

To
The General Manager,
I. I. & S. Co. Ltd.,
B u r n p u r .

Sir,

Most respectfully and humbly I beg to state that I was transferred from Kulti Coke Oven from the last 25th Oct. and have been working quite satisfactorily here at Burnpur.

That I was designated as S/A. Filler at Kulti and here at Burnpur I was given the job of cooly and at various places according to the whims of my immediate superiors at Plants. To-day I requested my superiors to give me suitable job. But instead of hearing my grievance at once my P.A. Pass was snatched off forcibly by my superiors and later on I was verbally informed by Mr. Lucas that my services was terminated immediately. I requested him to furnish me with the discharge note but he threatened me by saying that I would be produced to the Police.

Having no other alternative I would earnestly request you to be kind enough to enquire into the matter and arrange to allow me duties in a suitable place at an early date and oblige.

Thanking you,

Yours faithfully,

Dated 29/11/58.
C/O. Rati Singh.
Nichu Dhawra,
P.O. Kulti.
Dist. Burdwan.

(Bhagirathi, T.No. 603)

Copy to the C.O. Supdt. Burnpur.
The Asst. Labour Commissioner, Asansol.

To
The General Manager,
Burnpur Works,
B u r n p u r .

3rd Dec '58.

(Through Proper Channel)

Re: Non-employment from 29.11.58.

Sir,

With due respect I beg to submit that on 29.11.58 when I approached my superior requesting him to give job according to my designation viz S/A Filler which I had while at Kulti Works the Officer got enraged with me and forced me out of job.

On that very day I addressed a petition to your honour for intervention.

But still to day I am not being given any work either at Burnpur or Kulti, I am unnecessarily being harassed and forced to go without work, for which I shall be marked absent and no wages would be paid for the period.

I wish to urge upon your honour to please intervene and allow me resume my duties so that I may not go without pay for no work and also order for full compensation for the period of forced unemployment.

Yours faithfully,

(Bhagirathi, T.No.603)

Copy to Asst. Labour Commissioner, Asansol.

यूनाइटेड आयरन ऐंड स्टील वर्कर्स यूनियन

UNITED IRON & STEEL WORKERS' UNION

REGD. NO. 3389

BARI

Head Office : KENDWA ROAD, KULTI, BURDWAN.

f. No ALC/ASL/12/58-16

Dated, the 18th Dec 1958,

To
The Asst. Labour Commissioner,
Asansol Region,
Asansol,

Re: Illegal harassment of Bhagirathi,
T.No. 603, Coke Ovens Burnpur Works.

Sir,

This is to draw your urgent attention to the fact that Sri Bhagirathi, who had been rendered surplus and sent to Burnpur has been suddenly turned out from works 29th Nov' last. His pass etc, was snatched away. He was told that he was dismissed.

Please refer to copy of letter dated 29.11.58 sent to you.

It is now about 3 weeks that the said worker has neither been given any formal notice of discharge nor has he been allowed to resume duties.

Sometimes he is told to go to Burnpur and from Burnpur he is again referred back to Kulti. Thus he is being harassed and kept in a state of tension. He again made a petition on 3rd Dec'58 but to no purpose (Copy attached).

In this connection I beg to draw your attention to the discrimination shown against him by the Management because he was a member of our Union. On the same date two workers were treated similarly by Mr. Lucas who snatched away the time cards of said Bhagirathi (AJ/15) and one Amchand (AJ/50) - (Kulti ticket Nos.- please refer to attached letter of Deputy Labour & Welfare Superintendent). Both of them were approached by one Jagadish who offered that if they became members of "Workers' Union" (INTUC) they will be taken back. Amchand became member of INTUC - Union and he was allowed to join but as Bhagirathi, refused to oblige Jagadish, he is still not taken in. Is this not a glaring example of unfair labour practice on the part of the Management? Does it not violate the terms of Mainital Decisions of I.L.C.? We strongly deprecate such practices and would request to refer the matter to proper authorities for necessary action.

In view of the above, I would request you to please use your good offices so that the worker is allowed to resume duty with full compensation for the period of forced unemployment.

Thanking you,

Yours faithfully,


General Secretary.

page two.

The Furnace must have been blown up killing ~~xx~~ a few hundred workers on duty and the adjoining worker-bustees; a couple of hundred yards away, just outside the boundary wall, would also have been affected resulting in loss of lives of hundreds of men, women & children.

That Now the question that is posed is this, - Why did not the steam-driven pump put into action, meant for such emergency, when the electric one failed?

When the A.C. current fails (supplied by DVC) then D.C. current generated by the Company's own generator comes into play. But why this was not put into commission during this emergency as was always done in the past?

In the past, when similar break-downs occurred, the operation used to be restored by these alternative devices kept for emergency. And they never failed in living memory of the workers who put in 25-30 years of service. And break-down of this type viz; pump-failure took place many a time, even when there was 'burden' (hot molten iron) inside the Furnace and every time operation was restored, - it is almost guaranteed.

More: The electric fitter who is supposed to be in the shift to do repair work when current fails, was mysteriously missing at the time when the pump failed. And pump-attendants searched for him in vain. One 'mistry' came from the Power Dept; it is reported, at about 2.30 P.M. though the accident occurred at about twelve in the night. It is also reported that there was not sufficient water in the tank. So, when the two pumps, out of three, began working the flow was not sufficient. And muddy water rushed into the pipes resulting in choking of the pipes and flow was thus also obstructed.

There is shift Foreman at the Turbine and also a foreman at the Electric Repairing section and another at the Power House. But what they did to restore operation is shrouded in mystery.

So, the conclusion becomes irresistible that there is something wrong somewhere, - that the 'accident' was made to order, - part of a well-calculated plan. That it was a sort of 'sabotage' planned by the management is in evrybody's lips. There are strong reasons to suspect because the Management did not want to face an 'awkward situation' like the one that developed at the time of closure of No.4 Furnace. And this is quite understandable.

It is no accident that the pump failed just after the Furnace was emptied and was out of order to allow sufficient time for certain key problems to get burnt.

These are the issues involved. We have already telegraphed to Dr. Roy and Com. Jyoti Basu, demanding an enquiry in the whole matter. In the meantime the Management has chargesheeted several pump-attendants making them responsible for what happened.

Please tell com. Dange to advise as to what more is to be done in the matter.

Yes, give news in the New Age and T.U. Record in the manner you think best. ** *** **

A good news that Mrs. Dange is coming. Arrangements can be made for her sightseeing at Maithon and Panchet. Of course, it will be an easy thing if Com. Dange himself desires to see things. Anyway, are you also coming? Please let me knpw.

With kind regards,

Yours sincerely,

Nitis Sett

(Nitis Sett.)

22 DEC 1950
United Iron & Steel Workers Union.

Head Office :- KULTI.
(PROF. BARI ZINDABAD.)



Office :-
KULTI STATION ROAD,
P. O. KULTI,
(Burdwan)

Ref. No

Dated the 18th. Dec 1950.

To
Com. K.G. Sriwastava,
Secy; A.I.T.U.C ;
4, Ashok Road,
New Delhi.

Dear Comrade,

~~XXXXXXXX~~ I came to learn today that Com. Dange would be reaching at Asansol on 26th. instant and stay upto 28th and the date may be extended upto 29th.

But I could gather no details as to his tour programme. I do not know if you have written to Burnpur. If you have not, please let us know the programme. Please ^{let us know} as to when to keep the meeting of the Ex. Committee etc. What time does ^{he} reach by train or ^{what?}

Now I wish to request you to let us know about onething. You are perhaps aware that election of Departmental representatives to the Ex. Com. has been over long ago. Only election of Office-bearers and co-option remains/ to be done. We wanted to finalise things in our Annual General Meeting. And we wanted to hold our Annual Conference this year in a big way in presence of Com. Dange. But he fell ill and went to Soviet Union for treatment. We ~~we~~ were advised to wait till he returns. So, our programme had to be kept in abeyance. Now, if com. Dange agrees we can hold a sort of delegate meeting during his stay here. And we can then hold a open Rally on the 28th, preferably. There we can formally ^{openly} declare our affiliation with the A.I.T.U.C. as per our resolution.

Please consult Com. Dange and let me know about this so that we can make necessary arrangements.

** ** *

You must have known from our telegram ~~from~~ to Com. Dange that the last (no. 5) Blast Furnace at Kulti had been closed down on the plea of an accident. ~~THE~~ Mystery surrounds this accident which is suspected to be deliberate. We are collecting facts, so I did not write to Com. Dange earlier. Some hints were given in my letter to Com. Renu di. I give below the materials as to this accident, ^{accch} according to everybody in the line, was made to order.

On the night of Monday last, at about midnight, after the 'burden' of the Furnace was unloaded, the electric pump suddenly failed resulting in stoppage ~~at~~ in the circulation of cold water in the 'Cooling System' of the Furnace. As a result, certain parts got burnt due to excessive heat. When the pump started operation after sometime, cold water rushed in and flooded the furnace through the openings made from burning of parts. Thus the Furnace was put out of operation and the Management declared it closed as it was already announced that the Furnace would be blown out by December this year.

Workers tried frantically to start the ~~THREE~~ pumps but could restore operation of only TWO, the biggest one which circulates two lakh gallons of water did not function at all.

One worker has been seriously burnt and is now lying in Hospital in a precarious condition. If water rushed in while the molten iron (burden) was inside, then there would have been a serious explosion -

T.O.

26 DEC 1958

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P.O. Kulti.
Dt. Burdwan.
23.12.58.

Com. K.G. Sriwastava,

I learn that you are also coming with Com. Dange on 26th. So, I am writing this letter. Don't know if it will reach you in time. Anyway I am racing against time.

Please bring the necessary Forms as per our discussion at Calcutta. And also bring the R...T...S..(book) along with you so that there may not be any difficulty. Yes, you discussed this with our friend ENES who met you in Calcutta ~~xxxxxxxxxxxxxxxxxxxxxxxx~~ during Com. Dange's meeting there recently and thrashed out matters. And here you can check up the papers yourself (especially of Raniganj, Sen Raleigh etc.)

Will it be possible for you to bring a copy of Fair Wages Committee Report? Yes, you shall be paid for that.

Good news. Some new Unions at Asansol belt have come under our influence. At the border region of Bengal and Bihar, - at Chanch and Gulferbari, the workers left the INTUC en masse and have organised themselves under the Red flag. The question of recognition still hangs, the Bihar Govt. is delaying matters.

Will you please arrange to send a telegram after you entrain at Delhi? This will help us.

Yes, don't forget the papers for which I am writing this reminder. ^{Call to}

Meet when we meet.

With greetings,

Comradely Yours,

B. Pal
(Bijoy Pal.)

THE INDIAN IRON & STEEL CO. LD.
KULTI WORKS.

Ref.No.WK/PO/59985
Dt. 26.12.58.

N O T I C E.

Further to our circular No.WK/PER/9354 dt. 24.12.58, it may be noted that a team of Government Officials would be visiting the Kulti Works from 29.12.58 onwards for the purpose of selecting suitable men for employment in the Government Steel Plants namely Durgapur, Rourkela and Bhilai from amongst the surplus workers. Interviews will take place according to the following programme :-


29.12.58	- Morning	- M.E.
	Afternoon	- M.E.
30.12.58	- Morning	- ME, TM and CM.
	Afternoon	- E.E.
31.12.58	- Morning	- E.E.
	Afternoon	- M.E. and E.E. (Not interviewed on the previous days)
2.1.59	- Morning	- B.F.M.
	Afternoon	- B.F.M.
3.1.59	- Morning	- F.M.
	Afternoon	- F.M.

2. Lists of staff and workers rendered surplus will be hung up in the Recruitment Notice Board outside the Office of the Dy. Labour & Welfare Superintendent near the South Main Gate at 2 p.m. on 26.12.58.

3. All surplus workers are advised to avail of this opportunity of being absorbed in the Government Steel Plants as it will not be possible for the Company to absorb all the workers in Kulti and/or Burnpur and consequently certain surplus workers would be subjected to retrenchment.

4. A large number of surplus workers did not appear for interview conducted by the Government Officials in October 1958 and 15th, 16th and 17th December 1958 although advised to do so. These workers are also directed to appear for interviews on the dates mentioned above.

ND/DC.


For WORKS MANAGER.

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दि इन्डियन प्रायरेन स्लड स्टील को: ली:
कुली वर्क्स

Ref: No. WK/PER/9354

ता: 28.92.52

नोटिस

हाल में ४ नम्बर वास्तु फार्नेस और इसमें पहले ४ नम्बर वास्तु फार्नेस को "सी" कोडी" को प्रोमन वेवरीज बन्द होने के कारण अलग तालिका में दर्ज किया गये स्टाफ को कम्प्लीट वृत्त अतिरिक्त को दृष्टी के योग्य हो गये है। लेकिन जितना सम्भव स्टाफ को कम्प्लीट वृत्त को कुली और वर्नपुर में संयोग करने के लिये हर तरह को विचार की जायगी।

इस विषय पर कर्तृपक्ष को आसन सोल प्रायरेन स्लड स्टील वर्कर्स युनियन के बीच वार्तालाप चल रही है और आशा की जाती है कि शीघ्र सम्तोषजनक समझौता हो जायगी।

चुके सब अतिरिक्त कम्प्लीट वृत्त को संयोग करना कम्पनी के लिये सम्भव नहीं होगा इस लिये एक या दूसरे २ गामरन मन्ट स्टील कारखाने में उपयुक्त प्रादमीयों की बहाली के लिये एक दल सरकारी अफसरों के द्वारा चुनाव कराने का बन्दोबस्त किया गया है।

जो सब प्रादमी कम्पनी द्वारा संयोग नहीं किया जा सकेगा वे ता: 29-92-52 से दृष्टी कर देने के योग्य होंगे और उन्हें इन्डिस्ट्रीयल डिस्पीउट संकु के अनुसार पुरा सुविधायें दिये जायेंगे।

ड: सेन, ⁹
वा: वर्क्स मैनेजर

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THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS

Ref: WK/PER/9354

24th December 1958.

N O T I C E

Arising from the recent closure of No.5 Blast Furnace and the earlier closure of No.4 Blast Furnace and "C" & "D" Coke Oven Batteries a number of staff and workers as listed separately have become surplus and subject to retrenchment but every attempt will be made to absorb as many staff and workers as possible at Kulti and/or Burnpur.

Negotiations on this matter are proceeding between the Management and the Asansol Iron & Steel Workers' Union and it is hoped that a satisfactory agreement will soon be reached.

As it will not be possible for the Company to absorb all the surplus workers, arrangements have been made for interviews to be carried out by a team of Govt Officials for the purpose of selecting suitable men for employment in one or other of the Govt Steel Plants.

All men not absorbed by the Company will be subject to retrenchment by the 31st December 1958 and will be paid full benefits as per Industrial Disputes Act.


For WORKS MANAGER.

 DEC 28 1958

268
THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS

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For WORKS MANAGER.

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To
Sri S. A. Dange, M. P.,
President,
United Iron & Steel Workers' Union,
Burnpur - Kulti,

Camp, Asansol.

Dear Sir,

I beg most respectfully to draw your attention to the following for necessary action:

That I am an employee of M/S Indian Iron & Steel Co., Ltd, Kulti Works since 1951.

That I am a member of the United Iron & Steel Worker's Union since its very inception in 1955.

That after the closure of Coke Ovens Dept. of Kulti Works (in Oct '58) I was rendered surplus along with others and sent to Burnpur Works for alternative employment.

That after some days of work at Burnpur I along with one Amchand (T.No. AJ/50) approached our superior Officer on 29.11.58 last with the request of giving us jobs corresponding to our designation as per agreement. My designation was S/A Filler while at Kulti but here I was given the work of a Coolie.

That at this the Officer got angry with me and shouted, "You dare to complain against the allotment of job I have fixed up?" and then snatched away our time cards, protected area pass etc, and turned us out of the works.

That I addressed a petition to the General Manager, Burnpur Works the same day and again on 3.12.58 and sent copies of the same to the Asst. Labour Commissioner, Asansol, for intervention.

That we approached the Dy. Labour & Welfare Supdt. Kulti Works, for redress of our grievances who sent a note to Labour Welfare Supdt, Burnpur on 2.12.58 (Copy attached).

That we are being sent to Burnpur from Kulti and back again but to no purpose. That a couple of days later (after being turned out) one Jagadish, a leader of INTUC Union in our Dept. approached us saying that if we became members of his Union then we would be taken back.

That I told him that we have done nothing wrong and we have not been chargesheeted nor suspended. Then why we are forced out of employment? And this has nothing to do with membership of any Union. And I refused to become member of INTUC Union as I was already a member of United Iron & Steel Workers' Union (Action Committee).

That till today I am out of employment though I have not been served with any order in writing by the Management.

Not only that. When our Union moved the Asst. Labour Commissioner, to intervene in my case, Mr. Singh, special Officer of the Personnel Dept, Kulti, abused me saying, "why you run to your "Damad" (meaning our Union)?- they can't get you re-employed. If you want your job go to the workers' Union (meaning INTUC)!"

That I am now out of employment for about a month. So, I can't make both ends meet and I am now literally starving.

In view of the above, I would urge upon you, our esteemed

P. T. O.

President, to do all in your power to undo the injustice done to me so that I am taken back to my job immediately.

Hope, you would do the needful and oblige.

Yours faithfully,

Dated the 27th December, 1958.

(Bhagirathi)
T.No. 603.

Encl: Copies of Correspondences.

	<u>Designation.</u>	<u>Nof of Post.</u>
(C)	<u>CASTING SHOP:</u>	
-	M/C Operator	4
-	Socket Putter	6
-	Skimmer	4
-	Troughman	8
-	Caster	3
-	Telpher Crane Driver... ..	3+3
-	Rolling Gantry Khalasi. ...	5
-	N.F. Entrance "	2
-	Trough Setter	1
-	Sweeper	2
-	General Labour	2
	TOTAL	40 + 3 = 43

(D) Normalising & Finishing:

-	N.F. Attendants	4
-	" Ext. Khalasi..	2
-	Bogie Driver	3
-	Scourer	3
-	Pipe Grinder	3
-	Tester	4
-	Assistant Tester... ..	4
-	Chipper	4
-	General Labour	6
-	Sweeper	2
-	Cutter	1
-	Khalasi.	1
	TOTAL	37

(E) DIPPING:

-	Dipper	2
-	Asst. "	2
-	Khalasi (Prod)	4
-	Stencilman	1
-	Stocking Khalasi... ..	5
-	Crane Driver	1
	TOTAL	15

(F) CLEANING SECTION:

-	Crane Driver	1
-	Cleaning Khalasi... ..	18
	TOTAL	19

Plant	November 1950.	
	No 1	No 2
A	70	15
B	25	12
C	106	43
D	12	37 (D+F)
E	30	15
F	63	—
G	79	19
Production	385	141

1944 sanctioned manning.	1.1.58. Revised manning.	Present Strength (Nov. '58.)
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(F) Pipe Finishing Section:

- Pipe Scourer ...	4	...	6	...	4
- " " Asst...	4	...	4	...	4
- Pipe Grinder ...	8	...	12	...	8
- Hydraulic Tester Assistant. ...	8	...	12	...	8
- " Tester ...	4	...	6	...	4
- Pipe Cutter ...	2	...	2	...	2
- Scour Grinder...	2	...	4	...	2
- Chipper ...	4	...	6	...	4
- Khalasi (Prod)...	20	...	20	...	20
- Crane Driver ...	7	...	7	...	7
<hr/>					
TOTAL	63	...	89	....	63

(G) Cleaning Section:

- General Labour ..	16	...	16	...	62
- Khalasi General...	7	...	7	...	5
- Sweeper Male ...	9	...	9	...	9
- Crane Driver ...	1	...	1	...	1
- Tindal (Prod) ...	2	...	2	...	2
<hr/>					
TOTAL	35	...	35	...	79
<hr/>					
***	***	***	****	***	

Muster Roll Manning of New Spun Pipe Plant (No.2)
9"/ 27" Spun Pipe Plant Operation.

<u>Designation.</u>	<u>No of Post.</u>
---------------------	--------------------

(A) Cupola :

Tenters	...	2
Winchman	...	2
Ladleman	...	1
General Labour	...	2
Crane Driver	...	3 + 1
Coke Limestone Khalasi. ...	...	4
<hr/>		
TOTAL		14 + 1 = 15

(B) Core Shop:

Sand Mixer	...	1
Core Maker	...	5
Core Finisher	...	2
Khalasi (Prod)	...	2
General Labour	...	2
<hr/>		
TOTAL		12

KULTI SPUN PIPE PLANT
(No. I. Old)

(Detailed manning Section by Section)

(A) Cupola Section:	1944 Sanctioned manning.	1.1.58. Revised manning	Present strength (Nov. '58)
- Cupola Tenter ...	5	5	8
- Top Platform man	4	4	4
- Slag man ...	2	2	2
- Cupola Charger...	30	30	30
- Weighman ...	2	2	2
- General Labour...	6	6	12
- Crane Driver ...	1	4	4
- Khalasi (Prod)..	8	8	8
TOTAL	61	61	70
<hr/>			
(B) <u>Core Finishing Section:</u>			
- Core Maker ...	9	9	10
- Fore Finisher ...	4	4	4
- Sand Mixer ...	2	2	2
- Khalasi(Prod) ...	10	10	2
TOTAL	25	25	25
<hr/>			
(C) <u>Pipe Casting Section:</u>			
- Mistry ...	1	1	1
- Machine Operator.	13	13	14
- Socket Putter...	13	13	14
- Skimmer ...	9	9	10
- Troughman ...	23	23	26
- Trough Setter ...	4	4	5
- Caster ...	4	4	4
- Khalasi(Prod) ...	10	10	9
- Viewer ...	4	4	4
- Blacking Mixer...	1	1	1
- Crane Driver ...	10	10	12
- Operator(Trasis.. Trolly)	5	5	6
TOTAL	97	97	106
<hr/>			
(D) <u>Normalising Section:</u>			
- Furnace Attendant	1	3	2
- Khalasi(Prod) ...	10	10	10
TOTAL	11	13	12
<hr/>			
(E) <u>Dipping Section:</u>			
- Dipper ...	4	4	4
- Khalasi(Prod) ...	18	18	18
- Weighman ...	2	2	2
- Stencilling Men..	4	4	4
- Checker ...	2	2	2
TOTAL	30	30	30

Contd... ..

Spun Pipe Plant - Manning at a Glance.

	1944		1.1.58.		Present
	Sanctioned	manning	Revised	Manning	Strength.
<u>Cupola Section:</u>	61	...	61	...	70
- Core Finishing Section.	25	...	25	...	25
- Pipe Casting Section...	97	...	97	...	106
- Normalising Section ...	11	...	13	...	12
- Dipping Section ...	30	...	30	...	30
- Pipe Finishing Section	63	...	79	...	63
- Cleaning Section ...	35	...	35	...	79
Total	322		385 340		840 385

9" X 27" Spun Pipe Plant (No. 2 New Plant)

Cupola Section	...	14 +1
Core Shop	...	12
Casting Shop	...	40 +3
Normalising and Finishing	...	37
Dipping	...	15
Cleaning Section	...	18 +1
TOTAL		136 +5

P R O D U C T I O N.

Kulti Blast Furnace - Yearly Production.

1948 - 49	...	...	133 , 000 tons of Pig Iron
1954 - 55	...	...	196 , 000 tons (approx) Pig Iron
1955 - 56	...	...	238 , 000 tons (approx) Pig Iron
1956 - 57	...	...	213 , 000 tons (approx) Pig Iron
1957 - 58	...	...	206 , 000 tons (approx) Pig Iron

K U L T I I R O N W O R K S .

(Total Manning Labour Strength)

	<u>1956</u>		<u>1957</u>		<u>1958</u>
August	7808	...	8008	...	-
December	7607	...	7936	...	-
January	-	...	7717	...	7891
September	-	...	7967	...	7895 (Decrease) -before closure of B.Fce & Coke Ovens.
November	-	...	7953	...	7329 (Decrease)- after closure of No.4 Blast Furnace and Coke Ovens - 566 less.

- Over all decrease in manning since Aug'57
from 8008 to 7329 i.e. of 679.

0.

List of ^{Surplus} ~~Redundant~~ workers as per notice of 26.12.58.
(at Kulti)

	Labour	Staff	
- Laboratory :-	11	8	
- Traffic :-	27	5	
- M.E. :-	242	6	
- Power :-	227	6	
- Bl. Furnace :-	270	13	
	<u>777</u>	<u>38</u>	→ = 815 declared surplus

Discharged workers of Kulti also were reinstated at by the order of Tribunal - Indraprastha & G. S. D. Dept. 26.12.58

- They were reinstated surplus along with Mrs and also sent to Amritsar. = one of them dismissed on 24.12.58. (Kunjal)

- Plaintiffs attack by Management in league with M. T. E.

(A) = first target - the 6 workers of Kulti viz -

- * (1) Kunjal (again discharged)
- (2) Sakadul Khan
- (3) Jais
- (4) K. Lalai
- (5) Prayag
- (6) Pritham

(5) - next target ~~at~~ militants of our Union? Minion (Action Dept).


THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS

Ref: WK/PER/9443

31st December 1958

NOTICE

Reference Notice No. WK/PER/9354 of 24th December, this is to inform that the date for the retrenchment of all workers not absorbed by the Company is being extended up to 15th January 1959.


For WORKS MANAGER

दि इन्डियन अप्रायरन एन्ड स्टील को. ली.
कुल्ती वर्क्स

Ref. WK/PER/9443

ता: ३१-१२-५८

नोटीस

ता: २४-१२-५८ का नोटीस नम्बर WK/PER/9354 के विषय में जनाया जाता है कि कम्पनी द्वारा जो अब कम्पनी श्रम संयोग नहीं किये जा सकेंगे उन की छुट्टी का तारिख १५ जनवरी १९५९ तक बढ़ा दिया जा रहा है।

द: एन. दे
का: वर्क्स मैनेजर

वेकेशन WK/PER/9443

ता: ३१/१२/५८

नोटीस

२४/१२/५८ तारीख पर WK/PER/9354 नं. विज्ञप्ति विषय में जनाया गया है कि कम्पनी द्वारा जो अब कम्पनी श्रम संयोग नहीं किये जा सकेंगे उन की छुट्टी का तारिख १५ जनवरी १९५९ तक बढ़ा दिया जा रहा है।

द: एन. दे

व: वर्क्स मैनेजर

THE INDIAN IRON & STEEL CO. LD.
KULTI WORKS.

Ref. WK/PO/70102

31st December 1958.

N O T I C E.

It has been stipulated vide Notice No. WK/PER/9443 d/- 31.12.58 that all surplus workers who cannot be absorbed will be retrenched by the Company on 15.1.59.


2. It will be noticed from the agreement dated 31.12.58 duly signed by the Management and the Asansol Iron & Steel Workers' Union that approximately 321 surplus workers can be absorbed in Burnpur and Kulti out of a total of 775 workers so declared surplus.

3. Although facilities have been offered to the surplus workers for employment in the Government Steel Plants as notified vide circular No. WK/PO/59985 d/- 26.12.58, it is noticed that response from the workers has been far from satisfactory and that a large number of surplus workers have failed to turn up before the Government Interview Board.

4. The Management, therefore, like to finally inform the surplus workers that those who cannot be absorbed will be retrenched positively after 15.1.59 and as such the surplus workers are being strongly advised, in their own interest, to appear before the Government Interview Board which will be assembling again at Kulti on 2.1.59 and 3.1.59.

5. Those of the surplus workers who fail to avail of this opportunity will be deemed to have declined the assistance for alternative employment, and as such their names will be removed from the list of workers for whom efforts are being made.

ND/DC.


For WORKS MANAGER.

31. 12. 58.

Kulthi

6.30 Pm.

Cousade Dange,

Just now we have received the copy of agreement signed today with the Intuc Union in presence of Govt. representatives.

We are having a mass meeting today. I am writing from the meeting itself.

This agreement contradicts the assurance given by Dr. Roy that the surplus men would be retained in the rolls upto 31st January, 1959.

The agreement says they will be kept upto 15.1.59.

As to the number 775 - it is the total of workmen. The number of Staff, 38 has not been included. The total then becomes 813 - Two less than the number I gave you. It is due to the fact that ~~some~~ 2 names have been struck off after the list was typed out, probably after representation by

Like re. these persons.

I have got the full
list of 813. It
seems the number of
wks should be 774 &
not 775. Anyway
I shall check up again
& send you the
full list.

Tomorrow I
shall write giving
the latest information
after Koulvi Sabu
comes from Cal.
tonight.

With regards

Affectedly
Yours

Government of India
Ministry of Labour and Employment

....

No.LR.IV.7(60)/58

Dated New Delhi-2, the

29 DEC 1958

From

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

To,

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

Subject:- Closure of Blast Furnaces in Kulti Works
of IISCO.

....

Dear Sir,

I am directed to refer to your letter No.172/BK/58, dated the 6th December, 1958, to the Minister for Labour and Employment, and to say that according to information available blast furnace No.5 had to be closed down on the 16th December, 1958, as the result of an accident. This was due to the failure of water circulating system and the pump which seemed to have failed as a result of voltage fluctuations occurring in the power supply. The possibility of absorption of about 500 men who have been rendered surplus by the closure of the Blast Furnace No.5 at Burnpur and to find suitable vacancies for those who cannot be so absorbed in the Durgapur, Bhilai, Rourkela and the Hindustan Steel is being explored.

As regards the number of men rendered surplus owing to the closure of blast furnace No.4 by the IISCO, I am to state that according to the information received from the State Government, the number of men rendered surplus by the closure of the blast furnace is 545 and not 700. The company has undertaken to provide alternative employment to all these men. The disposition of 545 men rendered surplus is as under:-

No. of workmen provided with alternative jobs by the Company.	479
No. of workmen who refused to accept alternative employment.	38
No. of workmen who were found medically unfit/resigned/retired voluntary.	27
No. of workmen unprovided so far.	1
	<hr/> 545 <hr/>

Yours faithfully,

A.L.Handa
(A.L.Handa)
Under Secretary

*Send copy
of this to
Kulti and
publish
in TUR*

THE INDIAN IRON & STEEL CO. LD.
KULTI WORKS.

Ref. WK/PO/70102

31st December 1958.

N O T I C E.

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5. Those of the surplus workers who fail to avail of this opportunity will be deemed to have declined the assistance for alternative employment, and as such their names will be removed from the list of workers for whom efforts are being made.

ND/DC.


For WORKS MANAGER.


THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS

Ref: WK/PER/9443

31st December 1958

NOTICE

Reference Notice No. WK/PER/9354 of 24th December, this is to inform that the date for the retrenchment of all workers not absorbed by the Company is being extended up to 15th January 1959.


For WORKS MANAGER

दि इन्डियन प्रायसन स्टील को. ली.
कुल्ती वर्क्स

Ref. WK/PER/9443

ता: ३१-१२-५८

नोटीस

ता: २४-१२-५८ का नोटीस नम्बर WK/PER/9354 के विषय में ज्ञानाया जाता है कि कम्पनी द्वारा जो सब कर्मियों वृद्ध संयोग नहीं किये जा सकेंगे उन की छुट्टी का तारिख १५ जनवरी १९५९ तक बढ़ा दिया जा रहा है।

द: एन. दे

वा: वर्क्स मैनेजर

—/—
बेजा (पेन) WK/PER/9443

ता. ३१/१२/५८

नोटीस

२४/१२/५८ तारिख पर WK/PER/9354 नं.

विज्ञप्ति विषय में ज्ञानाया जाता है कि कम्पनी के सब कर्मियों वृद्ध संयोग नहीं किये जा सकेंगे उन की छुट्टी का तारिख १५ जनवरी १९५९ तक बढ़ा दिया जा रहा है।

श: एन, दे

व: उपायुक्त (पेन) कार

22 DEC 1958

United Iron & Steel Workers Union.

Head Office :—KULTI.

(PROF. BARI ZINDABAD.)

Office :—

STATION ROAD,
P. O. KULTI,
(Burdwan)



Dated the 18th. Dec 1958.

To
Com. K.G. Sriwastava,
Secy; A.I.T.U.C ;
Ashok Road,
New Delhi.

Dear Comrade,

~~Yesterday~~ I came to learn today that Com. Dange would be teaching at Asansol on 26th instant and stay upto 28th and the date may be extended upto 29th.

But I could gather no details as to his tour programme. I do not know if you have written to Burnpur. If you have not, please let us know the programme. Please as to when to keep the meeting of the Ex. Committee etc. What time does he reach by train or what?

Now I wish to request you to let us know about one thing. You are perhaps aware that election of Departmental representatives to the Ex. Com. has been over long ago. Only election of Office-bearers and co-option remains to be done. We wanted to finalise things in our Annual General Meeting. And we wanted to hold our Annual Conference this year in a big way in presence of Com. Dange. But he fell ill and went to Soviet Union for treatment. We were advised to wait till he returns. So, our programme had to be kept in abeyance. Now, if Com. Dange agrees we can hold a sort of delegate meeting during his stay here. And we can then hold an open Rally on the 28th, preferably. There we can formally & openly declare our affiliation with the A.I.T.U.C. as per our resolution.

Please consult Com. Dange and let me know about this so that we can make necessary arrangements.

** ** *

You must have known from our telegram ~~from~~ to Com. Dange that the last (No. 5) Blast Furnace at Kulti had been closed down on the plea of an accident. The mystery surrounds this accident which is suspected to be deliberate. We are collecting facts, so I did not write to Com. Dange earlier. Some hints were given in my letter to Com. Renu di. I give below the materials as to this accident, according to everybody in the line, was made to order.

On the night of Monday last, at about midnight, after the 'burden' of the Furnace was unloaded, the electric pump suddenly failed resulting in stoppage of the circulation of cold water in the 'Cooling System' of the Furnace. As a result, certain parts got burnt due to excessive heat. When the pump started operation after sometime, cold water rushed in and flooded the furnace through the openings made from burning of parts. Thus the Furnace was put out of operation and the Management declared it closed as it was already announced that the Furnace would be blown out by December this year.

Workers tried frantically to start the THREE pumps but could restore operation of only TWO, the biggest one which circulates two lakh gallons of water did not function at all.

and is now lying in

page two.

The Furnace must have been blown up killing ~~by~~ a few hundred workers on duty and the adjoining worker-bustees, a couple of hundred yards away, just outside the boundary wall, would also have been affected resulting in loss of lives of hundreds of men, women & children.

~~That~~ Now the question that is posed is this, - Why did not the steam-driven pump put into action, meant for such emergency, when the electric one failed?

When the A.C. current fails (supplied by DVC) then D.C. current generated by the Company's own generator comes into play. But why this was not put into commission during this emergency as is always done in the past?

In the past, when similar break-downs occurred, the operation used to be restored by these alternative devices kept for emergency. and they never failed in living memory of the workers who put in 15-30 years of service. And break-down of this type viz; pump-failure took place many a time, even when there was 'burden' (hot molten iron) inside the Furnace and every time operation was restored, - it is almost guaranteed.

More. The electric fitter who is supposed to be in the shift to do repair work when current fails, was mysteriously missing at the time when the pump failed. And pump-attendants searched for him in vain. One 'mistry' came from the Power Dept; it is reported, at about 2.30 A.M. though the accident occurred at about twelve in the night.

It is also reported that there was not sufficient water in the tank. So, when the two pumps, out of three, began working the flow was not sufficient. And muddy water rushed into the pipes resulting in choking of the pipes and flow was thus also obstructed.

There is shift Foreman at the Turbine and also a foreman at the Electric Repairing section and another at the Power House. But what they did to restore operation is shrouded in mystery.

So, the conclusion becomes irresistible that there is something wrong somewhere, - that the 'accident' was made to order, - part of a well-calculated plan. That it was a sort of 'sabotage' planned by the management is in everybody's lips. There are strong reasons to suspect because ~~the management~~ did not want to face an 'awkward situation' like the one that developed at the time of closure of No.4 Furnace. And this is quite understandable.

It is no accident that the pump failed just after the Furnace was emptied and was out of order to allow sufficient time for certain key portions to get burnt.

These are the ^{issues raised} issues involved. We have already telegraphed to Dr. Roy and Com. Jyoti Basu, demanding an enquiry in the whole matter. In the meantime the Management has chargesheeted several pump-attendants making them responsible for what happened.

Please tell com. Dange to advise as to what more is to be done in the matter.

Yes, give news in the New Age and T.U. Record in the manner you think best. ** *** **

A good news that Mrs. Dange is coming. Arrangements can be made for her sightseeing at Maithon and Panchet. Of course, it will be an easy thing if Com. Dange himself desires to see things. Anyway, are you also coming? Please let me know.

With kind regards,

Yours sincerely,

26 DEC 1958

P.O. Kulti.
Dt. Burdwan.
23.12.58.

Com. K.G. Sriwastava,

I learn that you are also coming with Com. Dange on 26th. So, I am writing this letter. Don't know if it will reach you in time. Anyway I am racing against time.

Please bring the necessary Forms as per our discussion at Calcutta. And also bring the R...T...S..(book) along with you so that there may not be any difficulty. Yes, you discussed this with out friend ENES who met you in Calcutta ~~and thrashed out matters~~ during Com. Dange's meeting there recently and thrashed out matters. And here you can check up the papers yourself (especially of Raniganj, Sen Raleigh etc.)

Will it be possible for you to bring a copy of Fair Wages Committee Report? Yes, you shall be paid for that.

Good news. Some new Unions at Asansol belt have come under our influence. At the border region of Bengal and Bihar, - at Chanch and Gulferbari, the workers left the INTUC en mass and have organised themselves under the Red flag. The question of recognition still hangs, the Bihar Govt. is delaying matters.

Will you please arrange to send a telegram after you entrain at Delhi? This will help us.

Yes, don't forget the papers for which I am writing this reminder.

Hope when we meet.

With regards,

Comradely Yours,

B. Pal
(Bijoy Pal)

268

THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS

Ref: WK/PER/9354

24th December 1958.

N O T I C E

Arising from the recent closure of No.5 Blast Furnace and the earlier closure of No.4 Blast Furnace and "C" & "D" Coke Oven Batteries a number of staff and workers as listed separately have become surplus and subject to retrenchment but every attempt will be made to absorb as many staff and workers as possible at Kulti and/or Burnpur.

Negotiations on this matter are proceeding between the Management and the Asansol Iron & Steel Workers' Union and it is hoped that a satisfactory agreement will soon be reached.

As it will not be possible for the Company to absorb all the surplus workers, arrangements have been made for interviews to be carried out by a team of Govt Officials for the purpose of selecting suitable men for employment in one or other of the Govt Steel Plants.

All men not absorbed by the Company will be subject to retrenchment by the 31st December 1958 and will be paid full benefits as per Industrial Disputes Act.



For WORKS MANAGER.

268

THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS

Ref: WK/PER/9354

24th December 1958.

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Arising from the recent closure of No.5 Blast Furnace and the earlier closure of No.4 Blast Furnace and "C" & "D" Coke Oven Batteries a number of staff and workers as listed separately have become surplus and subject to retrenchment but every attempt will be made to absorb as many staff and workers as possible at Kulti and/or Burnpur.

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For WORKS MANAGER.



2086

दि इन्डियन प्रायरन एंड स्टील को. ली.
कुल्ही वर्क्स

Ref: No. WK/PER/9354

ता: 28-12-52

नोटिस

हाल में 2 नम्बर लास्ट फारनेस और इसके पहले
नम्बर लास्ट फारनेस को "सी" कोडी" को प्रोमन-वैरीज
इ होने के कारण अलग तालिका में दर्ज किए गये
फ को कम्प्लीट अतिरिक्त को दटना के योग्य हो
ते हैं। लेकिन जितना सम्भव स्टाफ को कम्प्लीट को
ली और बर्नपुर में संयोग करने के लिये हर तरह
प्रिया की जायगी।

इस विषय पर कर्तृपक्ष को प्रासनसोल प्रायरन
उ स्टील वर्क्स युनियन के बीच वार्तालाप चल
ते हैं और प्रशा की जाती है कि बीच सम्तोष-
नक समझौता हो जायगी।

चुके सब अतिरिक्त कम्प्लीट को संयोग करना
म्पनी के लिये सम्भव नहीं होगा इस लिये एक या
दूसरे 2 नम्बर लास्ट स्टील कारखाने में उपयुक्त प्रादमीयों
की बहाली के लिये एक दल सरकारी अफसरों के द्वारा
जाय करने का बन्दोबस्त प्रिया गया है।

जो सब प्रादमी कम्पनी द्वारा संयोग नहीं प्रिया-
सकेगा वे ता: 29-12-52 से दटना कर देने के योग्य
ने और उन्हें इन्डस्ट्रीयल डिस्पीउट ऐक्ट के अनुसार
सुविधाये दिये जायेंगे।

क: सेन, दे
ता: बर्नपुर में नम्बर

THE INDIAN IRON & STEEL CO. LD.
KULTI WORKS.

Ref.No.WK/PO/59985
Dt. 26.12.58.

N O T I C E.

Further to our circular No.WK/PER/9354 dt. 24.12.58, it may be noted that a team of Government Officials would be visiting the Kulti Works from 29.12.58 onwards for the purpose of selecting suitable men for employment in the Government Steel Plants namely Durgapur, Rourkela and Bhilai from amongst the surplus workers. Interviews will take place according to the following programme :-

29.12.58	- Morning	- M.E.
	Afternoon	- M.E.
30.12.58	- Morning	- ME, TM and CM.
	Afternoon	- E.E.
31.12.58	- Morning	- E.E.
	Afternoon	- M.E. and E.E. (Not interviewed on the previous days).
2.1.59	- Morning	- B.F.M.
	Afternoon	- B.F.M.
3.1.59	- Morning	- F.M.
	Afternoon	- F.M.

2. Lists of staff and workers rendered surplus will be hung up on the Recruitment Notice Board outside the Office of the Dy. Labour & Welfare Superintendent near the South Main Gate at 2 p.m. on 26.12.58.

3. All surplus workers are advised to avail of this opportunity of being absorbed in the Government Steel Plants as it will not be possible for the Company to absorb all the workers in Kulti and/or Burnpur and consequently certain surplus workers would be subjected to retrenchment.

4. A large number of surplus workers did not appear for interview conducted by the Government Officials in October 1958 and 15th, 16th and 17th December 1958 although advised to do so. These workers are also directed to appear for interviews on the dates mentioned above.

ND/DC.

[Signature]
For WORKS MANAGER.

United Iron & Steel Workers Union.

Head Office :— KULTI.
(PROF. BARI ZINDABAD.)

Office :—
KULTI STATION ROAD,
P. O. KULTI,
(Burdwan)



Ref. No

Dated the 2nd Jan 1959.

Dear Com. Dange,

Hope you have reached Delhi safely.

Perhaps you have received by now the copies of Agreement reached with the I.N.T.U.C. Union on 31.12.58, and notices extending the date of retrenchment upto 15th Jan'59, instead of 31st Dec'58.

But this does not conform to the assurance given to Moulvi Saheb, Dr. Ranen Sen etc. by Dr. Roy, who told that IISCO authorities agreed to extend the date upto 31st Jan, 1959.

Anyway, Moulvi Saheb has gone to Calcutta yesterday night and shall contact Dr. Roy today.

Another point. The representatives of Labour Depts of Govt. of Indian and Govt. of West Bengal respectively are also signatories to the said Agreement. Thus the Agreement seeks to get a moral approval of Govt.

And that against the Delhi Tripartite Agreement. A paradox indeed!

As per surplus list hung up by the Management the serial No. comes to 815, - 777 labour and 38 2nd staff. But from the copy of list we have procured it is seen that 3 names have been struck off from labour force after being typed. Thus the final total comes to 812 (774+38). Dept-wise these are as follows:

	<u>Labour.</u>		<u>Staff.</u>
Coke Ovens	26	*	0
M. E.	241	*	6
Laboratory	11	*	8
Blast Furnace	270	*	13
Traffic	0	*	5
Power	226	*	6
	<hr/> 774		<hr/> 38

But the agreement states the number as 775. This discrepancy of one is to be explained by the fact that according to Company's report one still remains to be absorbed from out of the men who were made surplus previously after closure of No.4 Blast Furnace and 2 Coke Ovens.

The language of the clause I of the Agreement is misleading, It seems total numbers of surplus, due to closure of both the Furnaces (No.4 and No.5) and the two (C & D) Coke Oven Batteries should be 775.

But we have just now received a letter from Labour Dept. Govt. of West Bengal, (a copy is attached herewith) which gives figures of surplus men, resulting from closure of No.4 Furnace and two Coke Ovens.

Contd... ..

copy

dated the 2nd, January, '58.

To
The Works Manager,
Kulti Works;
Indian Iron & Steel Co. Ltd;
Kulti.

(Through proper channel.)

Sir,

We, the undersigned, belonging to the Loco Section, under M.E. Dept; beg to approach you with the following for your kind perusal and necessary action thereon:

That on 26.12.58 last, the Management hung up a list of surplus workmen, including some from our Section, who were rendered surplus due to the closure of No. 4 & No. 5 Blast Furnaces and two Coke Oven Batteries, as per Company's circular No. WK/PER/9354 dated 24.12.58. and Ref. No. WK/PO/59985, dated 26.12.58.

That four (4) Locos have been transferred to Burnpur from Kulti and as such it could be reasonably expected that workers engaged in these Locos, might be rendered surplus at Kulti. But at the same time it stands to reason that these surplus workmen should be absorbed at Burnpur for the maintenance of these Locos, as was done in the case of surplus men of Traffic Dept.

That as the rest have not been affected due to the closure of the said Plants, the question of surplus does not arise at all as far as our Section is concerned.

That the selection of the surplus men has been done most arbitrarily can be seen from the following:

- There is the case of some Crane Drivers who have been made surplus though the Cranes are in full operation here. So the surplus from this category is most unwarranted.
- That two workers, designated as General Labour, have been made surplus from our section but at the same time two more hands have been taken as Gen. Labour from another section to fill up the vacancy of the former. This is really unintelligible, because the manning has been kept constant under this category. Then why this manipulation? Does it not reveal a motive behind this?
- Or, take the case of one Lal Mohammad. He is a fitter and belongs to the manning list of the Rivetting Shop. But he has been permanently working at our Section since last few years. Now, as per Company's own calculation, there should be one less in the surplus list of our section, resulting from the transfer of Locos mentioned above. Because, the total manning of our section should include, on the basis of work, one in place of said Lal Mohd, who actually belongs to the manning of Rivetting Shop (Smithy).

Also there are examples where the principle of 'First come, last go' has not been strictly adhered to in preparing the surplus list that has been hung up.

From the above, it would be clear that the Management has not followed any scientific principle in preparing the said surplus list, - it has been done quite arbitrarily, discrimination being made against workers for extraneous reasons like trade union activities etc.

In view of the above, we would request you to please absorb such workers as rendered surplus due to transfer of Locos, at Burnpur and withdraw the names of the rest of our Section from the surplus list of M.E. for reasons stated above.

PT.O.

Ratan Das BX 37

रतन दास BX 102

रतन BZ 117

Hem Raj BX 41



Mathur

BZ 63

Uma Prasad No. 8. 179

Uma BX 35

Harnesingh BZ 119



Dewkan

BX 120

S.N. Chakrab. BX 41

BX 119. Sharanisundar



Bhada

BX 149

BZ 44



Habibe

BZ 101

Mahd Bahar BX 31

Mahd Bahar BX 34



Rasul

BZ 115

Bachulraj BX 60



Narayan Singh

BZ 3

Latit BZ 46



gubis BX 156

Bhikhar BX 48

S. Bhairacharya BX 12

Ramji + Sarma BX 12

BZ 282

BX 107

BZ 72

BX 8

Ramji + Sarma BX 12

Haralal BX 43

BX 55

Narayan BX 174

BZ 76



Kalika BZ 106

Kabu BZ 64



Modhu BX 66

BX 135

عبدالغنى
BX/52

Ram prasad BX 78

Utkaluli
BX/103

Subhuti BX 59

27811 CT
BX/134

Kalif Han
BX 80

Mabes Mahi
BX 14

Kerand
BX/142

श्री जगन्नाथ BX 3

श्री 2 भाग 3 BX 8
के 20 भाग BX 16

Kerim
BX 95

Ram Lal Ram. BX/161
अशुभा BX 7

श्री जगन्नाथ BX 15

दा 1 भाग 1 BX/131

Ramlal BX 79

Rajlu BX/135

Nilesh Singh
BX/140
Ayub BX 146

Kadri Bux. BX/30
गुजरात भाग BX 1

Budhan
BX 58

Salsit
BX/144

Nilesh BX 47

Bair cell
BX/129

Ramdas BX 5
श्री जगन्नाथ BX/17

Ram Singh BX 88

Mopal BX/103

Ramlal BX 64

Panchu
BX 62

श्री 2 भाग 3 BX 6

Jusadhy
B267.

Manki
B2928.

Ramanth
BX10.

Sankar
BX58.

Karagun
B292

Trikhuber
B297.

Sanyali
BX113

Madhur Sudan BX50.

Rura
B271

T Hussain
TBX30

Tirth
BX68.

Chand mehd
BX74.

Madhury
BX187

Sripal
TBX155

Mani
BX151

Rem Andab
BX161

Mahaly
BX107

Rachy
BX71

Khudim
BX87

Martin
BX121

दः वाखना
BX1108

वर्ष
B2/27

Suleman
BX139

Mat
BX100

Murshid
TBX16

Rully
BX32

absolutely no reason to make workers surplus from shops like ours which are not connected at all with the closing down of the said plants.

If inspite of this men of ^{our} ~~the~~ shop are made surplus, it stands to reason to believe that the Company has deliberately taken a policy of rationalisation. And the claim of the Management that the surplus in our shop has been necessitated because of shut down of Plants of falls through.

In view of the above, we would urge upon you to please withdraw ~~our~~ ^{our} names from the surplus list for reasons stated above.

And for this act of kindness, we in duty bound shall ever pray.

Yours faithfully,
For & On behalf of the S & S shop
(Rivetting Shop)

Copy to: Asst. Labour Commissioner,
Asansol.

Labour Minister, West Bengal.

Babirani BX/39

[Signature]
BZ/108

Kurini BX/57

Rukhmi BX/116

Md Khajamuddin
TBX/107

Balaram
TBX/167

Hasarini
BZ/96

Rambhadr BZ/114

Sabirah BZ/65

Bhush BZ/113

Ramleah
BZ/79

Gonars
BZ/45

Beneri
BZ/83

Ramani
TBX/38

Manimol
TBX/113

Miswanth
TBX/45

Pradatta
BZ/54

Dated the 2nd Jan, 1959.

To
The Works Manager,
The Indian Iron & Steel Co., Ltd.,
Kulti.

(Through Proper Channel)

Sir,

We, the undersigned, beg to submit the following for your kind perusal and necessary action:-

That we belong to the Structural & Smithy Shop under the M.E. Dept, which includes (a) Blast Furnace M.E. (b) C.O.M.E. (c) Loco M.E. (d) S & S. Shop (Rivetting Shop) (e) Mech. Eng. (f) Fdy Eng.

That on 26.12.58 a list of workers, rendered surplus due to closure of No.4 and No. 5 Blast Furnaces and Coke Ovens, has been hung up and the same includes 247 names of whole M.E. Dept.

That we find this list includes some from our S & S Shop (Rivetting Shop). We are at a loss to understand as to why men of our section could be rendered surplus. Because, under M.E. Dept, there are two specific sections viz Blast Furnace M.E. & Coke Ovens M.E, which are directly concerned and connected with Bl.Fce and C.O. respectively. And it is only logical that workers of these two sections would be rendered surplus because of the shut down of the Plants with which they were connected directly.

That S & S Shop is a repairing section which is responsible for major break downs. And if you take the statistics of a couple of years and check up the daily job records you would find that the overwhelming majority of workers of our shop, from among the surplus ones, of M.E, were not engaged even for an hour at the Bl. Fce. or Coke Ovens. Then how can they be made surplus on the plea of closure of Bl.Fce. and Coke Ovens? As we are not called upon to attend day to day work of the said plants except in case of major break downs the question of surplus from our shop does not arise at all.

Moreover, We would also request you to please consider another aspect viz the question of work load. The amount of work used to be done by us has not decreased at all as a result of closure of Blast Furnace and Coke Ovens. Because with the coming into commission of the New Spun Pipe Plant and Steel Foundry Plant our job of repair work has shifted there. So, the manning should remain constant, rather it should be increased.

That another action of the Management not only remain unexplainable but also rouses suspicion as to the policy and principle followed in preparing this surplus list. It is this. The mechanical section under M.E. Dept is also connected with the Blast Furnace for day today maintenance work. And after the blowing out of the two Furnaces a surplus list was made from the mechanical section and arrangements made for their interview before the Board. But for reasons mysterious, in the final list mentioned above, we don't find any name from this section of M.E. Similar is the case of Fdy. Engineering. Surplus list was made, workers were asked to be present before the Govt. interview Board, and they did appear before the Board but not we find that in the final list their names are not there.

We don't advocate that those who were originally declared surplus but later on dropped from these two sections should be made redundant. We are glad that their names are kept in the rolls because they are needed.

But our point is that while workers connected, more or less directly with the B.Fce. and Coke Ovens can be made surplus to some extent because of closure of the said plants, there is

P. T. O.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:
Phone :- BARAKAR 133
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

BARI

Branch Office:
Phone :- ASANSOL 737
P. O. BURNPUR
DT. BURDWAN.

Ref. No.

Dated the 20th. Jan 1959.

Com. K.G. Sriwastava,
Secretary,
A.I.T.U.C.;
4, Ashok Road,
New Delhi.

Sub: List of office-bearers of executive
Committee members of the Union for
the year 1958-59.

Dear comrade,

Please find attached herewith the complete list
of Office-bearers and Executive Committee members of our
Union for the year 1958-1959.

This is for A.I.T.U.C. file and your information.

Yes, We have received the final receipt sent by

Thanking you,

Yours Comradely,

Nitis
(Nitis.)

28 JAN 1959

PS. Workers selected for Bhilai and Bourkela were given a hearty
send off when they started on Sunday last. Nisirji and Madhya
accompanied them to see that things are done smoothly. P.T.O.

UNITED IRON & STEEL WORKERS' UNION

Regd. No. 3389

Branch Office
Phone - 242201, 237

P. O. BURDWAN
DT. BURDWAN

Head Office
Phone - 242201, 237

KENDWA ROAD,
B. O. KULTI
DT. BURDWAN

BARI

I am be starting for Bilai e Roukela after
Sundays. If you have any advise to convey
please do the same e shaj.

Yours etc.

18

List of Office-bearers of Executive
Committee members of the Union for
the year 1958-59

Please find attached herewith the complete list
of Office-bearers and Executive Committee members of our
Union for the year 1958-1959.

This is for A.I.T.U.C. file and your information.

Yes, we have received the final receipt sent by

Yours faithfully,

[Signature]

(Kulti)

Working rejected for Bilai and Roukela were given a pass
to the area of the Union for the year 1958-59.

28 JAN 1959

But the number rendered surplus in Oct last, after the closure of No.4 Bl.Fce and C & D batteries of Coke Ovens only, was stated to be 750 (vide letter of Dr. Roy- annexure C). And as per letter of Lab. Dept, Ref.No. 5512-I.R/IR/10L-36(M)58, dated 24.12.58, the total number of surplus due to the closure of the above mentioned plants comes to 545 (190 for No.4 Bl. Fce. and 355 for two Coke Ovens). So account is to be given for the remainder 205 out of total of 750.

As per documents, the total number of surplus in the two instalments (Oct and Dec) comes to 1357.(545 + 812). But the declared surplus is 1562 (750+812).

Now this discrepancy, we are afraid, is not accidental. It is deliberate. The Company does not want to come out with its full "manning list" and thus tries to keep the actual capacity for absorption in its own plants a secret. We have apprehensions as to the motive behind this. Is it a device to get rid of undesirable elements and to increase workload at the same time?

Let the Company come out with their full manning list for the New Blast Furnaces and Coke Ovens at Burnpur and New Spun Pipe Plant and Steel Foundry at Kulti in conformity with their declared target of production. Then the cat will be out of bag.

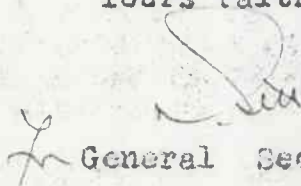
Besides, there are questions of minor adjustments as to who should be sent to Bhillai or Rourkela or Durgapur from amongst the selected ones, difficulties should be removed as far as possible. As for example father and son, for similar type of job, should be sent at the same place.

The question of transport is also there. As you suggested, these things matters can be settled across the table by discussion with Dr. Channa, which please arrange.

Hope, you would take prompt action to redress the grievances enumerated above before 15.1.59 so that everything may pass off smoothly.

Thanking you,

Yours faithfully,


General Secretary.



on this point. We, hope, you would move the proper authorities to get this clause relaxed in this special case.

Now, we wish to point out some serious discriminations made by the Management, Indian Iron & Steel Co., Ltd., in preparing the surplus list. They are as follows:

- (a) The principle of "first come last go" has not been observed while declaring men surplus - our members, including office-bearers of the Union, have been arbitrarily picked up and made surplus. It appears that a deliberate attempt has been made to get rid of "trouble shooters", to quote the words of Sir Biren himself, who accused the Govt. for not coming forward to absorb his men presumably, on this plea, (Vide Annexure A)
- (b) The same discrimination is being made while absorbing 320 workers by the Company (IISCO) itself either at Burnpur or Kulti. Our members who have real difficulties to go outside in Govt. Steel Plants but can be retained here in equally important jobs, are being forced out with an eye to disrupt and weaken our Union. Let the Company come out with the list of vacancies to be filled up and select the senior most one from amongs the surplus for these posts.
- (c) There are depts. under M.E. which were not directly connected with Blast Furnace or Coke Ovens. But surplus list was made from these depts e.g. Foundry Engineering, workers were sent for interview but later dropped from the final list (Vide Annexure B)

Or, take the case of Smithy Shop. This section is mainly meant for major break-down jobs. Though the Blast Furnaces have been closed down new Plants like Spun Pipe and Steel Foundry have been put into commission. So, the necessity of section remains as important as ever. And they were not connected in day to day repair work of Blast Furnaces or Coke Ovens. Yet some 45 men have been made surplus, including one of the Jt. Secretaries of our Union. This has been done clearly with a motive because the jobs of our iron and steel holds. (Copy of memo petition attached)

We can give more examples of this kind of discrimination which is nothing but unfair labour practice resorted to by a Management taking advantage of the situation created by closure of certain plants.

- (d) Another important point. The Company is hiding the actual figures of men rendered surplus. According to the list hung up on 26.12.58 the total number of surplus reaches the figure of 812. But the agreement made with the Asansol Iron & Steel workers' Union states (clause I) that the total number of workers rendered surplus due to closure of all the plant (Nos. 4 and 5 Blast Furnaces and C & D Batteries of Coke Oven and connected depts.) is only 775. How to reconcile this discrepancy?

United Iron & Steel Workers Union.

Head Office :— KULTI.
(PROF. BARI ZINDABAD.)

Office :—

KULTI STATION ROAD,
P. O. KULTI,
(Burdwan)



Ref. No JT. Secy/ Lab/1/59-1

Dated the 10th Jan 1959.

Sri S. K. Banerjee I. A. S.
Jt. Secretary, Labour Dept;
Govt. of West Bengal,
Writers Buildings,
Calcutta.

FOR IMMEDIATE ATTENTION.

Sub: Surplus workers of Kulti Works. IISCO.

Dear Sir,

Further to our discussion with your good self yesterday, at Circuite House, Asansol, we beg to draw your urgent attention to the following for necessary action:

You are aware that at the intervention of Govt. the surplus workers of Kulti Works facing retrenchment, have been offered alternative employment by the Hindustan Steel (Private) Ltd; at Hourkella, Bhilai Durgapur, subject to certain terms and conditions.

Some of the terms are couched in language which may be adversely interpreted and used against the workers. Take for example, the clause (ii) which states that the worker concerned "will be on probation for a period of 12 months and if the probation is not satisfactory (he) is liable to be discharged without notice".

Now this has given rise to serious misgivings. As far as Kulti workers are concerned they are all skilled hands having experience for 10-15-20 years. And though they are new hands, technically speaking, at the Hindustan Steel, in reality, they have been given alternative employment similar to those at Burnpur. And this arrangement is the result of top-level negotiation with the Govt. Therefore, this clause should not apply to these Kulti workers who have been rendered surplus. You also agreed with us that this clause should not be operative in this special case. We urge upon you to please clarify this point after consulting proper authorities and inform us accordingly.

Or, take clause (vii) which states, inter alia, that the appointment is subject to "character and antecedents being found satisfactory after verification". We have serious objection to this clause because we apprehend, this may be used very conveniently, against the workers for their trade union activities or political view which may be to the liking of the employer. So, we urge upon you to see to it that this clause is deleted or clarification be made as to what antecedents is meant here. A categorical assurance should be given that trade union activities and political views would not adversely affect the service of the workers concerned. The same clause (vii) also makes medical examination compulsory as to their fitness. Now this clause, in our opinion, is redundant as far as Kulti workers are concerned, because they are already in service being medically fit. And those transferred to Burnpur need not undergo medical examination. So, in this particular case of Kulti workers they should be exempted from medical examination. You also agreed with

P. T. G.

(32) TB 2/57

(33) cc/148 Alal Chatterjee

(34) cc/66 Anil Chatterjee

(35) cc/40 Ad Issa

(36) cc/61

(37) Tcc/44 - Md. Riaz

(38) Tcc/28

(39) cc/143

(40) cc/14


(41) cc/63


(42) cc/3


(43) cc/51


(44) cc/11


(45) cc/24 A. Abdul Karim


(46)  Shoansingh BZ/137

(47)  Fani cc/44

(48)  Deodat BZ/13

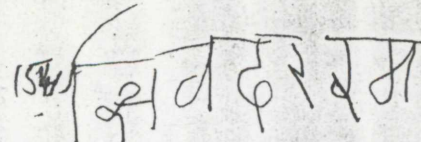
(49)  Uanna Shankar BZ/39

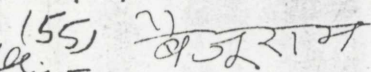
(50) cc/49 -  Chandrika Fiteer

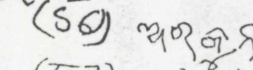
(51)  Mangar BZ/47

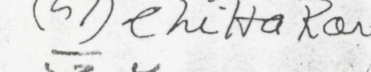
(52) BZ/141

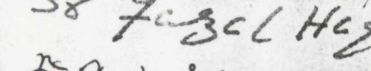
(53)  Sabik cc/15

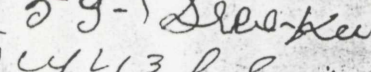
(54)  cc/16


(55)  cc/67

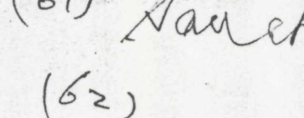
(56)  cc/56

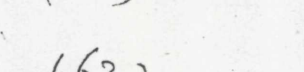
(57)  Chitta Ranjan Banerjee

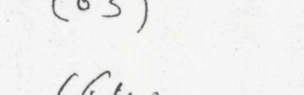
(58)  Fazal Hameed cc/62

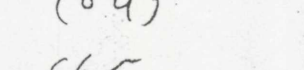
(59)  Sreekantha T.N. cc/44

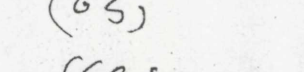
(60)  cc/13

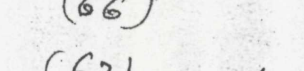
(61)  Anant K. Bhattacharya

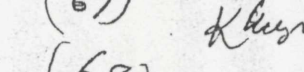
(62)  cc/11


(63)  Hamid Tcc/25

(64)  Man Mohan cc/54

(65)  Tcc/22

(66)  cc/154

(67)  Khesri Mohan Tcc/39

(68)  S.M. Mahid. cc/62

And for this act of kindness, we in duty bound shall ever pray.

Yours faithfully,
For & on behalf of the workmen of
the Loco Shop.

Copy to Asst. Labour Commissioner,
Asansol;
to Labour Minister, West Bengal,
Govt; Calcutta.

(17) Sh. Chandmoyee

(18)

cc/6
galab chand

(1) Ab. Hasan Tee/18

(19)

Ab Haque Tee/20

(2) M. M. W. Tee/30

(20)

CC/53

(3) Md. Jalal Tee/71

(21)

Mulh Tee
cc/5

(4) Gayanandan Singh Tee/36

(5) Gopi Prasad Tee/75

(6) A. B. Mannan CC/54

(22)

(7) Md. Kumbhar CC/39

(8) ~~Handwritten name~~ BS/49

(23)

CC/60 Narendra Nath Roy

(9) Zamiruddin

Tee/23

(24)

CC/50 Asmuni

(10) ~~Handwritten name~~ Tee/29

Tee/29

(25)

CC/32 Bhandari

(11) Md. Ismail

Tee/27

(26)

CC/70 Farooq

Jangi TBZ/120

(27)

Bachan Singh BZ/62

(28)

Nandu Nian CC/45

Gadga Singh TBZ/128

(29)

Arandi CC/52

Gayan Chand TBZ/60

(31)

(30)

Hemanta Nath CC/74

(16) Ramu Singh CC/12

Indar Singh BZ/5

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Under Certificate of Posting Office:

Head Office:
Phone:— BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Phone:— ASANSOL 737

P. O. BURNPUR

DT. BURDWAN.

Ref. No. ALC/ASL/1/59-1

Dated the 10th Jan 1959.

BARI
268

To
The Asst. Labour Commissioner,
A s a n s o l .

Sub: Discrimination made by Management
IISCO, (kulti works) re: Surplus
workers.

Dear Sir,

Please find attached herewith copies of mass petitions for workers of Rivetting shop and Loco Shop, Kulti works which will speak for itself.

Also find attached copies of letter addressed to Sri. E. K. Banerjee, I.A.S, Jt. Secy, Lab. Dept. Govt of West Bengal.

Please do the needful and oblige.

Yours faithfully,

[Signature]
General Secretary.

GOVERNMENT OF WEST BENGAL

LABOUR DEPARTMENT

BRANCH

No. 5512-I.R
IR/10L-36(M)/58

From - Sri S.C. Mukherjee,
Assistant Secretary to the Govt. of West Bengal.
To - The General Secretary, United Iron & Steel Workers' Union, Kendwa Road, Kulti, Burdwan.

Dated Calcutta, the 24th December, 1958.

Sub: Closure of Kulti Blast Furnace No. IV and Coke Oven Plants of IISCO.

Sir,

I am directed to refer to your letter No. LM/WB/11/58 dated the 22nd November, 1958 to the Labour Minister, West Bengal, regarding the above subject. It has been reported to Govt. that out of 355 workmen of the two coke ovens at Kulti the company has already provided alternative employment to 273 in its Works at Burnpur and to 31 in its Works at Kulti, 15 were either found medically unfit or voluntarily resigned or retired, 35 refused alternative employment and preferred to accept retrenchment compensation and only one remains to be absorbed. Out of 190 workmen of No. 4 Blast Furnace alternative employment has been provided by the company to 175 at Burnpur and to 8 at Kulti and 7 were found to be medically unfit. It will thus be seen that the company has already absorbed the surplus workers on the closure of Blast Furnace No. 4 and the two Coke Ovens.

The other points raised in paras (b) and (c) of your letter are under enquiry and a further communication will be sent to you as early as possible.

Yours faithfully,

Sd/- S. C. Mukherjee.
Assistant Secretary.

FOUNDRY ENGINEERING SECTION (M.E. DEPT)

(List of men declared surplus and sent for Interview)
but later dropped from final list

	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Alijan.	BV/1	Stone Cutter.
2.	Ramlakhan.	BV/53	Khalasi.
3.	Jagendra.	EV/13	Fire man.
4.	Sita Ram.	EV/14	Fire man.
5.	Rambali.	BV/49	Gas man.
6.	Saud.	BV/54	Gas man.
7.	Bhagwati.	BV/37	Tindal.
8.	Duli	TBV/16	Hammer Man.
9.	Zahiruddin.	BV/39	Fitter.
10.	Hari Narayan.	BZ/20	Rigger.
11.	Bhekhān Singh.	TBV/43	Khalasi.

and this totals 545.

When Dr. Roy negotiated with us in Oct'58, Sri Nanda gave the figure as 750 of, 810 was to be absorbed by IISCO and rest 140 by Govt. of India. Here also lies a great discrepancy.

Thus it will appear that the actual number of surplus is not clear. The Company hung up list of 812 as surplus but agreement says it is 775. May be the 2nd Staff would be absorbed, but the total picture should be given by the Coy- total number rendered surplus, total number absorbed. Here also the management is trying to hide the actual state of affairs. It seems at present they don't want to come in the open with their manning. So, the actual capacity of absorption is not clear either at Burnpur or at Kulti.

Another point to be noted. The total NO. of surplus was 545 when 2 Coke Ovens and 1 Blast Furnace were shut-down. But as a result of closure of one (No.5) Blast Furnace only the number rendered surplus is proportionately much greater. It is clear that the Company is implementing its plan of rationalisations on the plea of this closure.

Anyway, from the figures given in the said letter of Lab.Dept. and the list hung up by the Company, the minimum number rendered surplus comes to 1357 (545 + 812).

Now, I think, the Company should be pressed to come out with their actual manning for 2 New Blast Furnaces and 2 Coke Oven Plants at Burnpur and the New Spun Pipe and Steel Foundry Plants at Kulti as per their declared target of production. Of this how many have been recruited, how many taken from depts by transfer, how many absorbed from surplus men of Kulti, should be stated by the Company.

Then the total capacity of absorption for surplus men would be clear.

Next comes the question of principle of making men surplus - we have come across instances where workers were declared surplus, made to appear before the Govt. Inter-view Board, but later on they were dropped from the final list (list of men attached).

Yes, I have got the partial list. After getting the full list, I shall be sending the same to you.

Also the principle of 'first come last go' has not been strictly adhered to. Discriminations have been made against our members in some cases.

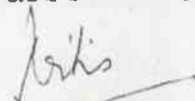
So, it is desirable that a Tripartite Conference be called ~~to~~ (including INTUC) to thrash out these matters.

Anyway, please advise as to what more informations will be helpful for you.

We have started our propaganda campaign from 30th Dec. We held a mass meeting on 31st and exposed the the agreement, - role of INTUC and Govt. We have fixed for a mass protest demonstration on Sunday, the 11th January, 1959. Preparing for other forms as well.

With best regards,

Yours affectionately,



(Nitish Sett.)

268

Camp: Bangalore
January 16, 1959

Dear Com. Tahir Saheb,

I got your telegram sent to Delhi in Bombay.

I think the approach of Kulti comrades to the problem is not quite correct. It is true workers suffer because of transfers etc. but when a whole factory closes, it is very difficult to secure alternative employment. Here in Kulti, we have succeeded in doing it. So there should be an atmosphere of gain, a feeling that disaster has been partly averted. Instead I find more bickering and complaint as if nothing was achieved. This whole mentality lost to us the advantage of Rs.10/- last time and this time the same thing is happening. This way, we shall never advance or win confidence nor will Government and employers take us seriously. To be always complaining is not a sign of good trade unionism. To appreciate correctly what is done and to complain, if the main things go wrong should be our approach. Any way, you can see for yourself and decide. No doubt, we have lost some good cadres and workers are inconvenienced. But it is a better than being wholly unemployed. Those who do not want alternate employment and are not moving are perhaps spreading this tone of despair.

I thought you would come to Bangalore.

With greetings,

Yours fraternally,

(S.A.DANGE)

UNITED IRON & STEEL WORKERS' UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. N.</u>
156.	Laloo.	T o w n .	SD/108.
157.	Baldeo.	...	SD/60.
158.	Keshua Kamin.	...	SD/188.
159.	Abdul Halim.	B r a s s S h o p .	NF/54.
160.	Abdul Quiyum.	G. C. Shop.Finishing.	W/83.
161.	Noor Hasan.	G. C. Shop.	Q/290.
162.	Tulsi.	...	Q/212.
163.	Shew Pujan.	...	Q/11.
164.	Etwari.Gope.	General Store & Salvage	AP/7.
165.	K. Ghosal.	Watch & Ward.	B.No.113.
166.	Kharag Bahadur.	...	FF/30.
167.	Narayan Chandra Bhattacharjee.	General Office.	P. C.
168.	Ram Sushesar.	Light Casting.	ZR/35.
169.	Ram Subhag.	...	ZJ/54.
170.	Chotekan Choubey.	...	ZN/9.
171.	Durga.	...	ZR/7.

UNITED IRON & STEEL WORKERS UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
123.	Samuel.	B.F. & C.O.Engineering.	TCD/18.
124.	Audhu.	Blast Furnace.	AB/68.
125.	Mannoo.	...	AB/3.
126.	Fakir Singh.	...	GO/77.
127.	Jager Nath Tewari.	...	AA/144.
128.	Pudai.	Power (Electric)	BR/84.
129.	Md. Siddique.	...	BU/18.
130.	Suraj Nath Panday.	Power (Boiler)	BG/11.
131.	Panchu Khan.	...	BH/78.
132.	Abdul Hussain.	L o c o Shop.	TCC/18.
133.	M. M. Alam.	Machine Shop.	CE/175.
134.	Md. Hanif.	...	CE/258.
135.	Ram Krishna Choudhury.	...	UE/104.
136.	Mahadeo.	...	
137.	Sk. Rustam.	Civil Engineering (B.L.)	BA/222.
138.	Pardeshi.	...	BA/19.
139.	Jalbharan.	Civil Engineering (P.W.)	CB/101.
140.	Sunil Kumar Mukherjee.	T r a f f i c .	AZ/121.
141.	Md. Idris Khan.	Foundry. Engineering.	BV/39.
142.	Sain Ditta.	Mechanical Pipe Line.	BZ/7.
143.	Md. Yousuf.	Labouratory & F. T.	BB/25.
144.	Mahabir.	Spun Pipe Plant.	TCO/50.
145.	Bishu Dosadh.	...	WRP/113.
146.	Jagropan.	...	WRP/68.
147.	Md. Alim.	Spun Pipe Engineering.	CU/9.
148.	Birjoo.	S. D. S. Loading.	AN/87.
149.	Babu Ram Sharma.	S. D. S. Transport.	AM/53.
150.	Ahmad Khan.	Vertical Pipe Foundry.	J/77.
151.	Saranand Fouzdar.	...	P.C.1004.
152.	Ram jas.	...	U/39.
153.	Abdul Sattar.	Pattern Shop.	B/1.
154.	Jhagroo.	Foundry Shop.	Y/9.
155.	Biraj Mohan Roy.	M e d i c a l .	Md/29.

Contd... ..

UNITED IRON & STEEL WORKERS UNION.

<u>S. No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
92.	Md. Siddique.	T. E.	9237.
93.	Chattu Mistry.	Do.	8408.
94.	Mukania Kamin.	C. S. I. & C. M. O.	9201.
95.	Raglubar Singh.	Do.	9833.
96.	Katwarop.	T r a f f i c .	...
97.	Dassamal.	M. E.	5731.
98.	Bidiyanand Jha.	F. T.	514.
99.	Ramlagan Prasad.	G. O. A./Cs. C T K.	...
100.	Iman Singh.	W & W (Works)	28.
101.	Karna Bahadur.	Do. Town.	416.

INDIAN STANDARD WAGON SECTION.

102.	Sreekant Jha.	E. R. T.
103.	Sailendra Chandra Das.	Do.
104.	Mahesh.	Do.
105.	Haniram.	Do.
106.	Jagat Singh.	Maintenance.
107.	L. P. Singh.	P. H. AQ.
108.	Dhaneswar Mistry.	S C D & Pattern Shop.
109.	Mainjar.	Progress.
110.	Hussain Ali.	Do.
111.	Bhupal Mondal.	Do.
112.	Ghulam Rasul.	D. S..S.
113.	Judagi Mistry.	Do.
114.	Tara Singh.	P. S. S (A)
115.	Raghu Shaw.	S P R.
116.	Arjun Singh.	P N L. (B).
117.	Sobaran Singh.	Do. (B).

K U L T I W O R K S :

118.	Samat Ali.	Rivetting Shop	BX/34.
119.	Shew Nandan.	...	BX/17.
120.	Sahadat Khan.	Coke Oven.	AG/102.
121.	Mahabir.	...	AF/70.
122.	Kunjai.	...	AF/202.

Contd... ..

UNITED IRON & STEEL WORKERS' UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
59.	Panchanan Banerjee.	P. W.	... 190/1/544.
60.	Lalrit Mohon Chakravartty.	C.O.A/Cs. CTK.	
61.	Mihir Ch. Majumder.	Watch & Ward.	... 396.
62.	Sarbajit Rana.	Watch & Ward.	... 531.
63.	Munna Singh.	Messenger.	
64.	Suprakash Sircar.	(34 th Mill)	... 131/157.
65.	Tageswar Mistry.	Black Smith.	... 198/420.
66.	Karam Singh.	M. E.	... 190/1511.
67.	Asgar Ali.	M.E.(P & S Sec.)	190/1742.

IRON SECTION BURNPUR.

68.	Jawahir.	Coke Oven No.5 Battery.	
69.	Raghunandan.	Do. 7 & 8 Battery.	
70.	Mahadev Ram.	Do. 5 & 6 Battery	1729.
71.	Sahabuddin.	Do. (C.H.P.)	...2161.
72.	Banwari Lall.	Blast Furnace	...3130.
73.	B. C. Dass.	Do.	...
74.	F. Jeswara.	Do.(Pig Custing)	...
75.	Ram Saroop.	Do.(Traffic.)	3394.
76.	Ram Ch. Prasad.	Do.(Casting.)	3164.
77.	Bhikary.	M.E(M. D.)	4141.
78.	Paljhan. Mistry.	Do (B. S.Shop.)	4357.
79.	Gurdut Singh.	Do (Pump House)	4824.
80.	N. N. Sen Gupta.	Do (B. F.)	4909.
81.	Ram Gobind.	Do (B. F.)	5205.
82.	B. N. Das Gupta.	Do (Loco Shed.)	...
83.	Haradeo Yadab.	(P. E.	6497.
84.	Gopal Ch. Das.	P. B.	6230.
85.	Narayan Mistry.	C. E.	258.
86.	Sunia Kamin.	Do. (R.S. H.)	670.
87.	Bansdeo Singh.	P. W.	7065.
88.	Wahid Khan.	Do.	7116.
89.	Biswath.	E. I. C.	7004.
90.	Trebani Singh.	Lab.	...
91.	Kristagiri Lakra.	Store & Disposal	7948.

Contd... ..

UNITED IRON & STEEL WORKERS' UNION

27. B. L. Guha.
 28. M. D. Ghose.
 29. Sajjad Hussain.
 30. D. N. Thakur.
 31. B. N. Goswami.
 32. Kedar Singh

S T E E L S E C T I O N (BURNPUR).

- | | | |
|-------------------------------|---|-----------|
| 33. Jugal Pandey | M.S.M. (Duplex.) | T. No. |
| 34. Hari Nandan Singh. | Do. (Furnace) | 115/579. |
| 35. Rai Mohan Banik. | M.M. (18" Mill) | 133/1826. |
| 36. Gour Mohan Banerjee. | Do. | |
| 37. Sona Prasad. | Do (Rail Bank & Finishing) | |
| 38. Kison Ram. | Sheet Mill (BY.FCE.RT.Shop G.House
160/465.) | |
| 39. Jew Bahal. | Do. (Hot Mills). | |
| 40. Md. Akram. | Do. | 151/736. |
| 41. Santi. R. Bhattacharjee. | Do. (Cold Roll 158/1768.
Annl. Pickl.) | |
| 42. Lall Mohammad. | Do. (Galv. Pot & MNT.) | |
| 43. Sudnangshu Shekher. | Do. | 157/1616. |
| 44. Narayan Barick | Do (Shipping) | 158/1768. |
| 45. Sayed Mazahar Ali. | Do (Maintainance) | 160/2137. |
| 46. Madan Gorai | M.E. Machine Shop | 190/- |
| 47. Gurpada Roy. | Do Do | 190/264. |
| 48. R. B. Singh | Do (E. E. D.) | 190/1317 |
| 49. S. C. Dass | Do Do. | |
| 50. Sher Mohammad. | Do (Mills & Pipe) | |
| 51. Kameswar. | Do (P.S. & CONST.) | |
| 52. Sukdhar Singh | Do (Steel Plant & Fdy) | |
| 53. Md. Khalique | E. E. | 191/9 5 |
| 54. Mair Ahamed. | Traffic. | |
| 55. Ram Kishan. | Traffic. | 385/TM. |
| 56. Bhairoo Dass | Brick Dept. | |
| 57. Phekoo Mistry. | Do. | |
| 58. Dhabalindu Bhattacharjee. | Civil Engineering | EST/305. |

Contd... ..

UNITED IRON & STEEL WORKERS' UNION

BURNPUR - KULTI

Regd. No. 3389

List of Office - bearers and Executive members of the year 1958-1959.

S.No. Name.

(A) Office - bearers:

1.	S. A. Dange,- M. P.	President.
2.	Salahuddin Bari.	Deputy President.
3.	Mrs Renu Chakravartty, M. P.	Vice - President.
4.	Pasupati Pandey.	Do.
5.	Basdeo Singh.	Do.
6.	N. N. Chowbey.	Do.
7.	Kanak Sen.	Do.
8.	Tahir Hussain, M. L. A.	General Secretary.
9.	C. S. Mukherjee.	Joint Secretary.
10.	B. P. Mukherjee.	Do.
11.	Himangshu Chattaraj.	Do.
12.	Prakash Kerketta.	Do.
13.	S. N. Chakravarty.	Do.
14.	Md. Yasin.	Treasurer.

M e m b e r s :

15.	Nitis Sett.
16.	K. N. Misir.
17.	R. L. Upadhyaya.
18.	Abdul Majid.
19.	Md. Hussain.
20.	Md. Zakir.
21.	Prafulla.
22.	Ramsurath Dubey.
23.	Niaz Hussain.
24.	Sayed Ali.
25.	Mohd. Sahid Khan.
26.	Mahitosh Mukherjee.

Contd... ..

T R U E C O P Y .

Chief Minister,
West Bengal

C a l c u t t a .
The 10th January, 1959.

Attention of Shri Jyoti Basu, M. L. A.

Of the 775 people who were retrenched due to the closing down of the Blast Furnaces and Coke Oven batteries at Kulti, 315 were re-employed by Burnpur people. Of the remaining 460 surplus workers, to whom offer of service was made, 270 have accepted the offers in the Government Steel Plants, 72 have refused and the rest 190 are expected to give their decision in a day or two.

This is for your information.

Sd/- B. C. Roy.

this has led to serious discontent amongst the workers. Just as you cannot justifiably ask a qualified Doctor, say an MB, who has many years' experience to do the job of a Compounder, so a skilled worker having 15-20 years experience cannot be asked to do the job of a Coolie. But the Management IISCO, is doing just this,- only to harass the workers so that they may be provoked to resign in disgust. This device is being taken recourse to go by the Management to get rid of as many men as possible.

Hope, you would please intervene and see to it that workers are not harassed like this and provided with jobs according to their designation.

A Police case is pending against some 22 workers, instituted at the instance of the Management in connection with closure of No. 4 Bl. Furnace. In the Departmental Enquiry held by the Management, all have been found not guilty except five who have been discharged. But the case against those found innocent has not been withdrawn as yet. Please see to it that the case is withdrawn against at least those found innocent. Because they have been selected for Govt. Steel Plants, and you will realise how difficult it would be for them to attend the Asansol Court from such a great distance. And let the case continue against those found guilty by the management.

All of the workers living in Company's Qrs. and selected by the Hindustan Steel have been asked to vacate the Quarters immediately. Most of them will be able to shift their families now but there are some who would be put to great difficulty if asked to vacate just now. In these exceptional cases, the Company (IISCO) should allow a months time so that they can shift their family to their new place of appointment or take them home within that period. Hope, you would persuade the Company to allow these workers concerned to leave their family in Coy's Qrs. at Kulti for the present.

Last, but not least is the question of transport. We pointed out to Sri S. K. Banerjee, Jt. Secy. Lab. Dept. that Railway Reservation be arranged for Kulti workers from Asansol to Bilai and Rourkella to facilitate transport as the Govt. has offered to pay one way fare for joining duty. Please do the needful in this regard.

Before we end, we would again request you to please use your good offices so that every thing passes off smoothly.

Thanking you,

Yours faithfully,

(Nitis Sett)
For General Secretary.

Copy to Sri Jyoti Basu, M. L. A.
Sri Tahir Hussain, M. L. A, Calcutta.
Mrs. Renu Chakravartty, M. P.

3
guaranteed before
making discharge
effective as on
31st December.

Dange

2
by notice dated
24th December
following modernisation
time stop. This is
total violation
of ~~the~~ Delhi

Tripartite
agreement ~~with~~
stop number
~~Wage~~
determined arbitrarily
stop neither
alternate employ-
ment of similar
nature and earnings

1
① Nanda
Labour Minister
Delhi.

② Swaran Singh
Minister Iron Steel
~~Delhi~~

Iscro in Kulti
works declared
815 workers as
surplus and
retrenched from
31st December

United Iron & Steel Workers Union.

Head Office :—KULTI.
(PROF. BARI ZINDABAD.)

Office :—
KULTI STATION ROAD,
P. O. KULTI,
(Burdwan)



Ref. No. CE/WB/1/59-2

Dated the 13th Jan 1954.

FOR IMMEDIATE ATTENTION.

Dr. B. C. Roy,
Chief Minister,
Govt. of West Bengal,
Writers Buildings,
Calcutta.

Sub: Surplus workers of Kultli.

Dear Sir,

Please refer to your letter, dated 10.1.59 addressed to Sri Jyoti Basu, M. L. A. who has kindly forwarded to us a copy of the same.

You write to say that

" Of the remaining 460 surplus workers, to whom offer of service was made, 270 have accepted the offers in the Govt. Steel Plants, 72 have refused and the rest 190 are expected to give their decision in a day or two."

Now, the number of workers who have been selected for Govt. Steel Plants, comes, as per your figures, to 532 (270+72+190), But this number is in excess of 460, (the actual number offered by Govt.) exactly by 72. And this number i.e. 72 is reported to have refused the offer of Govt.

We are at a loss as to how to reconcile this discrepancy. There must be some mistake somewhere. Please enlighten us on this.

As far as our information goes, there has been no refusal as such. And if there be some, their number will be very few.

But there are cases where the worker concerned expressed his desire to go to, say, Rourkella, during interview. And when his letter of appointment came, he finds to his surprise that he has been selected for Bhilai and vice-versa; though the type of person wanted is the same for both places. We fail to understand why the authorities should insist on a particular person to go to a particular place if an alternative hand, equally qualified, is found for the same type of job.

Anyway, we are ready to use our influence to persuade people to accept alternative employment at any place if we are provided with a list of persons who are reported to have refused. Some senior officer of the Labour Dept. may kindly be sent to Asansol for helping us in the matter.

But a serious situation is likely to develop regarding those 315 whom the IISCO authorities want to absorb either at Burnpur or Kultli. Apart from the fact that 'surplus' list has been made arbitrarily, this absorption again is not being done on the basis of seniority (already referred to you). Nor are the workers given job according to their designation, inspite of clear assurance to that effect. 'Fitters', 'mistries' and other skilled workers are being offered jobs of Coolie and Khalasi. Naturally,

P. T. G.

A N N E X U R E 'E'

Name of workers of Oriya nationality who opted for Rourkella were given appointment letter for Bhilai Or Durgapur contrary to assurance.

1. Challai Tanty, T.No. AB/66.
2. Ramjit Tanty, T.No. AA/31.
3. Garjan Tanty, T.No. AB/67.
4. Gunanidhi. T.No. GP/36.

A N N E X U R E ' D ' .

TRANSFERRED TO BURNPUR BUT GIVEN INFERIOR TYPE OF JOBS.

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Suraj Nath Pandey	BG/11	
2.	Ahid Khan.	BG/1.	
3.	Surando.	BG/2.	
4.	Sarajul Huque.	BG/44.	
5.	Tersi.		
6.	Man Mohan Das.		
7.	Abdul Gafur. I.		
8.	Abdul Gaffar II.		
9.	Jagadish.		
10.	Fagu Lall.		
11.	Mangru Bhuia.		
12.	Hela Bouri.		
13.	Kamruddin.		
14.	Mahes.		
15.	Rasul.		
16.	Abdul Mannan.		
17.	Yasin.		
18.	Mangal Munda.		
19.	Jalu Munda.		
20.	Ramdeo Singh.		
21.	Buddu.		Fireman.

A N N E X U R E ' C ' !

TRANSFERRED TO BURNPUR AND WANTS TRIAL OF THE FOLLOWING
INSPITE OF 12 - 20 YEARS SERVICE TO THEIR CREDIT .

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>	<u>Yrs.of Service.</u>
(1)	S. N. Chakravorty.	BX/41.	1st.Fitte ² .	13 yrs.
(2)	Bali Ram.	BX/39.	2nd.	13 yrs.
(3)	U.C.Bhattacharjee.	TCD/29.	2nd.	12 yrs.
(4)	Lall Bihari.	TCD/242.	1st.	13 yrs.
(5)	Md. Yasin.	CD/24	1st.	20 yrs.
(6)	Jogeswar.	TCD/179	1st.	24 yrs.
(7)	Abdul. Sattar.	CD/84	1st.	20 yrs.

A N N E X U R E 'B' .

THE INDIAN IRON & STEEL CO.LTD.
KULTI WORKS.

Ref: No. WK/PER/59364

15th January, 1958.

N O T I C E .

The workers listed below by their undermentioned action or actions have declined alternative employment so offered to them and as such, the Management have no alternative left but to retrench them with effect from 16.1.59 with full retrenchment benefits as per agreement reached on 31.12.58 between the Management and the Asansol Iron & Steel Worker's Union.

(i) Refusing to go to the Government Steel Plant,
And/Or

(ii) Expressing unwillingness to go to Burnpur according to employment opportunities now available there in terms with the agreement Dt/- 31.12.58.

And/ Or.

(iii) Expressing unwillingness to accept employment opportunities now available to Kulti,

And /Or

(iv) Intentionally not appearing before the officers of the Hindustan Steel (Private) Ltd., when they visited Kulti Works from time to time for the purpose of selecting men for Govt. Steel Projects,

And/Or

(v) Intentionally not appearing before the officers of the Burnpur Works when they visited the Kulti Works on the 12th 13th and 14th January, 1959 for the purpose of selecting men for different Plants inside the Burnpur Works, and also not appearing before the officers of the Kulti Works.

S.No.	Name.	T.No.	Designation.
<u>M. E. D e p a r t m e n t .</u>			
1.	Halim.	CD/14	Fitter.
2.	Md. Sakur.	CD/17	Fitter, 1/C.
3.	Md. Yasin.	CD/50	"
4.	Gulab Khan.	TCD/20	"
5.	Halim.	TCD/14	"
6.	Ab. Latif.	TCD/57	" 2/C.
7.	Fazil Haque.	TCD/7	"
8.	Abdul Barik.	TCD/23	"
9.	Abdul Khan.	TCD/26	"
10.	Md. Ibrahim.	TCD/254	Fitter 1/C.
11.	Kalindra Singh	TCD/36	" 2/C.
12.	Md. Azim.	TCD/234	" 3/C.
13.	Jhagroo	CD/55	Liverman.
14.	Md. Usman.	TCD/157	Fitter 2/C.
15.	Bawa Singh.	TCZ/48	Rigger 2/C.
16.	Ramdas.	BX/5	Black Smith.
17.	Nibzarab Singh.	BX/140	Leyerman.
18.	Ramdhar	BX/161	"
19.	Samsudding.	BK/53	Shearman.
20.	Mahangu.	BX/128	Rivetter 1/C
21.	Radhu.	BX/76	" 2/C.
22.	Ab. Karim II	BX/101	"
23.	Samrathi.	BX/113	Rivetter 2/C.
24.	Chand Mohd.	BX/74	"
25.	Muslim.	TBX/16	" 3/C.
26.	Tajamul Hussain	TBX/30	" "
27.	Rampati.	TBX/52	" "

THE INDIAN IRON & STEEL CO. LTD.

S.No. Name. T. No. Designation.

28.	Md. Ghulam.	TBX/53	Riveter	3/C.
29.	Budhoo.	TBX/58	"	"
30.	Md. Khejamudding.	TBX/101	"	"
31.	Nasiruddin.	TBX/113	"	"
32.	Ramlali,	TBX/161	"	"
33.	Kesho.	TBX/173	"	"
34.	Kesho.	BY/16	Painter	3/C.
35.	Rambilas.	CD/4	R. Smith	1/C.
36.	Baroo.	TBX/172	R. Helper	"
37.	Ab Rahim.	CD/35	Fitter	1/C.
38.	Manzoor Hussain.	CD/45	"	"
39.	Md. Wasi.	CD/41	"	"
40.	Ab Jabbar.	CD/88	"	"
41.	Md. Yasin.	CD/47	"	2/C.
42.	Nazir Ahmed.	TCD/244	"	"
43.	Ab Hafiz.	TCC/71	B. Maker	"
44.	Md. Idris.	TCC/71	B. Maker	3/C.

Sd/- N. DEY
For WORKS MANAGER.

(iv) Intentionally not appearing before the officers of the Hindustan Steel (Private) Ltd., when they visited the works from time to time for the purpose of selecting men for Govt. Steel projects.

(v) Intentionally not appearing before the officers of the Burnpur works when they visited the Steel works on the 18th 19th and 20th January, 1955 for the purpose of selecting men for different plants inside the Burnpur works, and also not appearing before the officers of the Steel works.

S.No.	Name	T.No.	Designation
1.	Khalim	CD/14	Fitter
2.	Md. Sakur	CD/14	Fitter
3.	Md. Yasin	CD/30	"
4.	Gulab Khan	TCD/20	"
5.	Haim	TCD/14	"
6.	Ab. Latif	TCD/27	"
7.	Latif Haque	TCD/7	"
8.	Abdul Bariq	TCD/23	"
9.	Abdul Khan	TCD/23	"
10.	M. Ibrahim	TCD/224	Fitter
11.	Mahmud Singh	TCD/38	"
12.	Md. Asim	TCD/224	"
13.	Utharoo	CD/23	Livestock
14.	Md. Usman	TCD/127	Fitter
15.	Nawa Singh	TCD/48	Livestock
16.	Handas	EX/5	Livestock
17.	Hibzab Singh	EX/140	Livestock
18.	Handhar	EX/101	"
19.	Kamudding	EX/23	Livestock
20.	Khanpur	EX/128	Riveter
21.	Khanpur	EX/73	"
22.	Ab. Karim II	EX/101	"
23.	Kamrajit	EX/118	Riveter
24.	Ordn. Mohd.	EX/74	"
25.	Khalim	TBX/18	"
26.	Karamul Hussain	TBX/30	"
27.	Kamrajit	TBX/28	"

(COPY)

THE HINDUSTAN IRON & STEEL CO., LTD.
KULTI WORKS.

Ref: WK/PER/59362

15th January, 1959.

N O T I C E .

The workers listed below by their under mentioned action or action have declined alternative employment so offered to them and as such, the Management have no other course left but to retrench them with effect from 16.1.59 with full retrenchment benefits as per agreement reached on 31.12.58 between the Management and the Asansol Iron & Steel Workers' Union.

- (1) Refusing to go the Government Steel Plant.
and/Or
- (2) Expressing unwillingness to go to Burnpur according to to employment opportunities now available there in terms with the Agreement dated 31.12.58.

and/Or

- (3) Intentionally not appearing before the officials of the Hindustan Steel (Private) Ltd. when they visited Kulti Works from time to time for the purpose of selecting men for Govt. Steel Projects,

and/Or

- (4) Intentionally not appearing before the officers of the Burnpur Works when they visited the Kulti Works on the 12th, 13th and 14th, January, 1959 for the purpose of selecting men for different Plants inside the Burnpur Works, and also not appearing before the officers of the Kulti Works,

T r a f f i c D e p t .

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Dil Mohammad.	AZ/26	Fireman.
2.	Ab. Razak.	AZ/189	Driver.
3.	Sk. Massa Mia.	AZ/96	Coup. Proter.
4.	Nidhoo Gowala.	AZ/110	Do

P o w e r D e p a r t m e n t .

1.	Alijan	BD/23	Att. Turbine
2.	Tassadik Hossain	BD/	" Pump
3.	Lall Mohd.	BD/21	" "
4.	Md. Salam.	BD/13	Fireman U.C.
5.	Bhulla	EG/20	" "
6.	Ramjan Ali.	EG/27	" "
7.	Md. Saley Khan.	EG/28	" Crt.
8.	Ramjan Ali.	EG/29	" "
9.	Jogin Tanti.	EG/39	" U.C.
10.	Hossain.	BJ/24	Khalasi
11.	Ab. Subhan.	BK/20	Fitter 3/C.
12.	Mongal Ram.	BH/19	Fireman U.C.
13.	Jangloo	BE/42	Fireman
14.	Ramcharan.	BE/1	Atd. Boi
15.	Shyamlal.	BE/11	F. Man Crt.
16.	Md. Hanif.	BE/17	"
17.	Garleyan	BE/34	"
18.	Oli Mohd.	BE/41	F. Man U. C.
19.	Narain.	BE/45	Fitter 2/C.
20.	Chamaroo.	BD/3	Fitter 1/C.

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
21.	Md. Ishaque	BD/27	Att. Tur
22.	Nathu Bouri.	BC/6	Khalasi.
23.	Laljee.	BD/21	Att. Tur.
24.	Chatu Mia.	BE/23	Fireman.
25.	Managroo.	BE/35	Fitter 2
26.	Rahim Bux.	BD/25	Att. Turb.
27.	Ram	BK/10	Khalasi.

Sd/- Illegible.
For WORKS MANAGER.

(1) Referring to the Government Order...

(2) In view of the fact that the...

(3) It is noted that the...

(4) It is further noted that...

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Md. Ishaque	BD/27	Att. Tur
2.	Nathu Bouri	BC/6	Khalasi
3.	Laljee	BD/21	Att. Tur
4.	Chatu Mia	BE/23	Fireman

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Md. Ishaque	BD/27	Att. Tur
2.	Nathu Bouri	BC/6	Khalasi
3.	Laljee	BD/21	Att. Tur
4.	Chatu Mia	BE/23	Fireman
5.	Managroo	BE/35	Fitter 2
6.	Rahim Bux	BD/25	Att. Turb
7.	Ram	BK/10	Khalasi

is done by ordinary coolies. They have naturally refused to do such jobs and asked for work corresponding to their designations. Even the agreement with the INTUC Union which is not at all satisfactory stipulates that workers should be given at least "similar type of job as far as practicable". But this does not surely mean that a skilled worker will be put to an unskilled job.

This is also wholly unjustified under terms of Delhi Agreement on rationalisation.

4. The whimsical and harassing attitude of the Management will also be evident from the fact that workers who opted for Bhilai or Rourkela, being natives of the states concerned, have been given just opposite appointment, outside their native states, though the type of worker needed is the same. Also, there are cases where the father and the son have been given appointment at different places though doing similar type of job, out of vindictiveness.

5. There are also cases where the workers concerned wanted to go to Govt. Steel Plants (from those of Annexure - 'B') but they were not allowed to go. Now they have been sent to Burnpur and are forced to do inferior type of job which has no bearing with their designation.

6. Lastly, there is the case of one Kunjan who was rendered surplus in October after closure of Kulti Coke Ovens. He was transferred to Burnpur. Only recently, he has been dismissed on the plea that he assaulted another worker. There was no enquiry, - principles of Grievance Procedure were not followed and he was summarily discharged.

Mainital decisions on Code of Discipline and other Tripartite agreements are flagrantly violated by employers like IISCO, and yet all blame is placed on the shoulders of workers.

And I am constrained to say that the Govt. machinery has mostly played the part of a passive on-lookers. Even if they make a move it is so slow and dilatory that this in itself sometimes, becomes a case for breach of Industrial peace as has been amply demonstrated in the case of Kulti .

Anyway, before I end, I would urge upon you to please intervene before it is too late and see to it that the retrenchment order is immediately revoked and each of these 75 workmen is given alternative employment by the IISCO.

As to discriminations made against members of our union I would deal in a separate letter.

Awaiting an early reply,

Yours faithfully,

(Renu Chakravartty)

यूनाइटेड आयरन ऐंड स्टील वर्कर्स यूनियन

UNITED IRON & STEEL WORKERS' UNION

REGD. NO. 3389

BARI

Head Office : KENDWA ROAD, KULTI, BURDWAN.

V_oCM/WB/1/59-3

Dated the 17th Jan 1959.

FOR IMMEDIATE ATTENTION.

Dr. B. C. Roy,
The Chief Minister,
Govt. of West Bengal,
Writers Buildings,
Calcutta.

Sub: Unfair & discriminatory retrenchment
of 75 Kulti workers.

Dear Sir,

Hope you have already received my telegram informing you of the unjust and discriminatory retrenchment of 75 Kulti Workers by the Management, IISCO, on the plea that the workers concerned refused to accept alternative employment.

The reasons advanced by the Management for retrenchment as per notices, - reference no. WK/PER/59362 and WK/PER/59364 both dated 15.1.59 are far from truth (see annexures 'A' & 'B').

As a matter of fact the workers concerned did not receive any appointment letter or written intimation as to the place of work and the type of job allotted for alternative employment. But the Delhi agreement requires that each worker is to be served with a notice offering the proposed job etc. None of these workers received any such notice. So, the question of refusal does not arise at all. These workers who are all skilled hands with many years' experience were verbally asked if they would do the job of a coolie at Burnpur Or Kulti and this they naturally declined. They were not even offered jobs at Govt. Steel Plants.

Not only that. Out of 44 workers of Annexure 'B', more than 20 workers belonging to Rivetting Shop have been rendered surplus and ultimately retrenched. But this Rivetting Shop has nothing to do with the closure of Blast Furnaces.

Thus it will be clear that it is a case of clear cut harassment and vindictive retrenchment.

2. That the Management is preparing ground for further retrenchment will be evident from the following:

The workers listed in Annexure 'C' are skilled ones, - first class and second class Fitters, having a record of experience ranging from 12 to 24 years. But the very day they joined at Burnpur, on 16.1.59 they were asked to give trial as to their capabilities as Fitters which they have been doing for so many years. They rightly resented this and refused to undergo trial. The IISCO, authorities may discharge them as well on the spurious plea that they "refused to give trial".

3. Or take the case of workers listed in Annexure 'D' who have been transferred to Burnpur from Boiler Department Kulti. They are all skilled workers but they have been asked to do the job of burning lime stone which

Contd... ..

Copy of Telegram sent on 17.1.59.

G. L. Nanda,
Union Labour Minister,
New Delhi.

R. L. Mehta,
Secretary, Labour Ministry,
New Delhi.

Thirty one from Power & Traffic & 44 from Maintenance Engineering retrenched yesterday Kulti Works on plea refusal alternative employment no appointment letter with corresponding designation given stop question refusal does not arise retrenchment illegal request intervention revoking discharge notice letter follows.

= RENU CHAKRAVARTTY.

Dr. Roy,
Chief Minister,
West Bengal,

Jyoti Basu, M.L.A.
Communist Party,
Calcutta.

Seventy five retrenched Kulti Works yesterday on plea refusal alternative employment no appointment letter with corresponding designation given question refusal does not arise retrenchment illegal request intervention letter follows.

= RENU CHAKRAVARTTY.

Sudhir Ghose,
Secretary, Hindustan Steel
Lloyds Bank Building,
New Delhi.

Nine Kulti Workers made medically unfit contrary your assurance.

= RENU CHAKRAVARTTY.

ভিত্তিতে হইবে কিনা তাহার উল্লেখ নাই। কারণ স্পষ্ট যে ইহাতে সকলকেই কাজ দেওয়ার-মোহ সৃষ্টি করিয়া ইনটাক ইউনিয়নের অবৈধ উপায়ে পয়সা রোজ-গারের সুবিধা হবে। আপনারা অনিলে সন্তুষ্ট হইবেন যে, কুলটী কর্তৃপক্ষ অতিরিক্ত তালিকায় কয়েকজনের নাম ঘোষণা করিয়া পরে ইনটাক ইউনিয়নের অনুরোধে তাহা উঠাইয়া লয় এবং ঘৃণাভাবে সেই তালিকায় যাহারা রাষ্ট্র ফার্মেস বা কোক-ভাটার সঙ্গে যুক্ত নয় এমন কয়েকজনের নাম যুক্ত করে।

আমরা এই চুক্তির তীব্র প্রতিবাদ করি এবং দাবী করি যে- (১) কুলটীর অতিরিক্ত ৮১২ জন শ্রমিককে বার্নপুর কুলটীতে কাজ দেওয়া হউক এবং ইহা সম্ভব ইহার সম্ভাবনা সম্পর্কে এখনই শ্রমিক-মালিক-সরকারের প্রতিনিধি লইয়া এক বোর্ড গঠিত হউক এবং এই বোর্ড পরীক্ষা করিয়া দেখুক ইহা সম্ভব কিনা (২) যদি সকলের পক্ষে সম্ভব না হয় তবে যত অধিক সংখ্যককে সম্ভব তত সংখ্যককে সিনিয়রিটির ভিত্তিতে বার্নপুর কুলটীতে সমস্ত সুযোগ সুবিধা সহ কাজ দিতে হইবে (৩) যাহাদের সম্ভব হইবে না তাহাদের সরকারী ইস্পাত কারখানায় কাজ না পাওয়া পর্যন্ত বেতন ভাতা সুবিধাদি সহ কোম্পানীর রোলো নাম রাখিতে হইবে নতবা ১৫ই জানুয়ারীর মধ্যে বর্তমান সুযোগসুবিধাদিসহ সরকারী ইস্পাত কারখানায় নিয়োগপত্র দিতে হইবে। কোনও রকমে বুলাইয়া রাখা চলিবে না (৪) বার্নপুরের ছাঁটাই অস্থায়ী ৬১ জন শ্রমিককেও সরকারী কারখানায় কাজ দিতে হইবে। -

ম্যার-বীরেনের মত একচেটিয়া পুঞ্জিপতিদের স্বার্থে, ইস্পাত উৎপাদন বৃদ্ধির দোহাই এ পক্ষ বর্ষীয় যোজনার রূপায়ণের পিছনে শ্রমিক জনসাধারণের বেকারী বৃদ্ধি, স্ত্রী পুত্র পরিবার সহ অনশনে মৃত্যু আমরা কোনও মতে সহ্য করিব না। তাই এক মুহূর্ত বিলম্ব না করিয়া একাবদ্ধ সংগ্রামের প্রস্তুতি করুন। একাবদ্ধ প্রতিবাদ সভা, শোভাযাত্রা সংগঠিত করুন ডিপাটে, ডিপাটে বস্তিতে, শহরে, বাজারে। সাধারণ নাগরিককে আপনার সঙ্গে সামিল করুন। দুর্ভেদ্য প্রতিবাদ সংগ্রাম সংগঠিত করুন। জয় সুনিশ্চিত।

তাং ৫ই জানুয়ারী

তাহের হোসেন

সাধারণ সম্পাদক

ইউঃ আইরণ এণ্ড স্টীল ওয়ার্কস ইউনিয়ন
বার্নপুর কুলটী।

অজ্ঞান প্রেম, আসামসোল

বার্নপুর কুলটীর

শ্রমিক কর্মচারীদের প্রতি

- * মালিক ও ইনটাকের মিলিত চুক্তি বলে বে-আইনী ভাবে কুলটীতে ৪৯১ এবং বার্নপুরে ৬১ জন শ্রমিক ছাঁটাই এর বিরুদ্ধে তীব্র প্রতিবাদ করুন।
- * একাবদ্ধ সংগ্রামে কোম্পানীর বিভেদ সৃষ্টি এবং ছাঁটাই এয় হীন প্রচেষ্টা ব্যর্থ করুন।

বন্ধুগণ,

আপনারা জানেন যে বিদেগী একচেটিয়া পুঞ্জিপতিদের সংগঠন বিশ্ব ব্যাঙ্কের নির্দেশে কোম্পানী কুলটীর কোক-ওভেন ব্যাটারী দুটা এবং রাষ্ট্র ফার্মেস দুটা বন্ধ করিয়া দিয়াছে। শ্রমিক জনসাধারণ ও দেশের স্বার্থ বিসর্জন দিয়া কেন্দ্রীয় সরকার এই বন্ধে অনুমোদন জ্ঞাপন করিয়াছেন। ফলে গত অক্টোবর মাসে কোম্পানী প্রথম কিস্তিতে মাত্র শত জনের অধিক শ্রমিক কর্মচারীকে অতিরিক্ত ঘোষণা করে কিন্তু আপনারদের প্রবল প্রতিরোধে একাবদ্ধ সংগ্রামে কোম্পানীর সেই ছাঁটাই চক্রান্ত ব্যর্থ হয়।

আবার কিছুদিন পূর্বে দুর্ঘটনার অজুহাত দেখাইয়া কোম্পানী দ্বিতীয় কিস্তিতে ৫ নং রাষ্ট্র ফার্মেস, এম, ই, ইলেকট্রিক, সি, ই, ট্রাফিক, কাউণ্ডুই ইঞ্জিনিয়ারিং ডিপাটের ৮১২ জন শ্রমিক কর্মচারীকে ৩১শে ডিসেম্বর এর পর হইতে ছাঁটাই বলিয়া এক নোটিশ দেয়। আপনারা গত ২৭ ও ২৮ ডিসেম্বর বার্নপুর-কুলটীর ময়দান হইতে মালিকের এই ঘৃণ্য প্রচেষ্টার প্রবল প্রতিবাদ করেন এবং চক্রান্ত ব্যর্থ করিবার প্রতিজ্ঞা করেন। সভা দুইটা হইতে মূল দাবীগুলি সহ আপনারদের সভাপতি শ্রীভাঙ্গু দ্ব্যর্থ হীন ভাষায় ঘোষণা করেন যে মালিক ও সরকার সমস্ত নীতি বিসর্জন দিয়া দিল্লী চুক্তি ভঙ্গ করিয়াছে। তিনি মালিক ও সরকারকে ছাঁটিয়ারী জানাইয়া বলেন একজন শ্রমিককেও অতিরিক্ত বা ছাঁটাই ঘোষণা করা চলিবে না। মারা ভারতের শ্রমিক শ্রেণী ইহার উপযুক্ত জবাব দিবো এই প্রতিবাদের ধাক্কায় চাকুরীর মেয়াদ ৩১শে ডিসেম্বর হইতে ১৫ই জানুয়ারী পর্যন্ত বর্ধিত হইয়াছে।

কিন্তু বড় লজ্জার কথা দিল্লী চুক্তির অগ্রতম স্বাক্ষরকারী কেন্দ্রীয় সরকার এবং ইনটাক সমস্ত নীতি বিসর্জন দিয়া গত ৩১শে ডিসেম্বর কুলটীতে বসিয়া মালিকের সঙ্গে মিলিয়া এক শ্রমিক বিরোধী চুক্তি করিয়াছে। চুক্তিতে মোট

वर्नपूर कुल्टी के श्रमिक कर्मचारी भाइयों के प्रति

❖ कम्पनी एवं इन्टक यूनियन के सम्मिलित समझौते से कुल्टी के ४६१ और वर्नपूर के ६१ मजदूरों के छुटाई का तीव्र प्रतिवाद कीजिये ।

❖ संगठित संग्राम से कम्पनी की फूट डालने और छुटाई करने की घृणित नीति को खारज कीजिये ।

साधियो !

आप लोगों को मालुम होना चाहिये कि विदेशी एक घुटिया पूँजीपति विश्व बैंक के निर्देश से कम्पनी का दो ग्लास फर्निश और कोको भेन्स बन्द कर दिया । श्रमिक जनसाधारण और देश के स्वार्थ की हत्या करके केन्द्रीय सरकार भी बन्द करने का आदेश दे दिया है । पहली बार गत अक्टूबर महीने में कम्पनी सात सौ से अधिक श्रमिक कर्मचारियों को फालतू घोषित किया था । किन्तु आप लोगों के प्रबल प्रतिरोध और संगठित संग्राम से कम्पनी की छुटाई की साजिश चकनाचुर हो गई । फिर कुछ दिन बाद दुबारा दुर्घटना की साजिश करके ५ नं० ग्लास फर्निश, एम, ई, एलक्ट्रिक, सा, ई, ट्राफिक, फौन्डी, इजिनियरिंग, डिपाटों को मिला कर आठ सौ बारह श्रमिक कर्मचारियों को ३१ दिसम्बर के बाद से छुटाई की नोटिश दे दिया है । आप लोगों ने गत २७-२८ दिसम्बर को कुल्टी वर्नपूर के जनसमाजों से कम्पनी के घृणित कार्यों का तीव्र प्रतिवाद किया । और कम्पनी के षडयंत्र को व्यर्थ करने को प्रतिज्ञा भी किये । दोनों समाजों में यूनाइटेड यूनियन क प्रेसीडेंट एस. ए. डांगे असली २ माँगों के साथ साथ जोरदार शब्दों में कहा कि मालिक व सरकार समी का दा कानून को खत्म करके दिल्ली समझौता को मंग किया है । श्री डांगे ने मालिक और सरकार को साबधान करते हुये बताया कि एक भी श्रमिक कर्मचारी की छुटाई नहीं होनी चाहिये । सारा भारत का मजदूर वर्ग इसका उपयुक्त जवाब देगा । इस घोर प्रतिवाद से कम्पनी छुटाई की तारीख ३१ दिसम्बर से बढ़ा कर पन्द्रह जनवरी कर दिया ।

किन्तु बड़ी शर्म की बात है कि दिल्ली समझौता पर दस्तखत करने वाले केन्द्रीय सरकार और इन्टक वाले समझौते को भंग करके ३१ दिसम्बर को कुल्टी में मालिकों के साथ बैठ कर जौन ने एक श्रमिक विरोधी समझौता किया है ।

समझौते में तय हुआ है कि ८१२ आदमी के बीच में ३२१ मजदूरों को वर्नपूर कुल्टी में काम दिया जायगा । बाकी ४६१ मजदूरों का कोई ठिकाना नहीं है । इसी समझौते के मुताबिक वर्नपूर ग्लास फर्निश के ६१ टम्परोरी मजदूरों को भी छुटाई किया जायगा । इस तरह से वर्नपूर कुल्टी मिला कर सब ५५२ मजदूर छुटाई के शिकार होंगे । इसके अलावा वर्नपूर कुल्टी में जिन मजदूरों को काम दिया जायगा उधमें सीनीयर जूनियर की कोई बात समझौते के अन्दर नहीं सीनीयर जूनियर की चाल लगा कर इन्टक यूनियन पैसा कमाने का एक षडयंत्र

रास्ता निकाल लिया है। आप लोगों को सुन कर साजुब होगा कि कुल्टी व्हास फानिस के कई एक आदमी का नाम छुँटाई लिस्ट में था किन्तु इन्टक के कहने से उन लोगों का नाम लिस्ट से निकाल कर दूसरा दूसरा डिपार्ट के आदमियों का नाम दे दिया गया।

हम लोग इस समझौते का तोत्र प्रतिवाद करते हुये मांग करते हैं कि—

- १) कुल्टी के फालतू ५१२ श्रमिक कर्मचारियों को बर्नपुर और कुल्टी में काम दिया जाय और यह करना सम्भव है। इसलिये मांग करते हैं कि सरकार कम्पनी और श्रामकों का एक बोर्ड गठित किया जाय, वह बोर्ड देखे कि यह सम्भव है या नहीं।
- २) यदि सबके लिये बर्नपुर कुल्टी में काम देना सम्भव न हो तो जिनके आदमी के लिये सम्भव हो सीनियरटी के हिसाब से सभी सुविधाओं के साथ बर्नपुर-कुल्टी में काम दिया जाय।
- ३) जिन लोगों को बर्नपुर-कुल्टी में काम की सुविधा नहीं होगी, तथा सरकारी इस्पात कारखाने में जब तक काम नहीं मिले, तब तक उन लोगों को कम्पनी के रोल में बेतन भत्ता बगैर के साथ रखा जाय। नही तो १५ जनवरी के अन्दर वर्तमान सुविधाओं के साथ सरकारी इस्पात कारखाने में बहाली का कागज दिया जाय। किसी प्रकार की धोखा बाजी नहीं चलेगी।
- ४) बर्नपुर के ६१ टम्परोरी छुँटाई कर्मचारियों को भी सरकारी कारखाने में नौकरी देना होगा।

सर बीरेन की तरह एकचुटिया पूंजिपती के स्वार्थ के लिये इस्पात की पैदावार बढ़ाने की दोहाई देकर पंच वर्षी योजना के पीछे मजदूरों की बेकारी चाल बच्चों के साथ भूखे रह कर मृत्यु देख कर हम लोग किसी भी हालत में बर्दास्त नहीं करेंगे। इस लिये जल्द से जल्द संगठित हो कर लड़ाई के लिये तैयार हो जाय। एक ही कर प्रतिवाद सभा जलूस डिपार्ट, डिपार्ट में बस्तियों में शहरों बाजारों में प्राधारण मनुष्यों को भी अपने संगठन में शामिल करे किले के समान ताकतवर प्रतिवाद संग्राम संगठित करे आप की जीत निश्चित है।

दुनिया के मजदूरों एक हो — इन्कलाव जिन्दा वाद — बारी साहब जिन्दा वाद।

— एक्शन कमेटो जिन्दावाद —

ताहीर हुसेन

जनरल सेक्रेटरी, यूनाइटेड आयरन एन्ड

स्टील वर्क्स यूनियन, बर्नपुर—कुल्टी

Tahir Hussain

MEMBER, LEGISLATIVE ASSEMBLY, WEST BENGAL

Telephone : ASANSOL ~~no~~ 737.

Permanent Address:

P. O. BURNPUR, BURDWAN.

Calcutta Address:

120-A DHARAMTALA STREET.

CALCUTTA-13

FOR IMMEDIATE ATTENTION.

Ref No

Dated The 11th. Jan' 1959.

Present address: Carmichael Hospital for
Tropical Diseases.

(School of Tropical Medicine)
Apcar Ward; Bed. No. 12;
C a l c u t t a .

The Chief Minister,
Govt. of West Bengal;
Writers Buildings;
C a l c u t t a - 1 .

Sub: Proper absorption of surplus workers
of Kulti Works numbering 812 and 61
of Burnpur Works; under I I S C o .

Dear Sir,

I am addressing this letter to you from my sick-bed in
the Hospital.

I am glad to learn from Sri Jyoti Basu, Leader of Oppo-
sition, West Bengal Assembly, that you have written to him inti-
mating that all surplus workers of Kulti, not absorbed by IISCo,
will be taken over at the Govt. Steel Plants in Bhillai, Rourkela
or Durgapur as the case may be. The news has also come out in
the Press.

While expressing our deep appreciation for what you
have done in this regard in response to our representation made
through Jyoti Basu and others, please allow me to submit that
this is not an unfix'd blessing. Why, let me enumerate.

The terms and conditions as laid down in the letter of
appointment given by Hindustan Steel Private Ltd; include certain
clauses (Nos. ii and vii) which have rightly caused serious
misgivings in the minds of the workers concerned.

I learn that these clauses about which we have definite
apprehensions, were brought to the notice of your good self by
a telegram and also discussed with Sri S.K. Banerjee, I.A.S.;
Joint Secy; Labour Dept; by our representatives when the latter
went to Asansol, on 9.1.59. I also understand that the Jt. Secy;
agreed that these clauses on Probation and Medical Examination
should not apply to Kulti Workers. And as to character and
antecedents, the trade union activities and political views, he
assured, should not be any bar to service.

But there are matters directly and solely connected
with the Management, IISCo, that present serious difficulties.
And it is here that your intervention is necessary and essential
for the solution of the same. Let me narrate hereinunder, the
examples of discrimination made by IISCo authorities, especially
against our members in preparing the list of surplus men. Please
refer in this connection to my previous letter to you dated

P. T. O.

26.12.58.

(1) It is an accepted fact and also sanctified by the law of the land that in declaring men surplus, the principle of "First come, last go", should be observed.

But the Management, IISCO, who have shown in the past that they care little for implementation of Tripartite Agreements or decisions of Court of Law, have, on this occasion as well, thrown to the winds the principle referred to above. Old men who will be retiring in a year or two have been declared surplus while youngmen in the same category of work, have been kept. And in their anxiety to get rid of our men, including office-bearers, they made men surplus even from sections which are not at all connected with day to day work of the Blast Furnaces and Coke Ovens. I mean the Rivetting Shop (Smithy Shop) in particular from where some 45 men have been declared surplus including our Joint Secy. I understand that the workers of that Dept; have made a mass petition protesting against this and a copy has been forwarded to you as well, for necessary action.

Similarly, in absorbing the 320 men by IISCO itself at Burnpur and Kulti, our members are being deliberately kept out. No principle, say, seniority-basis, is being absorbed. Men are being selected quite arbitrarily.

This has naturally agitated the workers very much, and if anything untoward happens, the responsibility for the same shall be with the management.

(ii) The Management has also flagrantly violated the terms of previous agreements. As for example, men of W.R.P. (Works Reserve Pool) have not only been made surplus but also thrown out for Govt. Steel Plants in violation of the Agreement reached after the closure of A & B Coke Batteries at Kulti, with the mediation of Sri D. Chatterjee, the then Dy. Labour Commissioner,

(iii) There are also cases where men who expressed their willingness to opt for Govt. Steel Plants have not been selected but workers expressed inability to leave Kulti for family reasons, have been forced either to accept retrenchment or opt for outside.

(iv) Also there are vital discrepancies as to the number of men actually rendered surplus. The Company states that the total number of surplus due to closure of all the Plants (Nos. 4 & 5 Blast Furnaces and two Coke Ovens) is 775. (Vide Agreement with the Asansol Iron & Steel Workers Union, clause 1.) But it is actually 1623, (750 in the first instalment, - you gave this figure to me, plus 812 in the second instalment, - both at Kulti and 61 at Burnpur). Of this, it seems 505 (454 at Kulti and 61 at Burnpur) have been left out of their own rolls. And only the services of Kulti surplus workers have been presented before the Govt. Board who offered alternative employment to these 454.

But the fate of 61 workers rendered surplus at Burnpur still hangs in the balance.

As per agreement with Mr. John, the Company agrees to absorb only 320 men out the second instalment surplus men. At the same time the agreement stipulates that 61 from Burnpur would be made jobless. But we maintain that the Company can absorb a much larger figure than 320 of the second list.

Let the Company come out with the actual Manning at the New Plants at Burnpur (two Bl. Furnaces and two Coke Ovens) and at the New Spun Pipe Plant and Steel Foundry at Kulti. Then the bluff will be called.

From the above, it would be clear that the Management IISCO is provoking the workers which might result in the disturbance of Industrial peace in this vital industry.

In view of the above I would request you to please immediately intervene, call a Tripartite Conference and settle this issue of

Der of
Lok Sabha.

215, North Avenue,
New Delhi.
10.1.59

Dear Ranen Babu,

I have received two telegrams, one from Tahir Hussain and another from Chandra Sekhar Mukherjee in the course of the last three days. In Tahir Hussain's telegram I get the news that all the workers rendered surplus by Kulti closure, have been assured alternative jobs by Hindusthan Steel. This was of course a very big victory, and I feel without the prompt and constant move by the United Iron & Steel Workers' Union this would never have been gained. But Tahir Hussain wanted that Company which had originally declared less number of workers surplus than declared later, should absorb more men at Kulti and Burnpur.

Today I received Chandrasekhar Mukherjee's telegram saying that the appointment ~~rather~~ of workers at HSEL was made conditional upon the character and antecedents of the workers and also upon medical examination and demanding that these conditions be done away with.

I have spoken with Sri Sudhir Ghose, Secretary of HSPL who was in Kulti only recently. He told me that the total number the Company had originally kept for themselves was 321 of the best men, out of a total surplus declared of 775. The Government however finally took 461. So there is only a discrepancy of 7 men. This I do not think can be made into a very big issue, unless of course specific cases, can be brought forward for negotiation. I think the question of the second staff numbering 38 are not at all included in this calculation since our Union too has not said anything specific in this matter. I only discussed the question of the workmen in the absence of other information re: Second staff.

Today, I again discussed with Sudhir Ghose re: Chandra Sekhar Babu's telegram. He told me there is condition laid down in the appointment letter which he has given for handing over to the workers re: suitability of character and antecedents. If this had been done, he said, how could he have decided to take all the surplus men, since it would have meant referring the whole matter to the state Government and its police dept. If any local bureaucrats are creating difficulties please immediately write to Sri Ghose quoting me. Moreover, it is necessary to quote specific cases, since according to him, the question of entering into antecedents and character has not been made a condition precedent to their appointment. Re: Medical examination he said that this was a matter of formality

according to the Stat. Rule, but in spite of this he said we

instructions with the Management, since they were already working in Burnpur and Kulti, they were assumed to be fit and that was no necessity to hold a special medical examination for them. The Medical Officer of the IISCO should as a matter of course give a certificate to Govt. It was a matter of formality.

I shall be coming to Burnpur on the 15th. January as already promised to Nitish. I shall discuss matters directly and see the situation on the spot. In the mean time if any workers are refused to be given employment because of Medical examination or due to character or antecedents standing in the way. It is important that you immediately send the specific cases to Sudhir Ghose, Secretary, HSFL, Lloyds Bank Building, New Delhi. another copy to Sri R.L. Mehta, Secretary, Labour Ministry, Govt. of India, New Delhi and also to myself.

I feel you should emphasise the victories of ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ we have won and then proceed to fight any effort to rob the workers of alternative employment under any pretext whatsoever. For this we shall fight to the end.

With Greetings,

Yours sincerely,

(Remu Chakravartty)

P.S. I would like you to come with me to Burnpur on 16th. January. I am returning to Calcutta on 15th. evening. Could you please phone me up round 6 P.M.?

Copy of Telegram sent on 17.1.59.

G. L. Nanda,
Union Labour Minister,
New Delhi.

R. L. Mehta,
Secretary, Labour Ministry,
New Delhi.

Thirty one from Power & Traffic & 44 from Maintenance Engineering retrenched yesterday Kulti Works on plea refusal alternative employment no appointment letter with corresponding designation given stop question refusal does not arise retrenchment illegal request intervention revoking discharge notice letter follows.

= RENU CHAKRAVARTTY.

Dr. Roy,
Chief Minister,
West Bengal,

Jyoti Basu, M.L. A.
Communist Party,
Calcutta.

Seventy five retrenched Kulti Works (yesterday) on plea refusal alternative employment no appointment letter with corresponding designation given question refusal does not arise retrenchment illegal request intervention letter follows.

= RENU CHAKRAVARTTY.

Sudhir Ghose,
Secretary, Hindustan Steel
Lloyds Bank Building,
New Delhi.

Nine Kulti Workers made medically unfit contrary your assurance.

= RENU CHAKRAVARTTY.

यूनाइटेड आयरन ऐंड स्टील वर्कर्स यूनियन

UNITED IRON & STEEL WORKERS' UNION

REGD. NO. 3389

BARI

Head Office : KENDWA ROAD, KULTI, BURDWAN.

KWB/1/59-3

Dated the 17th Jan 1959.

FOR IMMEDIATE ATTENTION.

B. C. Roy,
 Chief Minister,
 Govt. of West Bengal,
 Secretaries Buildings,
 Calcutta.

Sub: Unfair & discriminatory retrenchment
 of 75 Kulti workers.

Dear Sir,

Hope you have already received my telegram informing you of the unjust and discriminatory retrenchment of 75 Kulti Workers by the Management, IISCO, on the plea that the workers concerned refused to accept alternative employment.

The reasons advanced by the Management for retrenchment as per notices, - reference no. WK/PER/59362 and WK/PER/59364 both dated 15.1.59 are far from truth (see annexures 'A' & 'B').

As a matter of fact the workers concerned did not receive any appointment letter or written intimation as to the place of work and the type of job allotted for alternative employment. But the Delhi agreement requires that each worker is to be served with a notice offering the proposed job etc. None of these workers received any such notice. So, the question of refusal does not arise at all. These workers who are all skilled hands with many years' experience were verbally asked if they would do the job of a coolie at Burnpur Or Kulti and this they naturally declined. They were not even offered jobs at Govt. Steel Plants.

Not only that. Out of 44 workers of Annexure 'B', more than 20 workers belonging to Rivetting Shop have been rendered surplus and ultimately retrenched. But the Rivetting Shop has nothing to do with the closure of Blast Furnaces.

Thus it will be clear that it is a case of clear cut harassment and vindictive retrenchment.

2. That the Management is preparing ground for further retrenchment will be evident from the following:

The workers listed in Annexure 'C' are skilled ones, - first class and second class Fitters, having record of experience ranging from 12 to 24 years. But the very day they joined at Burnpur, on 16.1.59 they were asked to give trial as to their capabilities as Fitters, which they have been doing for so many years. They rightly resented this and refused to undergo trial. The IISCO, authorities may discharge them as well on the specious plea that they "refused to give trial".

Or take the case of workers listed in Annexure 'D' who have been transferred to Burnpur from Boiler Department Kulti. They are all skilled workers but they have been asked to do the job of burning lime stone which

Contd... ..

is done by ordinary coolies. They have naturally refused to do such jobs and asked for work corresponding to their designations. Even the agreement with the INTUC Union which is not at all satisfactory stipulates that workers should be given at least "similar type of job as far as practicable". But this does not surely mean that a skilled worker will be put to an unskilled job.

This is also wholly unjustified under terms of Delhi Agreement on rationalisation.

4. The whimsical and harassing attitude of the Management will also be evident from the fact that workers who opted for Bhilai or Rourkela, being natives of the states concerned, have been given just opposite appointment, outside their native states, though the type of worker needed is the same. Also, there are cases where the father and the son have been given appointment at different places though doing similar type of job, out of vindictiveness.

5. There are also cases where the workers concerned wanted to go to Govt. Steel Plants (from those of Annexure - 'B') but they were not allowed to go. Now they have been sent to Burnpur and are forced to do inferior type of job which has no bearing with their designation.

6. Lastly, there is the case of one Kunjan who was rendered surplus in October after closure of Kulti Coke Ovens. He was transferred to Burnpur. Only recently, he has been dismissed on the plea that he assaulted another worker. There was no enquiry, - principles of Grievance Procedure were not followed and he was summarily discharged.

Nainital decisions on Code of Discipline and other Tripartite agreements are flagrantly violated by employers like IISCO, and yet all blame is placed on the shoulders of workers.

And I am constrained to say that the Govt. machinery has mostly played the part of a passive on-lookers. Even if they make a move it is so slow and dilatory that this in itself sometimes, becomes a cause for breach of Industrial peace as has been amply demonstrated in the case of Kulti .

Anyway, before I end, I would urge upon you to please intervene before it is too late and see to it that the retrenchment order is immediately revoked and each of these 75 workmen is given alternative employment by the IISCO.

As to discriminations made against members of our union I would deal in a separate letter.

Awaiting an early reply,

Yours faithfully,

(Renu Chakravartty)

A N N E X U R E ' A ' .

(COPY)

THE INDIAN IRON & STEEL CO., LTD.
KULTI WORKS.

Ref: WK/PER/59362 .15th January, 1959.

N O T I C E .

The workers listed below by their under mentioned action or action have declined alternative employment so offered to them and as such, the Management have no other course left but to retrench them with effect from 16.1.59 with full retrenchment benefits as per agreement reached on 31.12.58 between the Management and the Asansol Iron & Steel Workers' Union.

- (1) Refusing to go the Government Steel Plant.
and/Or
- (2) Expressing unwillingness to go to Burnpur according to to employment opportunities now available there in terms with the Agreement dated 31.12.58.
and/Or
- (3) Intentionally not appearing before the officials of the Hindustan Steel (Private) Ltd. when they visited Kulti Works from time to time for the purpose of selecting men for Govt. Steel Projects,
and/Or
- (4) Intentionally not appearing before the officers of the Burnpur Works when they visited the Kulti Works on the 12th, 13th and 14th, January, 1959 for the purpose of selecting men for different Plants inside the Burnpur Works, and also not appearing before the officers of the Kulti Works,

T r a f f i c D e p t .

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Dil Mohammad.	AZ/26	Fireman.
2.	Ab. Razak.	AZ/189	Driver.
3.	Sk. Massa Mia.	AZ/96	Coup. Proter.
4.	Nidhoo Gowala.	AZ/110	Do

P o w e r D e p a r t m e n t .

1.	Alijan	BD/23	Att.Turbine
2.	Tassadik Hossain	BD/	" Pump
3.	Lall Mohd.	BD/21	" "
4.	Md. Salam.	BD/13	Fireman U.C.
5.	Bhulla	BG/20	" "
6.	Ramjan Ali.	BG/27	" "
7.	Md. Saley Khan.	BG/28	" Crt.
8.	Ramjan Ali.	BG/29	" "
9.	Jogin Tanti.	BG/39	" U.C.
10.	Hossain.	BJ/24	Khalasi
11.	Ab. Subhan.	BK/20	Fitter 3/C.
12.	Mongal Ram.	BH/19	Fireman U.C.
13.	Jangloo	BE/42	Fireman
14.	Ramcharan.	BE/1	Atd. Boi
15.	Shyamlal.	BE/11	F.Man Crt.
16.	Md. Hanif.	BE/17	"
17.	Garleyan	BE/34	"
18.	Oli Mohd.	BE/41	F.Man U. C.
19.	Narain.	BE/45	Fitter 2/C.
20.	Chamaroo.	BD/3	Fitter 1/C.

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
21.	Md. Ishaque	BD/27	Att. Tur
22.	Nathu Bouri.	BC/6	Khalasi.
23.	Laljee.	BD/21	Att. Tur.
24.	Chatu Mia.	BE/23	Fireman.
25.	Managroo.	BE/35	Fitter 2
26.	Rahim Bux.	BD/25	Att. Turb.
27.	Ram	BK/10	Khalasi.

Sd/- Illegible.
For WORKS MANAGER.

A N N E X U R E 'B'

THE INDIAN IRON & STEEL CO. LTD.
KULTI WORKS.

Ref: No. WK/PER/59364

15th January, 1958.

N O T I C E

The workers listed below by their undermentioned action or actions have declined alternative employment so offered to them and as such, the Management have no alternative left but to retrench them with effect from 16.1.59 with full retrenchment benefits as per agreement reached on 31.12.58 between the Management and the Asansol Iron & Steel Worker's Union.

- (i) Refusing to go to the Government Steel Plant,
And/Or
- (ii) Expressing unwillingness to go to Burnpur according to employment opportunities now available there in terms with the agreement Dt/- 31.12.58.
And/ Or.
- (iii) Expressing unwillingness to accept employment opportunities now available to Kulti,
And /Or
- (iv) Intentionally not appearing before the officers of the Hindustan Steel (Private) Ltd., when they visited Kulti Works from time to time for the purpose of selecting men for Govt. Steel Projects,
And/Or
- (v) Intentionally not appearing before the officers of the Burnpur Works when they visited the Kulti Works on the 12th 13th and 14th January, 1959 for the purpose of selecting men for different Plants inside the Burnpur Works, and also not appearing before the officers of the Kulti Works.

S.No.	Name.	T.No.	Designation.
		<u>M. E. Department.</u>	
1.	Halim.	CD/14	Fitter.
2.	Md. Sakur.	CD/17	Fitter, 1/C.
3.	Md. Yasin.	CD/50	"
4.	Gulab Khan.	TCD/20	"
5.	Halim.	TCD/14	"
6.	Ab. Latif.	TCD/57	" 2/C.
7.	Fazil Haque.	TCD/7	"
8.	Abdul Barik.	TCD/23	"
9.	Abdul Khan.	TCD/26	"
10.	Md. Ibrahim.	TCD/254	Fitter 1/C.
11.	Kalindra Singh	TCD/36	" 2/C.
12.	Md. Azim.	TCD/234	" 3/C.
13.	Jhagroo	CD/55	Liverman.
14.	Md. Usman.	TCD/157	Fitter 2/C.
15.	Bawa Singh.	TCZ/48	Rigger 2/C.
16.	Ramdas.	BX/5	Black Smith.
17.	Nibhab Singh.	BX/140	Leyerman.
18.	Ramdhar	BX/161	"
19.	Samsudding.	BK/53	Shearman.
20.	Mahangu.	BX/128	Rivetter 1/C
21.	Radhu.	BX/76	" 2/C.
22.	Ab. Karim II	BX/101	"
23.	Samrathi.	BX/113	Rivetter 2/C.
24.	Chand Mohd.	BX/74	"
25.	Muslim.	TBX/16	" 3/C.
26.	Tajamul Hussain	TBX/30	" "
27.	Rampati.	TBX/52	" "

<u>S.No.</u>	<u>Name.</u>	<u>T. No.</u>	<u>Designation.</u>
28.	Md. Ghulam.	TBX/53	Riveter 3/C.
29.	Budhoo.	TBX/58	" "
30.	Md. Khejamudding.	TBX/101	" "
31.	Nasiruddin.	TBX/113	" "
32.	Ramlall.	TBX/161	" "
33.	Kesho.	TBX/173	" "
34.	Kesho.	BY/16	Painter 3/C.
35.	Rambilas.	CD/4	R. Smith 1/C.
36.	Baroo.	TBX/172	R. Helper
37.	Ab Rahim.	CD/35	Fitter 1/C.
38.	Manzoor Hussain.	CD/45	" "
39.	Md. Wasi.	CD/41	" "
40.	Ab Jabbar.	CD/88	" "
41.	Md. Yasin.	CD/47	" 2/C.
42.	Nazir Ahmed.	TCD/244	" "
43.	Ab Hafiz.	TCC/71	B. Maker
44.	Md. Idris.	TCC/71	B. Maker 3/C.

Sd/- N. DEY
For WORKS MANAGER.

A N N E X U R E ! C !

TRANSFERRED TO BURNPUR AND WANTS TRIAL OF THE FOLLOWING
INSPIRE OF 12 - 20 YEARS SERVICE TO THEIR CREDIT .

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>	<u>Yrs.of Service.</u>
(1)	S. N. Chakravorty.	BX/41.	1st.Fitted.	13 yrs.
(2)	Bali Ram.	BX/39.	2nd.	13 yrs.
(3)	U.C.Bhattacharjee.	TCD/29.	2nd.	12 yrs.
(4)	Lall Bihari.	TCD/242.	1st.	13 yrs.
(5)	Md. Yasin.	CD/24	1st.	20 yrs.
(6)	Jogeswar.	TCD/179	1st.	24 yrs.
(7)	Abdul. Sattar.	CD/64	1st.	20 yrs.

A N N E X U R E 'B'

TRANSFERRED TO BURNPUR BUT GIVEN INFERIOR TYPE OF JOBS.

<u>S.No.</u>	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Suraj Nath Pandey	BG/11	
2.	Ahid Khan.	BG/1.	
3.	Surando.	BG/2.	
4.	Sarajul Huque.	BG/44.	
5.	Tersi.		
6.	Man Mohan Das.		
7.	Abdul Gafur. I.		
8.	Abdul Gaffar II.		
9.	Jagadish.		
10.	Fagu Lall.		
11.	Mangru Bhuia.		
12.	Hela Bouri.		
13.	Kamruddin.		
14.	Mahes.		
15.	Rasul.		
16.	Abdul Mannan.		
17.	Yasin.		
18.	Mangal Munda.		
19.	Jalu Munda.		
20.	Ramdeo Singh.		
21.	Buddu.		Fireman.

A N N E X U R E 'B'

Name of workers of Oriya nationality who opted for Rourkella were given appointment letter for Bhilai Or Durgapur contrary to assurance.

1. Challai Tanty, T.No. AB/66.
2. Ramjit Tanty, T.No. AA/31.
3. Garjan Tanty, T.No. AB/67.
4. Gunanidhi. T.No. GB/36.

United Iron & Steel Workers Union.

Head Office :—KULTI.
(PROF. BARI ZINDABAD.)

Office :—
ULTI STATION ROAD,
P. O. KULTI,
(Burdwan)



No. CK/WB/1/59-2

Dated the 13th Jan 1959.

FOR IMMEDIATE ATTENTION.

Dr. B. C. Roy,
Chief Minister,
Govt. of West Bengal,
Writers Buildings,
Calcutta.

Sub: Surplus workers of Kultii.

Dear Sir,

Please refer to your letter, dated 10.1.59 addressed to Sri Jyoti Basu, M. L. A. who has kindly forwarded to us a copy of the same.

You write to say that

" Of the remaining 460 surplus workers, to whom offer of service was made, 270 have accepted the offers in the Govt. Steel Plants, 72 have refused and the rest 190 are expected to give their decision in a day or two."

Now, the number of workers who have been selected for Govt. Steel Plants, comes, as per your figures, to 532 (270+72+190), But this number is in excess of 460, (the actual number offered by Govt.) exactly by 72. And this number i.e. 72 is reported to have refused the offer of Govt.

We are at a loss as to how to reconcile this discrepancy. There must be some mistake somewhere. Please enlighten us on this.

As far as our information goes, there has been no refusal as such. And if there be some, their number will be very few.

But there are cases where the worker concerned expressed his desire to go to, say, Rourkella, during interview. And when his letter of appointment came, he finds to his surprise that he has been selected for Bhilai and vice versa, though the type of person wanted is the same for both places. We fail to understand why the authorities should insist on a particular person to go to a particular place if an alternative hand, equally qualified, is found for the same type of job.

Anyway, we are ready to use our influence to persuade people to accept alternative employment at any place if we are provided with a list of persons who are reported to have refused. Some senior officer of the Labour Dept. may kindly be sent to Asansol for helping us in the matter.

But a serious situation is likely to develop regarding those 315 whom the IISCO authorities want to absorb either at Burnpur or Kultii. Apart from the fact that 'surplus' list has been made arbitrarily, this absorption again is not being done on the basis of seniority (already referred to you). Nor are the workers given job according to their designation. to that effect. 'Pitters', 'Industries' and other Naturally,

1
Nanda
Labour Minister
Delhi

2) Swaran Singh
Minister Iron Steel
~~Delhi~~ Delhi

Iseo in Kulti
works declared
815 workers as
surplus and
retrenched from
31st December

2 -
by notice date
24th December
following modernisa-
tion stop. This is
total violation
of ~~the~~ Delhi

Tripartite
agreement ~~stop~~
stop number
~~Wage~~ ~~and~~
determined arbitrarily
stop neither
alternate employ-
ment of similar
nature and earnings

guaranteed by
making discharge
effective as
31st December

Dating

this has led to serious discontent amongst the workers. Just as you cannot justifiably ask a qualified Doctor, say an MB, who has many years' experience to do the job of a Compounder, so a skilled worker having 15-20 years experience cannot be asked to do the job of a Coolie. But the Management IISCO, is doing just this, - only to harass the workers so that they may be provoked to resign in disgust. This device is being taken recourse to go by the Management to get rid of as many men as possible.

Hope, you would please intervene and see to it that workers are not harassed like this and provided with jobs according to their designation.

A Police case is pending against some 22 workers, instituted at the instance of the Management in connection with closure of No. 4 Bl. Furnace. In the Departmental Enquiry held by the Management, all have been found not guilty except five who have been discharged. But the case against those found innocent has not been withdrawn as yet. Please see to it that the case is withdrawn against at least those found innocent. Because they have been selected for Govt. Steel Plants, and you will realise how difficult it would be for them to attend the Asansol Court from such a great distance. And let the case continue against those found guilty by the management.

All of the workers living in Company's Qrs. and selected by the Hindustan Steel have been asked to vacate the Quarters immediately. Most of them will be able to shift their families now but there are some who would be put to great difficulty if asked to vacate just now. In these exceptional cases, the Company (IISCO) should allow a month's time so that they can shift their family to their new place of appointment or take them home within that period. Hope, you would persuade the Company to allow these workers concerned to leave their family in Coy's Qrs. at Kulti for the present.

Last, but not least is the question of transport. We pointed out to Sri S. K. Banerjee, Jt. Secy. Lab. Dept. that Railway Reservation be arranged for Kulti workers from Asansol to Bhilai and Rourkella to facilitate transport as the Govt. has offered to pay one way fare for joining duty. Please do the needful in this regard.

Before we end, we would again request you to please use your good offices so that every thing passes off smoothly.

Thanking you,

Yours faithfully,

(Nitis Sett)
For General Secretary.

Copy to Sri Jyoti Basu, M. L. A.
Sri Tahir Hussain, M. L. A, Calcutta.
Mrs. Renu Chakravartty, M. P.

T R U E C O P Y .

Chief Minister,
West Bengal

Calcutta.
The 10th January, 1959.

Attention of Shri Jyoti Basu, M. L. A.

Of the 775 people who were retrenched due to the closing down of the Blast Furnaces and Coke Oven batteries at Kulti, 315 were re-employed by Burnpur people. Of the remaining 460 surplus workers, to whom offer of service was made, 270 have accepted the offers in the Government Steel Plants, 72 have refused and the rest 190 are expected to give their decision in a day or two.

This is for your information.

Sd/- B. C. Roy.

UNITED IRON & STEEL WORKERS' UNION

BURNPUR - KULTI

Regd. No. 3389

List of Office - bearers and Executive members of the year 1958-1959.

S.No. Name.

(A) Office - bearers:

1.	S. A. Dange,- M. P.	President.
2.	Salahuddin Bari.	Deputy President.
3.	Mrs Renu Chakravartty, M. P.	Vice - President.
4.	Pasupati Pandey.	Do.
5.	Basdeo Singh.	Do.
6.	N. N. Chowbey.	Do.
7.	Kanak Sen.	Do.
8.	Tahir Hussain, M. L. A.	General Secretary.
9.	C. S. Mukherjee.	Joint Secretary.
10.	B. P. Mukherjee.	Do.
11.	Himangshu Chattaraj.	Do.
12.	Prakash Kerketta.	Do.
13.	S. N. Chakravarty.	Do.
14.	Md. Yasin.	Treasurer.

M e m b e r s :

15.	Nitis Sett.
16.	K. N. Misir.
17.	R. L. Upadhyaya.
18.	Abdul Majid.
19.	Md. Hussain.
20.	Md. Zakir.
21.	Prafulla.
22.	Ramsurath Dubey.
23.	Niaz Hussain.
24.	Sayed Ali.
25.	Mohd. Sahid Khan.
26.	Mahitosh Mukherjee.

UNITED IRON & STEEL WORKERS' UNION

27. B. L. Guha.
 28. M. D. Ghose.
 29. Sajjad Hussain.
 30. D. N. Thakur.
 31. B. N. Goswami.
 32. Kedar Singh

S T E E L S E C T I O N (BURNPUR).

33. Jugal Pandey	M.S.M. (Duplex.)	T. No.
34. Hari Nandan Singh.	Do. (Furnace)	115/579.
35. Rai Mohan Banik.	M.M. (18" Mill)	133/1826.
36. Gour Mohan Banerjee.	Do.	
37. Sona Prasad.	Do (Rail Bank & Finishing)	
38. Kison Ram.	Sheet Mill (BY.FCE.RT. Shop G. House 160/465.	
39. Jew Bahal.	Do. (Hot Mills).	
40. Md. Akram.	Do.	151/736.
41. Santi. R. Bhattacharjee.	Do. (Cold Roll 158/1768 Annl. Pickl.)	
42. Lall Mohammad.	Do. (Galv. Pot & MNT.)	
43. Sudnangshu Shekher.	Do.	157/1616.
44. Narayan Barick	Do (Shipping)	158/1768.
45. Sayed Mazahar Ali.	Do (Maintainance)	160/2137.
46. Madan Gorai	M.E. Machine Shop	190/-
47. Gurpada Roy.	Do Do	190/264.
48. R. B. Singh	Do (E. E. D.)	190/1317
49. S. C. Dass	Do Do.	
50. Sher Mohammad.	Do (Mills & Pipe)	
51. Kameswar.	Do (P.S. & CONST.)	
52. Sukdhar Singh	Do (Steel Plant & Fdy)	
53. Md. Khaliq	E. E.	191/9 5
54. Mair Ahamed.	Traffic.	
55. Ram Kishan.	Traffic.	385/TM.
56. Bhairoo Dass	Brick Dept.	
57. Phekoo Mistry.	Do.	
58. Dhabalindu Bhattacharjee.	Civil Engineering	EST/305.

Contd... ..

UNITED IRON & STEEL WORKERS' UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
59.	Panchanan Banerjee.	P. W.	... 190/1/544.
60.	Lalrit Mohon Chakravartty.	C.O.E/Cs. CTK.	
61.	Mihir Ch. Majumder.	Watch & Ward.	... 396.
62.	Sarbajit Rana.	Watch & Ward.	... 531.
63.	Munna Singh.	Messenger.	
64.	Suprakash Sircar.	(34 th Mill)	... 131/157.
65.	Tageswar Mistry.	Black Smith.	... 198/420.
66.	Karam Singh.	M. E.	... 190/1511.
67.	Asgar Ali.	M.E.(P & S sec.)	190/1742.

IRON SECTION BURNPUR.

68.	Jawahir.	Coke Oven No.5 Battery.	
69.	Raghunandan.	Do. 7 & 8 Battery.	
70.	Mahadev Ram.	Do. 5 & 6 Battery	1729.
71.	Sahabuddin.	Do. (C.H.P.)	...2161.
72.	Banwari Lall.	Blast Furnace	...3130.
73.	B. C. Dass.	Do.	...
74.	F. Jeswara.	Do.(Pig Casting)	...
75.	Ram Saroop.	Do.(Traffic.)	3394.
76.	Ram Ch. Prasad.	Do.(Casting.)	3164.
77.	Bhikary.	M.E(M. D.)	4141.
78.	Palphan. Mistry.	Do (B. S.Shop.)	4357.
79.	Gurdut Singh.	Do (Pump House)	4824.
80.	N. N. Sen Gupta.	Do (B. F.)	4909.
81.	Ram Gobind.	Do (B. F.)	5205.
82.	B. N. Das Gupta.	Do (Loco Shed.)	...
83.	Haradeo Yadab.	(P. E.)	6497.
84.	Gopal Ch. Das.	P. B.	6230.
85.	Narayan Mistry.	C. E.	258.
86.	Sunia Kamin.	Do. (R.S. H.)	670.
87.	Bansdeo Singh.	P. W.	7065.
88.	Wahid Khan.	Do.	7116.
89.	Biswath.	E. I. C.	7004.
90.	Trebani Singh.	Lab.	...
91.	Kristagiri Lakra.	Store & Disposal	7948.

Contd... ..

UNITED IRON & STEEL WORKERS UNION.

<u>S. No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
92.	Md. Siddique.	T. E.	9237.
93.	Chattu Mistry.	Do.	8408.
94.	Mukania Kamin.	C. S. I. & C. M. O.	9201.
95.	Raglubar Singh.	Do.	9833.
96.	Katwaroo.	T r a f f i c .	...
97.	Dassamal.	M. E.	5731.
98.	Bidiyanand Jha.	F. T.	514.
99.	Ramlagan Prasad.	G. O. A./Cs. C T K.	...
100.	Iman Singh.	W & W (Works)	28.
101.	Karna Bahadur.	Do. Town.	416.

INDIAN STANDARD WAGON SECTION.

102.	Sreekant Jha.	E. R. T.
103.	Sailendra Chandra Das.	Do.
104.	Mahesh.	Do.
105.	Haniram.	Do.
106.	Jagat Singh.	Maintenance.
107.	L. P. Singh.	P. H. AQ.
108.	Dhaneswar Mistry.	S C D & Pattern Shop.
109.	Mainjar.	Progress.
110.	Hussain Ali.	Do.
111.	Bhupal Mondal.	Do.
112.	Ghulam Rasul.	D. S..S.
113.	Judagi Mistry.	Do.
114.	Tara Singh.	P. S. S (A)
115.	Raghu Shaw.	S P R.
116.	Arjun Singh.	P N L. (R).
117.	Sobaran Singh.	Do. (B).

K U L T I W O R K S :

118.	Samat Ali.	Rivetting Shop	BX/34.
119.	Shew Nandan.	...	BX/17.
120.	Sahadat Khan.	Coke Oven.	AG/102.
121.	Mahabir.	...	AF/70.
122.	Kunjal.	...	AF/202.

Contd... ..

UNITED IRON & STEEL WORKERS UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
123.	Samuel.	B.F. & C.O.Engineering.	TCD/18.
124.	Audhu.	Blast Furnace.	AB/68.
125.	Mannoo.	...	AB/3.
126.	Fakir Singh.	...	GO/77.
127.	Jager Nath Tewari.	...	AA/144.
128.	Pudai.	Power (Electric)	BR/84.
129.	Md. Siddique.	...	BU/18.
130.	Suraj Nath Panday.	Power (Boiler)	BG/11.
131.	Panchu Khan.	...	BH/78.
132.	Abdul Hussain.	L o c o Shop.	TCC/18.
133.	M. M. Alam.	Machine Shop.	CE/175.
134.	Md. Hanif.	...	CE/258.
135.	Ram Krishna Choudhury.	...	CE/104.
136.	Mahadeo.	...	
137.	Sk. Rustam.	Civil Engineering (B.L.)	BA/222.
138.	Pardeshi.	...	BA/19.
139.	Jalbharan.	Civil Engineering (P.W.)	CB/101.
140.	Sunil Kumar Mukherjee.	T r a f f i c .	AZ/121.
141.	Md. Idris Khan.	Foundry. Engineering.	BV/39.
142.	Sain Ditta.	Mechanical Pipe Line.	BZ/7.
143.	Md. Yousuf.	Labouratory & F. T.	BB/25.
144.	Mahabir.	Spun Pipe Plant.	TCO/50.
145.	Bishu Dosadh.	...	WRP/113.
146.	Jagropan.	...	WRP/68.
147.	Md. Alim.	Spun Pipe Engineering.	CU/9.
148.	Birjoo.	S. D. S. Loading.	AN/87.
149.	Babu Ram Sharma.	S. D. S. Transport.	AM/53.
150.	Ahmad Khan.	Vertical Pipe Foundry.	J/77.
151.	Saranand Fouzdar.	...	P.C.1004.
152.	Raj jas.	...	U/39.
153.	Abdul Sattar.	Pattern Shop.	B/1.
154.	Jhagroo.	Foundry Shop.	Y/9.
155.	Biraj Mohan Roy.	M e d i c a l .	Md/29.

UNITED IRON & STEEL WORKERS' UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. N.</u>
156.	Laloo.	T o w n .	SD/108.
157.	Baldeo.	...	SD/60.
158.	Keshua Kamin.	...	SD/188.
159.	Abdul Halim.	B r a s s S h o p .	NF/54.
160.	Abdul Quiyum.	G. C. Shop.Finishing.	W/83.
161.	Noor Hasan.	G. C. Shop.	Q/290.
162.	Tulsi.	...	Q/212.
163.	Shew Pujan.	...	Q/11.
164.	Etwari.Gope.	General Store & Salvage	AP/7..
165.	K. Ghosal.	Watch & Ward.	B.No.113.
166.	Kharag Bahadur.	...	FF/30.
167.	Narayan Chandra Bhattacharjee.	General Office.	P. C.
168.	Ram Sushesar.	Light Casting.	ZR/35.
169.	Ram Subhag.	...	ZJ/54.
170.	Chotekan Choubey.	...	ZN/9.
171.	Durga.	...	ZR/7.

Camp: Bangalore
January 16, 1959

Dear Com. Tahir Saheb,

I got your telegram sent to Delhi in Bombay.

I think the approach of Kulti comrades to the problem is not quite correct. It is true workers suffer because of transfers etc. but when a whole factory closes, it is very difficult to secure alternative employment. Here in Kulti, we have succeeded in doing it. So there should be an atmosphere of gain, a feeling that disaster has been partly averted. Instead I find more bickering and complaint as if nothing was achieved. This whole mentality lost to us the advantage of Rs.10/- last time and this time the same thing is happening. This way, we shall never advance or win confidence nor will Government and employers take us seriously. To be always complaining is not a sign of good trade unionism. To appreciate correctly what is done and to complain, if the main things go wrong should be our approach. Any way, you can see for yourself and decide. No doubt, we have lost some good cadres and workers are inconvenienced. But it is a better than being wholly unemployed. Those who do not want alternate employment and are not moving are perhaps spreading this tone of despair.

I thought you would come to Bangalore.

With greetings,

Yours fraternally,

(S.A.DANGE)

- 5 JAN 1959

United Iron & Steel Workers Union.

Head Office :- KULTI.
(PROF. BARI ZINDABAD.)



Office :-

1 STATION ROAD,
I. O. KULTI,
(Burdwan)

Dated the 2nd Jan 1959.

Dear Com. Dange,

Hope you have reached Delhi safely.

Perhaps you have received by now the copies of Agreement reached with the I.N.T.U.C. Union on 31.12.58, and notices extending the date of retrenchment upto 15th Jan '59, instead of 31st Dec '58.

But this does not conform to the assurance given to Moulvi Saheb, Dr. Ranen Sen etc. by Dr. Roy, who told that IISCO authorities agreed to extend the date upto 31st Jan, 1959.

Anyway, Moulvi Saheb has gone to Calcutta yesterday night and shall contact Dr. Roy today.

Another point. The representatives of Labour Depts of Govt. of India and Govt. of West Bengal respectively are also signatories to the said Agreement. Thus the Agreement seeks to get a moral approval of Govt.

And that against the Delhi Tripartite Agreement. A paradox indeed!

As per surplus list hung up by the Management the serial No. comes to 815, - 777 labour and 38 2nd staff. But from the copy of list we have procured it is seen that 3 names have been struck off from labour force after being typed. Thus the final total comes to 812 (774+38). Dept-wise these are as follows:

	<u>Labour.</u>		<u>Staff.</u>
Coke Ovens	26	+	0
M. E.	241	+	0
Laboratory	11	+	0
Blast Furnace	270	+	13
Traffic	0	+	0
Power	226	+	0
	<u>774</u>		<u>38</u>

But the agreement states the number as 775. This discrepancy of one is to be explained by the fact that according to Company's report one still remains to be absorbed from out of the men who were made surplus previously after closure of No. 4 Blast Furnace and 2 Coke Ovens.

The language of the clause I of the Agreement is misleading. It seems total numbers of surplus, due to closure of both the Furnaces (No. 4 and No. 5) and the two (C & D) Coke Oven Batteries should be 775.

We have just now received a letter from Labour Dept. (Burdwan) which gives figures

and this totals 545.

When Dr. Roy negotiated with us in Oct '58, Sri Nanda gave the figure as 750 of 810 was to be absorbed by IISCO and rest 140 by Govt. of India. Here also lies a great discrepancy.

Thus it will appear that the actual number of surplus is not clear. The Company hung up list of 812 as surplus but agreement says it is 775. May be the 2nd Staff would be absorbed, but the total picture should be given by the Coy- total number rendered surplus, total number absorbed. Here also the management is trying to hide the actual state of affairs. It seems at present they don't want to come in the open with their manning. So, the actual capacity of absorption is not clear either at Burnpur or at Kulti.

Another point to be noted. The total NO. of surplus was 545 when 2 Coke Ovens and 1 Blast Furnace were shut-down. But as a result of closure of one (No.5) Blast Furnace only the number rendered surplus is proportionately much greater. It is clear that the Company is implementing its plan of rationalisations on the plea of this closure.

Anyway, from the figures given in the said letter of Lab.Dept. and the list hungup by the Company, the minimum number rendered surplus comes to 1357 (545 + 812).

Now, I think, the Company should be pressed to come out with their actual manning for 2 New Blast Furnaces and 2 Coke Oven Plants at Burnpur and the New Spun Pipe and Steel Foundry Plants at Kulti as per their declared target of production. Of this how many have been recruited, how many taken from depts by transfer, how many absorbed from surplus men of Kulti, should be stated by the Company.

Then the total capacity of absorption for surplus men would be clear.

Next comes the question of principle of making men surplus - we have come across instances where workers were declared surplus, made to appear before the Govt. Inter-view Board, but later on they were dropped from the final list (list of men attached).

Yes, I have got the partial list. After getting the full list, I shall be sending the same to you.

Also the principle of 'first come last go' has not been strictly adhered to. Discriminations have been made against our members in some cases.

So, it is desirable that a Tripartite Conference be called (including INTUC) to thrash out these matters.

Anyway, please advise as to what more informations will be helpful for you.

We have started our propoganda campaign from 30th Dec. We held a mass meeting on 31st and exposed the the agreement, - role of INTUC and Govt. We have fixed for a mass protest demonstration on Sunday, the 11th January, 1959. Preparing for other forms as well.

With best regards,

FOUNDRY ENGINEERING SECTION (M. E. DEPT)

(List of men declared surplus and sent for Interview)

but later dropped from final list

	<u>Name.</u>	<u>T.No.</u>	<u>Designation.</u>
1.	Alijan.	BV/1	Stone Cutter.
2.	Ramlakhan.	BV/56	Khalasi.
3.	Jagendra.	BV/13	Fire man.
4.	Sita Ram.	BV/14	Fire man.
5.	Rambali.	BV/49	Gas man.
6.	Saud.	BV/54	Gas man.
7.	Bhagwati.	BV/67	Tindal.
8.	Duli	TBV/16	Hammer Man.
9.	Zahiruddin.	BV/39	Fitter.
10.	Hari Narayan.	BZ/20	Rigger.
11.	Bhekhan Singh.	TBV/43	Khalasi.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Under Certificate of Posting Office:

Head Office:
Phone:— BARAKAR 133
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

Phone:— ASANSOL 737

BARI

P. O. BURNPUR
DT. BURDWAN.

Ref. No. ALC/ASL/1/59-1

Dated the 10th Jan 1959.

To
The Asst. Labour Commissioner,
A s a n s o l .

Sub: Discrimination made by Management
IISCO, (kulti works) re: Surplus
workers.

Dear Sir,

Please find attached herewith copies of mass petitions for workers of Rivetting shop and Loco Shop, Kulti works which will speak for itself.

Also find attached copies of letter addressed to Sri. S. K. Banerjee, I.A.S, Jt. Secy, Lab. Dept. Govt of West Bengal.

Please do the needful and oblige.

Yours faithfully,

[Signature]
General Secretary.

To
The Works Manager,
The Indian Iron & Steel Co., Ltd.,
Kulti.

Dated the 2nd Jan, 1959.

(Through Proper Channel)

Sir,

We, the undersigned, beg to submit the following for your kind perusal and necessary action:-

That we belong to the Structural & Smithy Shop under the M.E. Dept, which includes (a) Blast Furnace M.E. (b) C.O.ME (c) Loco M.E. (d) S & S. Shop (Rivetting Shop (e) Mech. Eng. (f) Fdy Eng.

That on 26.12.58 a list of workers, rendered surplus due to closure of No.4 and No. 5 Blast Furnaces and Coke Ovens, has been hung up and the same includes 247 names of whole M.E. Dept.

That we find this list includes some from our S & S Shop (Rivetting Shop). We are at a loss to understand as to why men of our section could be rendered surplus. Because, under M.E. Dept, there are two specific sections viz Blast Furnace M.E. & Coke Ovens M.E, which are directly concerned and connected with Bl.Fce and C.O. respectively. And it is only logical that workers of these two sections would be rendered surplus because of the shut down of the Plants with which they were connected directly.

That S & S Shop is a repairing section which is responsible for major break downs. And if you take the statistics of a couple of years and check up the daily job records you would find that the overwhelming majority of workers of our shop, from among the surplus ones, of M.E, were not engaged even for an hour at the Bl. Fce. or Coke Ovens. Then how can they be made surplus on the plea of closure of Bl.Fce. and Coke Ovens? As we are not called upon to attend day to day work of the said plants except in case of major break downs the question of surplus from our shop does not arise at all.

Moreover, We would also request you to please consider another aspect viz the question of work load. The amount of work used to be done by us has not decreased at all as a result of closure of Blast Furnace and Coke Ovens. Because with the coming into commission of the New Spun Pipe Plant and Steel Foundry Plant our job of repair work has shifted there. So, the manning should remain constant, rather it should be increased.

That another action of the Management not only remain unexplainable but also rouses suspicion as to the policy and principle followed in preparing this surplus list. It is this. The mechanical section under M.E. Dept is also connected with the Blast Furnace for today maintenance work. And after the blowing out of the two Furnaces a surplus list was made from the mechanical section and arrangements made for their interview before the Board. But for reasons mysterious, in the final list mentioned above, we don't find any name from this section of M.E. Similar is the case of Fdy. Engineering. Surplus list was made, workers were asked to be interviewed and they did appear before

absolutely no reason to make workers surplus from shops like ours which are not connected at all with the closing down of the said plants.

If inspite of this men of ~~the~~ ^{our} shop are made surplus, it stands to reason to believe that the Company has deliberately taken a policy of rationalisation. And the claim of the Management that the surplus in our shop has been necessitated because of shut down of Plants of falls through.

In view of the above, we would urge upon you to please withdraw our names from the surplus list for reasons stated above.

And for this act of kindness, we in duty bound shall ever pray.

Yours faithfully,
For & On behalf of the S & S shop
(Rivetting Shop)

Copy to Asst. Labour Commissioner,
Asansol.

Labour Minister, West Bengal.

Babir - BX/39

[Signature]
BZ/108

Karim BX/107

Sukhu BX/116

Md Khojammuddin
TBX/107

Baleram
TBX/167

Hasana
BZ 96.

Rambhoy BZ/114

Ranleah

BZ 79.

Gonous
BZ.45.

Beneri
BZ 83.

Ranani
TBX/38

Nani

Jusabhi
B267.

Romanbhai
BX 10.

Manki
B2128.

Sankar
BX 58.

Karjans
B292

Trikhuber
B297.

Sanyati
BX 113

Madhobhai BX 50.

Ruran
B2. 71

T Hussain
TBX 30

Tirath
BX 68.

Chand mehd
BX 74.

Md leyy
BX 151

Sripat.
TBX 155.

11/11/01 BX 151

Ren Andob
BX 161

Mahab
BX 107

Rachhi
BX 75

Khudim
BX 87

Machhi
BX 121

द- वारसनाथ

BX 1108

عبد الفنا
BX/52

Ram prosud BX 78

Wikelwli
BX/103

Subheiti BX 59

27811 CT

BX 134

Latif Khan
BX 80

Mabashkali
BX 14

Kerand 1
BX 142

میا جبران BX 3

श्री ३ ५१७ BX 81
के सो राम BX 16

Karin
BX 295

Ram Lal Ram. BX/161
राम BX 7

श्री ३ ५१७ BX 81

का १ २ १ ७ BX/131

Ramlal BX 79

Raylu BX 135

Milam Singh
BX 143
AYub BX 146

Kadri Bux. BX/30
गुलाब राम BX 1

Rudhan
BX 58

Sabit
BX 144

Nikaren BX 47

Bair cell
BX 2129

Ramdas BX 5

श्री ३ ५१७ BX 81
BX 117

Ram carri BX 88

Mahar BX 1102

Ratan Das BX 37

शिवशंकर - BX 102

जगू BZ 117

Hem Raj BX 41



Nalini BZ 63

Uma Prasad B. B. 179
T. M. G. BX 35

Harnam Singh BZ 119



Dew Kaur BX 120

S. N. Chakrabarty BX 41
BX 119. Sharanis Chandra

शिवशंकर BZ 44



Bhada BX 149

शिवशंकर BZ 31

Mahd Bahur BX 34



Habibe BZ 101

Bachulay BX 60



Rasul BZ 115

Latit BZ 46



Narayan Singh BZ 3

Bhikhar BX 118

S. B. K. F. Acharya BX 11

शिवशंकर BZ 119

Ranjit + Sarma BX 112



Gubhara BX 156

Haralal BX 43

शिवशंकर BX 55

Nayyar BX 114

शिवशंकर BZ 72

शिवशंकर BZ 82

शिवशंकर BX 107

शिवशंकर BZ 72

Copy

To
The Works Manager,
Kulti Works;
Indian Iron & Steel Co. Ltd;
Kulti.

dated the 2nd. January, '58.

(Through proper channel.)

Sir,

We, the undersigned, belonging to the Loco Section, under M.E. Dept; beg to approach you with the following for your kind perusal and necessary action thereon:

That on 26.12.58 last, the Management hung up a list of surplus workmen, including some from our Section, who were rendered surplus due to the closure of No. 4 & No. 5 Blast Furnaces and two Coke Oven Batteries, as per Company's circular No. JK/PER/9354 dated 24.12.58. and Ref. No. JK/PO/59985, dated 26.12.58.

That four (4) Locos have been transferred to Burnpur from Kulti and as such it could be reasonably expected that workers engaged in these Locos might be rendered surplus at Kulti. But at the same time it stands to reason that these surplus workmen should be absorbed at Burnpur for the maintenance of these Locos, as was done in the case of surplus men of Traffic Dept.

That as the rest have not been affected due to the closure of the said Plants, the question of surplus does not arise at all as far as our Section is concerned.

That the selection of the surplus men has been done most arbitrarily can be seen from the following:

- There is the case of some Crane Drivers who have been made surplus though the Cranes are in full operation here. So the surplus from this category is most unwarranted.
- That two workers, designated as General Labour, have been made surplus from our section but at the same time two more hands have been taken as Gen. Labour from another section to fill up the vacancy of the former. This is really unintelligible, because the manning has been kept constant under this category. Then why this manipulation? Does it not reveal a motive behind this?
- Or, take the case of one Lall Mohammad. He is a fitter and belongs to the manning list of the Rivetting Shop. But he has been permanently working at our Section since last few years. Now, as per Company's own calculation, there should be one less in the surplus list of our section, resulting from the transfer of Locos mentioned above. Because, the total manning of our section should include, on the basis of work, one in place of said Lal Mond, who actually belongs to the manning of Rivetting Shop (Smithy).

Also there are examples where the principle of 'first come, last go' has not been strictly adhered to in preparing the surplus list that has been hung up.

From the above, it would be clear that the Management has not followed any scientific principle in preparing the said surplus list, -

and for this act of kindness, we in duty bound shall ever pray.

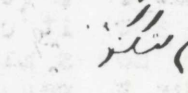
Yours faithfully,
For & on behalf of the workmen of
the Loco Shop.

Copy to Asst. Labour Commissioner,
Asansol;
to Labour Minister, West Bengal
Govt; Calcutta.

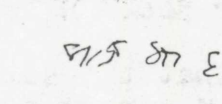
(17) Mr. Chandrapoo

(18)  cc/6
galab chand

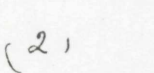
(19) Abhaque Tee 120

(20)  CC/53

(21)  Mukh...
cc/5

(22)  ...

(1) Ab. Hasan Tee/18

(2)  Tee/30

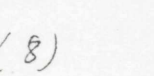
(3) Md. Golurish Tee 71

(4) Gyanamandan singh Tee 36

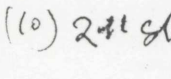
(5) Gopi Prasad Tee/75

(6) AB Mannan CC/54

(7) Md. Kumban cc/39


(8)  BS/49


(9) Zamiruddin Tee/23

(10)  Tee/29

(11) Md. Jemal Tee 27

(12)  Jangi TBZ/120

(13)  Bachan singh BZ/62

(14)  Ganga singh TBZ/128

(23) CC/60 Narendra Nath Roy

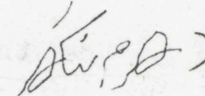
(24) CC/50 Anweri

(25) CC/32 Bhandari

(26) CC/70 Farooq

(27)  Nandu Khan cc/45

(28) Anandi cc/52

(29)  TBZ/61

(30) Hemanta Nath cc/44

(32) TB2/57

(33) cc/148 Atul Chatterjee

(34) cc/66 Anil Kumar

(35) cc/40 Md Issa

(36) cc/61

(37) Tcc/44

(38) Tcc/28

(39) cc/143

(40) cc/14

(41) cc/63

(42) cc/43

(43) cc/57

(44) cc/11

(45) Tcc/24 A. Ashraf Khan

6) Shoansingh BZ/137

7) Yoni cc/44

8) Deodat BZ/13

49) Uanna Shankar BZ/39

50) cc 49 - Chandricka Zitar

51) Mangar BZ/47

(54) शिवहरा cc/16

(55) वैजूराम cc/67

(56) अरजुन cc/56

(57) Chitta Ranjan Banerjee

(58) Fazal Hameed cc/42

(59) Sree Kanta T.N. cc/2

(60) YL136 Smita

(61) Anant K. Bhattacharya

(62) P. C. NO NG 11

(63) Hamid Tcc/25

(64) Manmohan cc/54

(65) cc/11 Tcc/22

(66) cc/154

(67) K. Kesumodari Tcc/39

(68) S.H. Mahd. cc/62

GOVERNMENT OF WEST BENGAL

LABOUR DEPARTMENT

BRANCH

No. 5512-I.R
IR/10L-36(M)/58

From - Sri S.C. Mukherjee,
Assistant Secretary to the Govt. of West Bengal.

To - The General Secretary, United Iron & Steel Workers' Union, Kendwa Road, Kulti, Burdwan.

Dated Calcutta, the 24th December, 1958.

Sub: Closure of Kulti Blast Furnace No. IV and Coke Oven Plants of IISCO.

Sir,

I am directed to refer to your letter No. LM/WE/11/58 dated the 22nd November, 1958 to the Labour Minister, West Bengal, regarding the above subject. It has been reported to Govt. that out of 355 workmen of the two coke ovens at Kulti the company has already provided alternative employment to 273 in its Works at Burnpur and to 31 in its Works at Kulti, 15 were either found medically unfit or voluntarily resigned or retired, 35 refused alternative employment and preferred to accept retrenchment compensation and only one remains to be absorbed. Out of 190 workmen of No. 4 Blast Furnace alternative employment has been provided by the company to 175 at Burnpur and to 8 at Kulti and 7 were found to be medically unfit. It will thus be seen that the company has already absorbed the surplus workers on the closure of Blast Furnace No. 4 and the two Coke Ovens.

The other points raised in paras (b) and (c) of your letter are under enquiry and a further communication will be sent to you as early as possible.

Yours faithfully,

Sd/- S. C. Mukherjee.
Assistant Secretary.

United Iron & Steel Workers Union.

Head Office :- KULTI.
(PROF. BARI ZINDABAD.)

Office :-
TI STATION ROAD,
P. O. KULTI,
(Burdwan)



No J. Secy / Lab / 1 / 50 - 1

Dated the 10th Jan 1952.

Sri S. K. Banerjee I. A. S.
Jt. Secretary, Labour Dept;
Govt. of West Bengal,
Writers Buildings,
Calcutta.

FOR IMMEDIATE ATTENTION.

Sub: Surplus workers of Kultí Works, IISCO.

Dear Sir,

Further to our discussion with your good self yesterday, at Circuite House, Asansol, we beg to draw your urgent attention to the following for necessary action:

You are aware that at the intervention of Govt. the surplus workers of Kultí Works facing retrenchment, have been offered alternative employment by the Hindustan Steel (Private) Ltd; at Hourkalia, Bhiliál Or Durgapur, subject to certain terms and conditions.

Some of the terms are couched in language which may be adversely inter preted and used against the workers. Take for example, the clause (ii) which states that the worker concerned "will be on probation for a period of 12 months and if the probation is not satisfactory (he) is liable to be discharged without notice".

Now this has given rise to serious misgivings. As far as Kultí workers are concerned they are all skilled hands having experience for 10-15-20 years. And though they are new hands, technically speaking, at the Hindustan Steel, in reality, they have been given alternative employment similar to those at Burnpur. And this arrangement is the result of top-level negotiation with the Govt. Therefore, this clause should not apply to these Kultí workers who have been rendered surplus. You also agreed with us that this clause should not be operative in this special case. We urge upon you to please clarify this point after consulting proper authorities and inform us accordingly.

Or, take clause (vii) which states, inter alia, that the appointment is subject to "character and antecedents being found satisfactory after verification". We have serious objection to this clause because we apprehend, this may be used very conveniently, against the workers for their trade union activities or political view which may not be to the liking of the employer. So, we urge upon you to see to it that this clause is edited or clarification be made as to what antecedents are meant here. A categorical assurance should be given that trade union activities and political views could not adversely affect the employment of the workers concerned. The same clause (vii) also makes medical examination compulsory as to their fitness. Now this clause, in our opinion, is redundant as far as Kultí workers are concerned. Because they are already in service being medically fit, and those transferred to Hourkalia need not undergo medical examination. So, in this particular case of Kultí workers, they should be exempted from medical examination. You will agree with us

P. T. O.

on this point. We, hope, you would move the proper authorities to get this clause relaxed in this special case.

Now, we wish to point out some serious discriminations made by the Management, Indian Iron & Steel Co., Ltd., in preparing the surplus list. They are as follows:

- (a) The principle of "first come last go" has not been observed while declaring men surplus - our members, including office-bearers of the Union, have been arbitrarily picked up and made surplus. It appears that a deliberate attempt has been made to get rid of "trouble shooters", to quote the words of Sir Biren himself, who accused the Govt. for not coming forward to absorb his men presumably, on this plea, (Vide Annexure A)
- (b) The same discrimination is being made while absorbing 320 workers by the Company (IISCO) itself either at Burnpur or Kulti. Our members who have real difficulties to go outside in Govt. Steel Plants but can be retained here in equally important jobs, are being forced out with an eye to disrupt and weaken our Union. Let the Company come out with the list of vacancies to be filled up and select the senior most one from amongs the surplus for these posts.
- (c) There are depts. under M.E. which were not directly connected with Blast Furnace or Coke Ovens. But surplus list was made from these depts e.g. Foundry Engineering, workers were sent for interview but later dropped from the final list (Vide Annexure B)

Or, take the case of Smithy Shop. This section is mainly meant for major break-down jobs. Though the Blast Furnaces have been closed down new Plants like Spun Pipe and Steel Foundry have been put into commission. So, the necessity of this section remains as important as ever. And they were not connected in day to day repair work of Blast Furnaces or Coke Ovens. Yet some 45 men have been made surplus, including one of the Jt. Secretaries of our Union. This has been done clearly with a motive because this is one of our strongest holds. (copy of mass petition attached)

We can give more examples of this kind of discrimination which is nothing but unfair labour practice resorted to by the Management taking advantage of the situation created by closure of certain Plants.

- (d) Another important point. The Company is hiding the actual figures of men rendered surplus. According the list hung up on 26.12.58 the total number of surplus reaches the figure of 812. But the agreement made with the Asansol Iron & Steel workers' Union states (clause I) that the total number of workers rendered surplus due to closure of all the plants (Nos. 4 and 5 Blast Furnaces and C & D Batteries of Coke Ovens) and connected depts is only 775. How to reconcile this discrepancy?

But the number rendered surplus in Oct last, after the closure of No.4 Bl.Fce and C & D batteries of Coke Ovens only, was stated to be 750 (vide letter of Dr. Roy- annexure C). And as per letter of Lab. Dept, Ref.No. 5512-I.R/IR/10L-36(M)58, dated 24.12.58, the total number of surplus due to the closure of the above mentioned plants comes to 545 (190 for No.4 Bl. Fce. and 355 for two Coke Ovens). So account is to be given for the remainder 205 out of total of 750.

As per documents, the total number of surplus in the two instalments (Oct and Dec) comes to 1357.(545 + 812). But the declared surplus is 1562 (750+812).

Now this discrepancy, we are afraid, is not accidental. It is deliberate. The Company does not want to come out with its full "manning list" and thus tries to keep the actual capacity for absorption in its own plants a secret. We have apprehensions as to the motive behind this. Is it a device to get rid of undesirable elements and to increase workload at the same time?

Let the Company come out with their full manning list for the New Blast Furnaces and Coke Ovens at Burnpur and New Spun Pipe Plant and Steel Foundry at Kulti in conformity with their declared target of production. Then the cat will be out of bag.


Besides, there are questions of minor adjustments as to who should be sent to Bailal or Rourkela or Durgapur from amongst the selected ones, difficulties should be removed as far as possible. As for example father and son, for similar type of job, should be sent at the same place.

The question of transport is also there. As you suggested, these things matters can be settled across the table by discussion with Dr. Channa, which please arrange.

Hope, you would take prompt action to redress the grievances enumerated above before 15.1.59 so that everything may pass off smoothly.

Thanking you,

Yours faithfully,


General Secretary.



UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

Head Office:
Phone :- BARAKAR 133
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

BARI

Branch Office:
Phone :- ASANSOL 737
P. O. BURNPUR
DT. BURDWAN.

Ref. No.

Dated the 20th Jan 1959.

Com. K.G. Sriwastava,
Secretary,
A.I.T.U.C.;
4, Ashok Road,
New Delhi.

Sub: List of office-bearers of executive
Committee members of the Union for
the year 1958-59.

Dear comrade,

Please find attached herewith the complete list
of Office-bearers and Executive Committee members of our
Union for the year 1958-1959.

This is for A.I.T.U.C. file and your information.

Yes, We have received the final receipt sent by
you.

Thanking you,

Yours comradely,

Nitis
(Nitis.)

26 JAN 1959

PS. Workers selected for Bhilai and Rourkela were given a hearty
send off when they started on Sunday last. Visirji and Upadhye
accompanied them to see that things are done smoothly. P.T.O.

- 8 JAN 1959



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1-30-5/63

10 = 0 PK CALCUTTA 7 62 RENUCHAKRAVORTY MP NEWDELHI =

W
 BMS
 GOVERNMENT OFFERED ALTERNATIVE EMPLOYMENT TO ALL SURPLUS
 WORKERS OF KULTI SUBJECT TO MEDICAL EXAMINATION STOP LIST OF
 SURPLUS MADE ARBITRARILY FIRST COME LAST GO PRINCIPLES NOT
 OBSERVED OUR MEMBERS DISCRIMINATED AGAINST STOP NUMBER
 OF SURPLUS PUBLICLY DECLARED IS LESS THAN LIST HUNGUP
 WHICH TOTALS 812 MORE ABSORPTION POSSIBLE AT ISCO THAN
 TAKEN ASK FOR TRIBARTITE INFORM-DANGE = TAHIRHUSSAIN =

PAK-270-18-3

List of ^{Surplus} ~~Redeemed~~ Workers as per notice of
26.12.58.
(at Kulti)

	<u>Labour</u>	—	<u>Staff</u>	
- Laboratory :-	11	..	8	
- Traffic :-	27	..	5	
- M.E. :-	242	..	6	
- Power :-	227	..	6	
- Bl. Furnace :-	270	..	13	
	<u>777</u>	..	<u>38</u>	→ = 815 declared surplus

- at Kulti, this year we collected funds out of housing, (Rs 4,500/-) for the union building for which land was purchased two years back.

- But because of shortage of general funds, we had to draw on that — same Rs 1000/- towards annual relief of discharged workers.

- This is for your information may comment on this.

- Discharged workers of Kulti who
were reinstated ~~at~~ by the
order of Tribunal - ^{belonging}
to Coke Ovens Dept. 26/8

- They were received surplus
along with others and
~~the~~ sent to Bongaon.
= one of them dismissed
on 24th Dec. (Kunjil)

- Planful attack by Management
in league with In. T. C. -

(1) = first target - the reinstated
6 workers of Kulti, viz -

- * (1) Kunjil (agani discharged)
- (2) Sahaidat Khan
- (3) Idris
- (4) Kaldaroo
- (5) Brayag
- (6) Britam

(2) - next target ~~at~~ militants
of our United Union
(Action Com).

P R O D U C T I O N.

Kulti Blast Furnace - Yearly Production.

1948 - 49	...	...	133 , 000 tons of Pig Iron
1954 - 55	...	...	196 , 000 tons (approx) Pig Iron
1955 - 56	...	...	238 , 000 tons (approx) Pig Iron
1956 - 57	...	...	216 , 000 tons (approx) Pig Iron
1957 - 58	...	...	206 , 000 tons (approx) Pig Iron

K U L T I I R O N W O R K S .

(Total Manning Labour Strength)

	<u>1956</u>		<u>1957</u>		<u>1958</u>
August	7608	...	8008	...	-
December	7607	...	7936	...	-
January	-	...	7717	...	7891
September	-	...	7967	...	7895 (Decrease) -before closure of B.Fce & Coke Ovens.
November	-	...	7953	...	7329 (Decrease)- after closure of No.4 Blast Furnace and Coke Ovens - 566 less.

- Over all decrease in manning since Aug'57
from 8008 to 7329 i.e. of 679.

Spun Pipe Plant - Manning at a Glance.

	1944 Sanctioned manning.		1.1.58. Revised Manning.		Present Strength.
<u>Cupola Section:</u>	61	... ..	61	... ..	70
- Core Finishing Section.	25	... ..	25	... ..	25
- Pipe Casting Section...	97	... ..	97	... ..	106
- Normalising Section ...	11	... ..	13	... ..	12
- Dipping Section ...	30	... ..	30	... ..	30
- Pipe Finishing Section	63	... ..	79	... ..	63
- Cleaning Section ...	35	... ..	35	... ..	79
	<hr/>				
Total	322		325 340		340 385
	<hr/>				

9" X 27" Spun Pipe Plant (No. 2 New Plant)

Cupola Section	... ..	14 +1
Core Shop	... ..	12
Casting Shop	... ..	40 +3
Normalising and Finishing	... ..	37
Dipping	... ..	15
Cleaning Section	... ..	18 +1
	<hr/>	
TOTAL		136 +5
	<hr/>	

KULTI SPUN PIPE PLANT
(No. I. Old)

(Detailed manning Section by Section)

(A) Cupola Section:	1944 Sanctioned manning.	1.1.58. Revised manning	Present strength (Nov. '58)
- Cupola Tenter ...	5	5	8
- Top Platform man	4	4	4
- Slag man ...	2	2	2
- Cupola Charger...	30	30	30
- Weighman ...	2	2	2
- General Labour...	6	6	12
- Crane Driver ...	1	4	4
- Khalasi (Prod) ..	8	8	8
TOTAL	61	61	70
<hr/>			
(B) <u>Core Finishing Section:</u>			
- Core Maker ...	9	9	10
- Fore Finisher ...	4	4	4
- Sand Mixer ...	2	2	2
- Khalasi(Prod) ...	10	10	9
TOTAL	25	25	25
<hr/>			
(C) <u>Pipe Casting Section:</u>			
- Mistry ...	1	1	1
- Machine Operator.	13	13	14
- Socket Putter...	13	13	14
- Skimmer ...	9	9	10
- Troughman ...	23	23	26
- Trough Setter ...	4	4	5
- Caster ...	4	4	4
- Khalasi(Prod) ...	10	10	9
- Viewer ...	4	4	4
- Blacking Mixer...	1	1	1
- Crane Driver ...	10	10	12
- Operator(Trasis.. Trolley)	5	5	6
TOTAL	97	97	106
<hr/>			
(D) <u>Normalising Section:</u>			
- Furnace Attendant	1	3	2
- Khalasi(Prod) ...	10	10	10
TOTAL	11	13	12
<hr/>			
(E) <u>Dipping Section:</u>			
- Dipper ...	4	4	4
- Khalasi(Prod) ...	18	18	18
- Weighman ...	2	2	2
- Stencilling Men..	4	4	4
- Checker ...	2	2	2
TOTAL	30	30	30

	<u>1944</u>		<u>1.1.58.</u>	
	<u>sanctioned</u>		<u>Revised</u>	<u>Present Strength</u>
	<u>manning.</u>		<u>manning.</u>	<u>(Nov. '58.)</u>

(F) Pipe Finishing Section:

- Pipe Scourer ...	4	...	6	...	4
- " " Asst...	4	...	4	...	4
- Pipe Grinder ...	8	...	12	...	8
- Hydraulic Tester Assistant. ...	8	...	12	...	8
- " Tester ...	4	...	6	...	4
- Pipe Cutter ...	2	...	2	...	2
- Scour Grinder...	2	...	4	...	2
- Chipper ...	4	...	6	...	4
- Khalasi (Prod)...	20	...	20	...	20
- Crane Driver ...	7	...	7	...	7
TOTAL	63	...	69	....	63

(G) Cleaning Section:

- General Labour ..	16	...	16	...	62
- Khalasi General...	7	...	7	...	5
- Sweeper Male ...	9	...	9	...	9
- Crane Driver ...	1	...	1	...	1
- Tindal (Prod) ...	2	...	2	...	2
TOTAL	35	...	35	...	79
***	***	***	****	***	

Muster Roll Manning of New Spun Pipe Plant (No.2)
9" / 27" Spun Pipe Plant Operation.

<u>Designation.</u>	<u>No of Post.</u>
---------------------	--------------------

(A) C u p o l a :

Tenters	...	...	...	2
Winchman	...	...	...	2
Ladleman	...	...	...	1
General Labour	...	...	...	2
Crane Driver	...	...	...	3 + 1
Coke Limestone Khalasi.	...	...	...	4
TOTAL				14 + 1 = 15

(B) C o r e S h o p :

Sand Mixer	...	...	...	1
Core Maker	...	...	...	5
Core Finisher	...	...	...	2
Khalasi (Prod)	...	...	...	2
General Labour	...	...	...	2
TOTAL				12

<u>Designation.</u>	<u>Nof of Post.</u>
(C) <u>C A S T I N G S H O P :</u>	
- M/C Operator 	4
- Socket Putter 	6
- Skimmer 	4
- Troughman 	8
- Caster 	3
- Telpher Crane Driver... ..	3+3
- Rolling Gantry Khalasi.	5
- N.F. Entrance " 	2
- Trough Setter 	1
- Sweeper 	2
- General Labour 	2
TOTAL	40 + 3 = 43

(D) <u>Normalising & Finishing:</u>	
- N.F. Attendants 	4
- " Kat. Khalasi.. 	2
- Bogie Driver 	3
- Scourer 	3
- Pipe Grinder 	3
- Tester 	4
- Assistant Tester... ..	4
- Chipper 	4
- General Labour 	6
- Sweeper 	2
- Cutter 	1
- Khalasi. 	1
TOTAL	37

(E) <u>D I P P I N G :</u>	
- Dipper 	2
- Asst. " 	2
- Khalasi (Prod) 	4
- Stencilman 	1
- Stocking Khalasi... ..	5
- Crane Driver 	1
TOTAL	15

(F) <u>CLEANING SECTION:</u>	
- Crane Driver 	1
- Cleaning Khalasi... ..	18
TOTAL	19

Plant	November 1950.	
	No 1	No 2
A	70	15
B	25	12
C	106	43
D	12	37 (D+F)
E	30	15
F	63	—
G	79	19
<i>Production</i>	<u>385</u>	<u>141</u>

268 :-

To
Sri S. A. Dange, M. P., *Camp Asansol.*
President,
United Iron & Steel Workers' Union,
Burnpur - Kulti.

Dear Sir,

I beg most respectfully to draw your attention to the following for necessary action:

That I am an employee of M/S Indian Iron & Steel Co., Ltd, Kulti Works since 1951.

That I am a member of the United Iron & Steel Worker's Union since its very inception in 1955.

That after the closure of Coke Ovens Dept. of Kulti Works (in Oct '58) I was rendered surplus along with others and sent to Burnpur Works for alternative employment.

That after some days of work at Burnpur I along with one Amchand (T.No. AJ/50) approached our superior Officer on 29.11.58 last with the request of giving us jobs corresponding to our designation as per agreement. My designation was S/A Filler while at Kulti but here I was given the work of a Coolie.

That at this the Officer got angry with me and shouted "You dare to complain against the allotment of job I have fixed for you" and then snatched away our time cards, protected area pass etc, and turned us out of the works.

That I addressed a petition to the General Manager, Burnpur Works the same day and again on 3.12.58 and sent copies of the same to the Asst. Labour Commissioner, Asansol, for intervention.

That we approached the Dy. Labour & Welfare Supdt. Kulti Works, for redress of our grievances who sent a note to Labour Welfare Supdt, Burnpur on 2.12.58 (Copy attached).

That we are being sent to Burnpur from Kulti and back again but to no purpose. That a couple of days later (after being turned out) one Jagadish, a leader of INTUC Union in our Dept. approached us saying that if we became members of his Union then we would be taken back.

That I told him that we have done nothing wrong and we have not been chargesheeted nor suspended. Then why we are forced out of employment? And this has nothing to do with membership of any Union. And I refused to become member of INTUC Union as I was already a member of United Iron & Steel Workers' Union (Action Committee).

That till today I am out of employment though I have not been served with any order in writing by the Management.

Not only that. When our Union moved the Asst. Labour Commissioner, to intervene in my case, Mr. Singh, special Officer of the Personnel Dept, Kulti, abused me saying, "why you run to your "Damad" (meaning our Union)?- they can't get you re-employed. If you want your job go to the workers' Union (meaning INTUC)!"

That I am now out of employment for about a month. So, I can't make both ends meet and I am now literally starving.

In view of the above, I would urge upon you, our esteemed

President, to do all in your power to undo the injustice done to me so that I am taken back to my job immediately.

Hope, you would do the needful and oblige.

Yours faithfully,

Dated the 27th December, 1958.

(Bhagirathi)
T.No. 603.

Encl: Copies of Correspondences.

- 8 JAN 1959

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SURPLUS MADE ARBITRARILY FIRST COME LAST GO PRINCIPLES NOT
OBSERVED OUR MEMBERS DISCREMINATED AGAINST STOP NUMBER
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