of the sufferings undergone by the employees and the numerous disabilities which still stalk the strikers and therefore resolves to circulate a memorandum to Government and also the representatives of the people detailing the hardships and disabilities referred to for favour of an expeditious decision and adoption of remedial measures.

5. The withdrawal of recognition was itself arbitrary and during this period of 13 months of derecognition normal channels of representation and discussion had ceased to be operative resulting in accumulation of a vast number of problems and grievances of the employees at all levels. A complete stalemate prevails resulting in avoidable hardships and strained relationships. The NFPTE has been persistently endeavouring to seek an amicable settlement of the issue and was repeatedly assured that it was Govt's intention not to prolong the present state of suspense and agony but to resume very early normal relationships between the unions and Government. The hopes of early restoration of recognition faded when it was stated that the issue was linked to adoption of the Labour Bill. However, three successive sessions of Parliament were by-passed and the Bill was not introduced. It was revealed in the course of informal consultations in April, 1961 only, that it was Govt's intention not to restore recognition for a year under the plea of enforcement of the

Code of Discipline which however was never applied to either side at any time in the Central services. Although the time-limit of one year has also passed and the question of recognition has since been delinked from the adoption of the proposed legislation, nevertheless, the issue appears to be as remote from solution as before. The Federal Executive feels justifiably aggrieved that the assurances extended have unfortunately not been honoured, and requests Govt. once again to end the present stalemate forthwith and restore recognition to the NFPTTE and the federating Unions and all other derecognised organisations immediately.

6. After analysing the trends whether in regard to rehabilitation, removal of disabilities or restoration of recognition, the Federal Executive is constrained to come to the conclusion that the existing stalemate cannot be broken unless the general membership takes due note of the situation and conveys to Government its feelings of deep disappointment and resentment and its anxiety to function under the canopy of a recognised union movement. To this end, the Federal Executive resolves to ascertain the opinion of the Branch Unions on the suitability of launching a signature campaign addressed to Govt. and authorises the Secretariate to decide appropriately upon the programme on the basis of the opinion expressed by the branches.

7. With a view to focus immediate attention to the problems of rehabilitation of strikes and restoration of recognition, the Federal Executive calls upon all the Circle and Branch Unions to send telegrams addressed to the Prime Minister, Home Minister, Labour Minister, Minister for Transport & Communications M.P.s of respective constituencies and the D.G. P&T, with copy to the NFPTTE and the All-India Unions on the 5th September, 1961.

8. The Federal Executive considers that intensive tours should be undertaken by the

representatives at all levels during September to revitalise the functioning of the organisation, explain the realities of the present situation.

9. The Federal Executive is unable to reconcile itself to the prolongation of the present state of affairs and therefore further resolves to solicit the personal intervention of the Prime Minister and appeals to the press, the public and the MPs to do all they can to lend support to this earnest endeavour for an amicable settlement.

10. This Federal Executive appeals to all other organisations in the Central services to consider favourably a concerted endeavour for realisation of the demands.

11. The Federal Executive views with deep concern the decision of the AIDEF to permit individual members to embark upon a hunger-strike from 15.9.61 and appeals to AIDEF to defer such a programme to a later date.

12. While the NFPTTE does not believe or repose faith in hunger-strikes as a technique, weapon or method of trade union activity, however, feels that if the present stalemate continues, the movement may naturally be compared as confined to prison-bars and in such a condition, the NFPTTE may no longer be in a position to restrain any of its members or members of other organisations from having recourse to the programme of hunger-strikes also.

13. The Federal Executive resolves to meet not later than the 2nd week of October next to review the developments and take appropriate further action in the matter.

14. The Federal Executive exhorts the P&T workers all over the country to realise that the need of the hour is to strengthen the organisation and to maintain solidarity and unity, and to respond enthusiastically to the call of the Federation.

CONFEDERATION OF CENTRAL GOVERNMENT EMPLOYEES

Calls upon all Organisations

To make Telegraphic Appeals to the Prime Minister Home & Labour Minister, Heads of Departments etc. on 5-9-61.

- * For immediate restoration of Recognition ;
- ** Reinstatement of all dismissed, removed etc. employees;
- *** End all punishments and disabilities on the strikers.

The Resolution adopted by the National Executive on 24.8.61 draws the attention of the Govt. to the resolution of the A.I.D.E.F. and serious situation arising out of the delay in restoration of recognition, compelling the organisations to build up mass sanctions behind the demands. The resolution requests the Govt. to restore recognition and reinstate all employees immediately.

14
REMINDER

Posts & Telegraphs Industrial Workers' Union

Central Head Quarters :- 7/C, Gokhale Road, Cal-20.

Ref. No. F/C.U./...../CO-6/322 Calcutta..77..7.. ... 1961.

Sub :- Cases of victimisation

Dear Sir,

I am directed to invite a reference to ~~this~~/your office letter
No. Nil. Dated, the 28.6. 1961
on the subject noted above and to request the favour of your kindly
intimating the approximate date on which a ~~reply~~/further communi-
cation may be expected.

With kind regards, Yours faithfully,
.....
General Secretary

MOST URGENT

27/7

Stamp Vendors Association
Bombay G.P.O.
Bombay 1.

Dated 21-7-61

To

Shri. S. A. Dange
Member of the Parliament
New Delhi.

Sir,

The enclosed requisition were sent to the Director General, Post and Telegraph and Honourable Sr. Subbarayan since one month but sorry to state that nothing came out up till now. So request you to arise this point in the Parliament and hope times we shall get justice

Hoping to be excused for the troubles and awaiting for your favourable reply.

Yours faithfully,

[Signature]
Secretary

Stamp Vendors Association

The Hon'ble Dr. Subbarayan,
Minister for Communications,
Government of India,
New Delhi.

(Submitted through proper channel)

Sir,

I, a stamp vender, working in the Post office in Bombay, being dissatisfied with the decision given by the Director General Posts & Telegraphs, on my representation dated 10-10-60 beg to submit this petition to you in the hope that I shall get justice at your hands.

A copy of my representation referred to above is enclosed herewith. A perusal of the same will show:-

a) That ever since 1927 right upto 1952 the stamp vendors in the P. & T. Dept have been treated as on par with the Head or sorting postmen, Readers, overseers etc, both in the matter of pay scales as well as classification in service. During this period the scales were revised on three occasions viz. in 1927, 1935 and 1947, but on each occasion the stamp vendors were given the same scale of pay as for Head or sorting postmen Readers, overseers etc and were classified as "Superior Service".

b) That the above scales were higher than those of postmen and as such their status was considered to be higher than that of postmen.

c) That during the period from 1931 to 1952 the Department tried to experiment of entrusting the work of stamp vending to a private contractor in the case of some big offices in Bombay, while in the remaining post offices the work was managed by departmental stamp vendors as before.

d) That in 1952 the Department terminated the contract with the contractor and took over the work of stamp vending in all post offices in Bombay.

e) That on this occasion those stamp vendors on the contractors

establishment were originally not taken in Government Service, and when later on they were taken after a lapse of several months, they were given the scale of postmen and classified as "Class IV" a category comparable to the old "Inferior Service". The departmental stamp vendors in those post offices which were not handed over to the contractor, were however, allowed to retain their "Superior Service" and the higher scale on par with Head or sorting postmen, Readers, overseers etc.

f) That such invidious distinction and discrimination in the matter of pay scale and status was made by the P.& T. Department between the department as stamp vendors and those taken over from the contractor's establishment without any just or convincing reasons, as the nature of work performed by the two sets of officials was ~~is~~ identical in every respect.

g) That I am one of the stamp vendors taken over from the contractor's establishment who have been given the postman's scale and class IV service.

h) That I represented to the second pay commission against the obvious injustice done to me, but my grievance stood unredressed at the hands of the second pay commission and I was granted the same scale as that for a postman and the status of a packer.

Sir, my representation dated 10-10-1960 addressed to the Director General was therefore, a request to restore me to Class III (i.e. the erstwhile superior service) in the scale admissible to head or sorting postmen, readers, overseers etc. But the Director General turned down my request vide his communication No.3-6/60 P.& A. dated 17-1-1961 to P.M.G. Bombay.

Sir, my sole grievance is that the Department has arbitrarily reduced my pay scale from that of a reader or head or sorting postman to that of a post man and my status to that of class IV official. From 1927 to 1952 the Department Considered the duties of stamp vendors to be more important and more responsible than those of postmen. During this period a pay commission had been

appointed in 1947 and this pay commission also did not seem to disagree with this view. But in 1952 when the question of absorbing the contractors men arose the Department retrenched all of a sudden ~~xxxx~~ woke up to the knowledge that their duties and responsibilities were in no way higher than those of postmen. This was obviously a concealed attempt to exploit the situation. It is an accepted convention that whenever an establishment is taken over by government, all the employees in that establishment except those who are really unfit are taken over in government service, but the P.&T. Department refused to take the contractor's men in Govt. service. They were made to suffer the tortures of unemployment for several months and after reducing them to a state of utter penury and total submissiveness they were taken in service in the postman's scale. It was in such circumstances that the scale and status of the stamp vendors taken from the contractor's establishment were reduced and not as a result of the findings of any committee or commission. Unfortunately the second pay commission appointed in 1957 did not pay much attention to the representation of the stamp vendors, but simply endorsed the view of the department that their qualifications and duties do not justify a scale higher than that of postmen. The pay commission has failed to justify the relegation of my status. There is no change in the duties of stamp vendors. They are the same in 1961 as in 1931. If at all there is any change it is for the worse.

Sir, I furnish below the list of duties required to be attended to by postmen and stamp vendors so as to enable ~~my~~ you to assess the nature and importance of the relative categories.

DUTIES OF POSTMEN:- To receive letters, money orders, parcels, registered and insured articles from the post office clerks concerned, to deliver them to the respective addressess or payees, and to render account of the same to the post office clerks at the end of the day.

DUTIES OF STAMP VENDORS:- To maintain stocks of all denominations of stamps (postal, revenue and central excise) and stationery, to effect sales of these stamps and stationery to members of the public at the

at the post office counters, to furnish information to members of the public regarding new stamps issued from time to time, to answer queries of foreigners in English at the counters and to keep and render accounts of stamps and stationery sold.

Sir, I submit that these duties at stamp vendors are more responsible than those of postmen, in view of the fact that during the entire period of their duty they have to handle cash only. They have ever to be vigilant and more careful as any lapse of slackness on their part is likely to result in shortage which has to be made good immediately. They have to work continuously under stress and strain, especially in view of the Department's Policy during the years since independence to issue special stamps to commemorate great men and events, such as the Mahatma Gandhi, Lokmanya Tilak, Mahaxshri Karve, Sir Vishweshwar Ayyar, Dadabhai Nauroji, Tagore, Motilal Nehru, Shivaji Maharaja, Railway Centenary, Children's Day, Saint Poet, Series, United Nations Day, etc. Not a month passes when a new commemorative stamp is not issued. The stamp vendor have to face long series of queries at the counters on such occasions. They have at the same time to be polite and courteous to the members of the public. Their duties are therefore, semi clerical in nature and deserve to be compensated by a scale higher than that of postmen.

It is singularly unfortunate that the second pay commission, whose labours extended over three years. Should have failed to realise the superior nature of our work and recommended the postman's scale for us. It was a great shock to me and my colleagues, who had suffered long since 1952 and had hoped to get justice at the hands of the second pay commission at least. I have been totally disillusioned and disappointed and have the last ray of hope in you only I am now approaching you, sir, the fountain of justice, confident that you will consider my case sympathetically and restore me to the scale admissible to head and sorting postmen, readers, etc. in superior service, for which act of kindness I shall ever remain grateful to you.

Yours faithfully,

2nd

REMINDER

Posts & Telegraphs Industrial Workers' Union



Central Head Quarters :- 7/C, Gokhale Road, Cal-20.

Ref. No. F/C.U/.....^{strike/60-61/415} Calcutta...7...9... 196/

Sub :-

(29/11)

Dear Sir,

I am directed to invite a reference to ~~this~~/your office letter
No. *Nil* Dated, the 28.6. 196/
on the subject noted above and to request the favour of your kindly
intimating the approximate date on which a ~~reply~~/further communi-
cation may be expected.

with kind regards,

MOST URGENT.

[Signature]
Yours faithfully,

General Secretary

7/9



DELIVERY-ADDRESS
TELEPHONE NUMBER



928

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at.....H.....M.

O GC BH 1008 BOMBAY J 5

S A Dange 4 Ashoka Road New Delhi

.... PRAY FEIN STATE THREE HUNDRED CENTRAL GOVERNMENT EMPLOYEES INCLUDING
FOHRTY IN P AND T DEPARTMENT WHO ARE STILL OUT OF SERVICE AAA PRAY REMOVE
HEAVY LOSSES INFLITED ON THOUSANDS AAA ECONITION OF FEDERATION AND UNION
UNIONS DELAYED HAMPERING LABOUR RELATIONS AAA REQUEST RESTORATION
RECOGNITION AND REHABILITATION STRIKERS.

S VASUDEVAN N F P T E UNITS BOMBAY
TELEPHONE.

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number in the case of foreign telegrams only, office of origin, date, service instructions (if any) and number of words.

6/40.

MI SHRA This form must accompany any enquiry respecting this telegram.

I. A. P. Delhi-5-61-17,000 Books.

C.-3



DELIVERY-ADDRESS
TELEPHONE NUMBER

2058



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at.....H.....M.

O KA I

SECUNDERABAD H

5

46

PARLIAMEN T MEMBER NO.

THREE HUNDRED CENTRAL EMPLOYEES INCLUDING FORTY POSTS AND TELEGRAPHS STILL
OUT OF SERVICE THOUSANDS SUBJECTED HEAVY LOSSES SERVICE DISABILITIES
RECOGNITION FEDERATION UNIONS ABNORMALLY DELAYED HAMPERING LABOUR
RELATIONS REQUEST IMMEDIATE RECOGNITION REHABILITATION.

CIRCLE SECRETARY POSTAL CLASS THREE ANTHRA CIRCLE.

CD 17/ 35

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign, telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

I. A. P. Delhi-5-61-17,000 Books.