

January 7, 1960


General Secretar ,
The United Iron & Steel
Workers' Union,
BURNPUR,
Dist. Burdwan, West Bengal.

Dear Comrade,

Please find herewith a copy of a letter received from the Ministry of Labour & Employment in reply to our letter regarding violation of the Code of Conduct by the members of the INTUC Union, on March 23, 1959. As you will see, the Ministry has taken nearly 9 months to give us this reply. However, we would like to know your comments on the same at your earliest.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

Encl:

Copy of letter No.E&I-10(9)/59 dated 5th January '60
from the Labour Ministry.

Sub: Complaint of the United Iron and Steel
Workers' Union against the alleged use
of violence by the workers of the
Indian National Trade Union Congress
Union on March 23, 1959.

Dear Sir,

I am directed to refer to Shri Tangamani's D.O.
letter No.185 (CC)/59, dated 1st April 1959 to
Shri R.L.Mehta on the above subject and to say that our
enquiries reveal that as a result of the scuffle on
March 23, 1959 members of both the unions received
injuries and that the Police registered cases and
it is not possible to hold any particular person (S)
responsible for the incident, it will be appreciated
that the members of your affiliate, by resorting to vio-
lence, committed a breach of the Code of Conduct.

2. While the breach on the part of its affiliate is
being taken up with the Indian National Trade Union
Congress it is hoped that you on your part will take sui-
table ~~action~~ action against your affiliate and ensure that
such violations of the Code do not recur.

3. The action taken in the matter may kindly be
intimated to this Ministry at an early date.

2 - MAR 1960
United Iron & Steel Workers' Union.

Regd. No. 3389

Head Office:—KULTI

(PROF. BARI ZINDARAD)

Office:-

Station Road,
P. O. Burnpur.
(Burdwan)



268
Phone No. As 737

Ref. No.

Dated 27-2-60 195

To

The Regional Labour Commissioner, (Central)
Govt. of India,
12 Chowringhee Square,
Calcutta-1.

Dear Sir,

Re: Complaint in connection with Spot Verification.

We beg to bring it to your kind notice the following for your information and necessary action.

That from 25 th. Feb, Spot verification was started in the Burnpur Works and KultI Works of M/S. I.I & S.Co.Ltd and Santa Works of M/S.I.S.W.Co.Ltd. It has been reported to us by the workmen in general that the verifying Officer when requests the authority to call ~~on~~ the work men whom he desires to enquire about the authority, sends the list of those workmen to the respective department thro' the Foreman. The Foreman sends the workmen to the Verifying Officer. But it is noticed generally that the activists and Office bearers of the INTUC Union present in the Works at the time with the help of the Officers belonging to INTUC Union mislead the workman and verifying Officer by sending the workmen to their liking instead of the actual

P.T.O.....

United Iron & Steel Workers' Union.

Regd. No. 3389

Head Office:—K U L T I

(PROF. BARI ZINDABAD)

Office:-

Station Road,
P. O. Burnpur.
(Burdwan)



Phone No. Asl. 737

Ref. No.

Dated 195

Contd.....

workmen asked for by the Verifying Officer. Further, in the departments and way to the Office where Verifying Officer sits the INTUC men in a group terrorise the innocent work men and they are being forced to tell that they belong to the INTUC. Some Officers of the Company along with the INTUC activists are creating such a position that our men may not reach the verifying Officer. Such matter took place specially in the I.S.W.Co.Ltd.

So, we would suggest that to make the spot verification an impartial one kindly advise the verifying Officer to check the Time Cards or P.A.Pass as an identity of the actual workman and the workmen should be called by the verifying officer direct from the Plant and not thro' the interested Officers.

We hope that you will kindly look into the matter and do the needful.

Yours faithfully

B. P. Hoodwale
GENERAL SECRETARY.

Copy to the Conciliation Officer (C) verification.
The Conciliation Officer Asansol.
The Genl. Secy. B.P.T.U.C. 249 Bowbazar St. Calcutta.
The Genl. Secy A.I.T.U.C. 4 Ashok Rd. New-Delhi.

United Iron & Steel Workers' Union.

18 MAR 1960

Regd. No. 3389

Head Office:—KULTI

(PROF. BARI ZINDABAD)

Office:-

Station Road,
P. O. Burnpur.
(Burdwan)



Phone No. Asl 2737

Ref. No.

Dated 15-3-60. 195

To
Sri. K. G. Srivastava,
Secretary,
A.I.T.U.C.
4 Ashok Road,
New-Delhi.

Dear Com. Srivastava,

Received your letter dated 29 th. Feb. 1960 asking for loan towards A.I.T.U.C. Building Fund. But at present our financial position is very much tight and we are running on loan. You will be glad to know that we have purchased 4 bighas of land attached to Burnpur Township and we have envisaged a plan to build our Building within one year. As such we have called for Building Fund for Rs. 50000/- and we are getting much response from the workers. We have purchased the above land simply on loan of some 15,000/- rupees in addition to our own fund. So, we are unable to pay you any amount on loan at present.

What ~~is~~ is programme of Com. Dange for Asansol? We are waiting for Com. Dange's coming to our place.

With greetings,

Comly. Yours
Hussain
(Taher Hossain)

No.268/K/60
March 18, 1960

My dear Taher Saheb,

Thanks for your letter of 15th March.

As you must be knowing, Com.Dange is
coming to Asansol on 22nd March.

Hope to meet you there.

With greetings,

Yours fraternally,

K.G.

(K.G.Sriwastava)

268


March 19, 1960

The Manager,
Avantika Hotel,
Asansol.

Dear Sir,

Please arrange to book two rooms
for Mr.S.A.Dange, M.P., on March 22 and
23, 1960.

Yours faithfully,


(K.G.Sriwastava)
Secretary

Copy to: Com.Bijoy Paul,
Colliery Mazdoor Sabha,
G.T.Road,
Asansol.

Please arrange the above booking

President: S. A. Dange, M. P.
General Secretary: Md. Elias, M. P.

4, Ashoke Road
New Delhi.

Ref. No. HSL/ROUR/3/60-1

Dated 3rd March, 1960.

To
Shree Amar Singh,
Deputy General Manager,
Rourkela Steel Project,
Rourkela, (Orissa).

Re: Grievances of Workers from Kulti.

Dear sir,

Please refer to our brief talk with your good self held on 24.2.60, at Rourkela.

We detail hereunder the specific grievances of Kulti workers working under you, apart from the general grievances which have already been communicated to Sardar Swaran Singh, Minister for Steel, Mines and Fuel in the form of a memorandum, a copy of which was handed over to you as well at the time of our interview.

1. At the very outset let us draw your attention to the nonfulfilment of terms of employment by HSPL re: payment of one-way Railway fare to the following workmen though more than a year has passed since they joined their duties and their colleagues have been paid the same.

- (i) N. R. Sen Sarma
- (ii) D. N. Banerjee
- (iii) R. N. Malakar

all of power Dept.

2. CONSTRUCTION ALLOWANCE: At the time of interview all the Kulti workers were assured of the construction allowance apart from other benefits and amenities that they would get.

But we learn, to our utter surprise, that no construction allowance is being paid to any of the Kulti workers at Rourkela from the very beginning though the same is being given to their colleagues absorbed at Bhilai.

These two steel plants, at Rourkela and Bhilai, were put into commission almost simultaneously. We fail to understand why two yardsticks have been applied to these workmen under similar circumstances and recruited on the same basis.

We, therefore, urge upon you to please see to it that these Kulti men are given construction allowance with arrears. We have already dealt with this subject in our memorandum as to the justification of the same.

3. Though these men have served more than a year, they have been given annual increment upto now.

And as to the chaotic position obtaining in regard to designation, proper grade and scale of pay etc, these have already been dealt with in our memorandum mentioned above.

These Kulti men are all skilled hand having long experience to their credit. So, the scale of Rs 60-90 given to most of them does immense injustice to them when compared to other industries in similar occupations.

Contd... ..

We, therefore, request you to please put them in a higher grade corresponding to their skill and experience.

4. RENT REDUCTION: One Md. Jaffar of Blast Furnace Dept, has been changed for rental for qr No.124/B/Old (New 113/B) for 9 months from 9.1.59 to 30.9.59 though he has joined duty on 20.1.59.

More. He has been charged double because he used to share his qr. with one Israil who left after 10-12 days' stay. Though Jaffar reported verbally that his partner had left yet he has been charged for both.

So he should not be charged for both for the full qr.

5. MEDICAL DIET OF N. K. S.M.: He has been attacked with T. B. and is now being treated in your Hospital. We are glad to know that the authorities are arranging to send him to a sanatorium.

But he complained that the diet that is meant for a T. B. patient is not being supplied to him though it is reported, same has been sanctioned.

We have same knowledge as to the diet that is given to T. B. patients.

Please see to it that butter, meat, and fish etc. are actually supplied to him as per requirements of a T.B. patient till he is sent to a sanatorium.

Lastly, the appointment letters that have been taken from them should be returned as early as possible.

Hope you would be good enough to do the needful to redress their grievances and oblige.

Thanking you,

Yours faithfully,

(N. Mukherjee.)
Secretary.

Copy to Mrs Resu Chakravartty, M. P.

25 MAR 1960

ISPAT
(Kulti)

यूनाइटेड आयरन एंड स्टील वर्कर्स यूनियन

Phone: { Kulti-Barakar 133
Burnpur- Asl. 737

UNITED IRON & STEEL WORKERS' UNION

President:-
S. A. Dange, M. P.
General Secretary:-
M. H. Hussain, M. L. A.

(Affiliated to A.I.T.U.C)
REGD. No. 3389

Deputy President:-
Salahuddin Bari
Vice-President:-
Renu Chakravartty, M.P.

A.I.T.U.C

PROF. BARI ZINDABAD

Head Office:- Kendwa Road, Kulti. (Burdwan)
Branch Office:- Station Road, Burnpur. (Burdwan)

Ref. No. HSL/Durg/3/60-1. -owt egaq - Dated the 18th. March, 19 60.

To
Shri K. Sen; I.C.S;
General Manager,
Durgapur Steel Project;
Hindustan Steel Ltd;
Durgapur, (Burdwan).

Sub: Grievances of Workers from Kulti.

Dear Sir,

We beg to draw your urgent attention to the following for necessary action thereon.

You are perhaps aware that as per agreement reached with the Govt; a section of the workman, rendered surplus at Kulti, due to closure of Blast Furnaces & Coke Ovens, have been absorbed by the Hindustan Steel Ltd; at its various Projects, including Durgapur Steel Plant.

That though the workmen have to their credit long experience and skill, they have not been placed in proper Grade and Scale of Pay. Most of them have been given the grade of W60 - 90 which falls much below the grade of a Skill worker as given by the latest Engineering Tribunal.

That though there has been no cut in their basic wages generally, and where there is a cut, it was sought to be compensated by giving " Special Allowance", still it falls short of the average monthly income while at Kulti. And after deduction of rentals (here they were given free Qrs or a rent allowance) and bus fares, they are left with very little to make both ends meet.

But the most regrettable feature is that the Construction Allowance that had been given to them at the beginning was discontinued after two months. Not only that. The amount paid as Construction Allowance was deducted afterwards from their wages. It is unwarranted by the situation because the township has not returned to normalcy as yet, and construction work is still going on.

AS to grade, designation etc; there is no scientific basis to fix up the same. People working in the same job and in the same Dept; are put in different grades. Past experience & skill are not taken into account. The case of one Muralidhar, 1st. class Boiler fitter can be cited as an example.

We have already made representations to the Minister, Steel, Mines & Fuel, through our central organisation viz; All India Trade Union Congress. As the problems are similar we do not repeat them here. Please
P.T.O.

25 MAR 1950

Kuliti-Burapur
Burapur-Asst

1950
(Kuliti)

UNITED IRON & STEEL WORKERS' UNION

President—
Salahuddin Bari
Vice-President—
Renu Chakravarty

(Affiliated to A.I.T.U.O.)
REGD. No. 3850

President—
S. A. Dange, M.P.
General Secretary—
Tahir Hussain, M.L.A.

PROF. BARI ZINDABAD

Head Office—Kandwa Road, Kuliti (Burdwan)
Branch Office—Station Road, Burapur. (Burdwan)

Dated the 15th March

- two page -

Ref. No. HSI/Dur/3/50-1.

will send the same & memorandum of our said memos and find speaks for itself.

We would urge upon you to please see to it that these workmen are ~~xxx~~ paid Construction Allowance and put in a higher scale of pay considering their experience and skill.

Thanking you,

Yours faithfully,

General Secretary.

You are perhaps aware that as per agreement reached with Govt; a section of the workmen of Blast Furnaces & Coke Ovens, have been absorbed by the Hindustan Steel Ltd. (Burdwan) Plant.

That though the workmen have to their credit long experience and skill, they have not been placed in proper grade and scale of pay. Most of them have been given the grade of W-30 - 30 which falls much below the grade of a skill worker as given by the latest engineering Tribunal.

Just though there has been no cut in their basic wages, the "Special Allowance" still falls short of the average monthly income while at Kuliti. And after deduction of rent (here they are given 15% on a rent allowance) and bus fares, they are left with very little to make both ends meet.

Allowance that had been given to them at the beginning was discontinued after two months. Not only that, the amount paid as Construction Allowance was deducted afterwards from their wages. It is understood that the situation because the township has not returned to normalcy and construction work is still going on.

As to grade, classification etc; there is no scientific basis to fix up the same. People working in the same job and in the same job; are put in different grades. Past experience & skill are not into account. The case of one Karshidhar, a former boiler fitter is cited as an example.

They have already made representations to the Government, but to no avail. We are sure that the Government will take the necessary steps to rectify this situation.

m { ISPAT
(Kulti)

यूनाइटेड आयरन एन्ड स्टील वर्कर्स यूनियन

Phone: { Kulti-Barakar 133
Burnpur- Asl. 737

UNITED IRON & STEEL WORKERS' UNION

President:—

S. A. Dange, M. P.

(Affiliated to A.I.T.U.C)

REGD. No. 3389

Deputy President:—

Salahuddin Bari

General Secretary:—

Hir Hussain, M. L. A.

PROF. BARI ZINDABAD

Vice-President:—

Renu Chakravartty, M.P.

Head Office:— Kendwa Road, Kulti. (Burdwan)

Branch Office:— Station Road, Burnpur. (Burdwan)

f. No. _____

Dated ~~the 15th.~~ March, 19 60.

To
The Registrar of Trade Unions;
Govt. of West Bengal;
New Sectt. Buildings;
Calcutta -1.

Regd. with A/D.

Sub: List of Office-bearers & Executive
of the Union for the year 1959-60.


Dear Sir,


Please find attached herewith a complete list of the office-bearers and members of the Executive of our Union viz; United Iron & Steel Workers' Union, for the year 1959-60, duly composed and constituted in the Annual General meeting held on February 27, 1960, under the presidentship of Sri Bamapada Mukherjee.

We sincerely regret the delay which was due to the prolonged illness of our General Secy; Janab Tahir Hussain, M.L.A. who had been confined to bed for a continuous period of two months, apart from periodic illness.

Thanking you,

Yours faithfully,


General Secretary.


Copy to A.I.U.

25 MAR 1960

PAT
(Kulti)

यूनाइटेड आयरन एंड स्टील वर्कर्स यूनियन

Phone : { Kulti-Barakar 133
Burnpur - Aul. 2737

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(Affiliated with A. I. T. U. C.)

Head Office : Kendwa Road, Kulti, Burdwan

Branch Office : Station Road, Burnpur, Burdwan

President : S. A. DANGE, M. P.
President : Renu Chakravarty, M. P.

BARI

Deputy President : Salahuddin Bari.
General Secy. : Tahir Hussain, M. L. A.

f. No.

Dated the 4th March 1960.

To
The Regional Labour Commissioner (Central)
Govt. of India,
12, Chowringhee Square,
Calcutta-I.

Sub: Impersonification during spot verification
at Kulti Works.

Dear Sir,

Further to our letter dated 27.2.60, addressed to your good self we beg to draw your attention to the following for your record and necessary action thereon:

That reliable reports have reached us that during spot verification at Kulti Works, held in the last week of Feb, 1960, there has been cases of impersonification in the Light Castings Dept and Machine Shop.

That the following device was resorted to by the Management in league with the local leaders of INTUC-Union (recognised by the Company) when the verification Officer sent for the persons concerned through the Dept. Manager or Officer of the Labour & Welfare Dept. *of the Dept.*

Company's Officer called for the INTUC-man of the Dept. and they, after joint consultation, selected their reliable yes-men from the Dept. concerned, called them stealthily procured the Time-cards from the time-Office, with the connivance of the Management and thus equipped with the time-cards these men falsely represented the real ones who were kept in the dark.

The Govt. Officer could be easily duped because the Time-cards were taken to be the proof of the identity of the real person. Anybody possessing the time card of another man can pass off as the real owner of the card.

For your information, the workmen after joining duty deposit their time-cards in the respective Depts where from these are taken to the time office where these are punched and returned back to the Dept. After the duty hour is over, the cards are distributed to the workmen by the Foreman or Dept.-in-charge. Thus it will be seen that the time-cards remain at the custody and disposal of the Management for several hours every day in every shift. And therefore, there is ample scope to impersonify with the help of the time cards with the tacit approval of the Management. And the Management here is only too willing a partner in this clandestine activity.

Of course, this trick ^{could} not be successful in all Depts because of the vigilance of the workmen themselves when they came to know of this

P. T. O.

11/11/50

-: Page two :-

game of the Management. The Management could be successful in this nefarious activity, we understand, only in Machine Shop and L. C. Dept. to a great extent.


We are also reported that this was brought to the notice of the verification Officer while coming out of the Light Castings Dept.

The above only confirms our apprehension that a fair and impartial spot verification is not possible when the Management takes sides like this.

Before we end, let us record our appreciation of the fact that this time your verification officers took as much care as possible under the circumstances, for a more fair spot verification, in comparison with last years viz, calling-in workers singly and not allowing outsiders during the verification.

Thanking you,

Yours faithfully,


General Secretary.

✓
Copy to General Secretary, A. I. T. U. C; New Delhi.

General Secretary, West Bengal Committee, A. I. T. U. C, Calcutta.

MAR 1960

TA921

(10/7)

एन्ड स्टील वर्कर्स यूनियन

एन्ड स्टील वर्कर्स यूनियन

Phone: { Kulti-Barakar 133
Burnpur- Asl. 737

STEEL WORKERS' UNION

(Affiliated to A.I.T.U.C)

REGD. No. 3389

Deputy President—

Salahuddin Bari

Vice-President—

Renu Chakravartty, M.P.

PROF. BARI ZINDABAD

Head Office:— Kendwa Road, Kulti. (Burdwan)

Branch Office:— Station Road, Burnpur. (Burdwan)

General Secretary:—

F Hussain, M. L. A.

F. No.

Dated the 17th. March, 1960

Under certificate of posting.

To
The Conciliation Officer (Central),
Verification; Calcutta Region;
82, Chowringhee Square;
Calcutta.

Sub: Verification of Trade Union Membership for
the year ending the 31st. March, 1959,
Re: United Iron & Steel Workers' Union,
Burnpur-Kulti.

Dear Sir,

Your Ref: No. Cal. 68(700)/59, dated 15.3.60.

With reference to your letter No. Cal. 68(700)/59, dated 15th. March, 1960, we beg to inform you that our Union has nothing to do with the contract labour and your presumption that our Union did not draw membership strength from the contract labour is a correct one. That total membership strength as we claimed for the year ending on 31st. March, 1959, is exclusively comprised of directly and permanently employed workmen of the Indian Iron & Steel Co. Ltd; and the Indian Standard Wagon Co. Ltd; Burnpur and Kulti.

For your information, we would like to point out that the contract labourers have their own Union under the name & style of UNITED CONTRACTORS' WORKERS' UNION, embracing the workmen employed by various contractors at Burnpur, Kulti and Bargaon and is registered under the Indian Trade Unions Act, the registered number being 4850. This Union of contract labour is an independent Union and its constitution is a different one.

Hope, this clarification will serve your purpose.

Thanking you,

Yours faithfully,

[Signature]
General Secretary.

copy to- General Secy; A.I.T.U.C; 4, Ashok Road, New Delhi;

- Gen. Secy. West Bengal Com; A.I.T.U.C.
249, Bowbazar street, Calcutta-1.

288

*Asansole
Burnpur job*

PROGRAMME OF COM.S.A.DANGE
AS PROPOSED BY THE ASANSOLEX
REGIONAL TRADE UNION CONGRESS
A.I.T.U.C.

MARCH 22nd :

9 a.m. to Noon - ()

3 p.m. to 5 p.m. - ()

6 p.m. to 8 p.m. ✓

After 8 p.m. → ~~Com. Taher Hossain.~~
Ex. Comitee meeting of U.I.R.S.W. Union
at Burnpur

March 23rd :

9 a.m. to Noon ()

3 p.m. to 5 p.m. ()

6 p.m. to 7 p.m.

After 7 p.m.

COAL.

Raniganj Union Offices.

IRON & STEEL.

Sen-Raleigh .

Mass Meeting at Burnpur.

March 24th : Morning

Evening

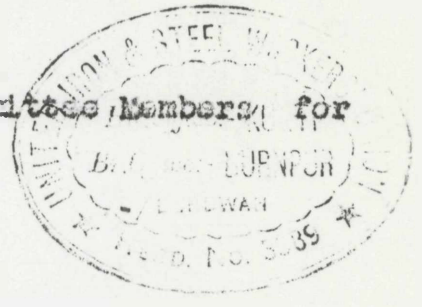
T. V. Cadres' meeting

Mass meeting at Kulti

.....

Copy for A.I.T.U.C.

UNITED IRON & STEEL WORKERS' UNION.
BURNPUR - KULTI
REGD. No. 3389.



List of the Office-bearers and Executive Committee Members for the year 1952-53.

S. No. Name. (A) OFFICE BEARERS:

- 1. S. A. Dange, M. P. PRESIDENT
- 2. Salahuddin Bari. DEPUTY PRESIDENT
- 3. Mrs. Renu Chakravarty, M.P.. VICE PRESIDENT
- 4. Pasupati Pandey - DO -
- 5. Basdeo Singh - DO -
- 6. Nag Narayan Chaudhey - DO -
- 7. Kanak Bhushan Sen - DO -
- 8. Tahir Hussain, K. L. A GENERAL SECRETARY
- 9. C. S. Mukherjee JOINT Secretary
- 10. Bamapada Mukherjee - DO -
- 11. Himangshu Chattaraj - DO -
- 12. Prakash Kerkotta - DO -
- 12(a) S. M. Chakravarty - DO -
- 13. Md. Yasin. TREASURER

(B) OTHER EXECUTIVE BEARERS:

- 14. Ramsurath Dubey
- 15. Naz Hussain.
- 16. Sayed Ali.
- 17. R. L. Upadhyaya.
- 18. Ab. Majid.
- 19. Nitish Sott.
- 20. K. N. Dasir.
- 21. Md. Hussain.
- 22. Harnam Singh ... Melting Shop (Furnace) Burnpur
- 23. B. N. Goswami. ... - DO - (Duplex)
- 24. Ganpat ... - DO -
- 25. Rai Mohon Banik ... 18" Mill
- 26. Gour Mohon Banerjee ... 18" Mill
- 27. Kedar Singh ... - DO - (Rail Bank)
- 28. Garibulla ... - DO -

Contd... ..

(B) OTHER EXECUTIVE MEMBERS:

S. No. Name.

29.	Biswanath Singh	...	16 th Mill (Rail Bank)
30.	Kisan Ram.	...	Sheet Mill
31.	Rajeswar Singh	...	- Do - (Hot Mill)
32.	Md. Abram.	...	- Do -
33.	Santi Ranjan Bhattacharjee...	...	- Do - (Cold Roll)
34.	Lal Mohammad.	...	- Do - (Galvanizing)
35.	Narayan Barik	...	- Do - (Shipping)
36.	Sudhanshu Ghoshkar	...	- Do -
37.	Syed Mazhar Ali.	...	M. N.
38.	ASGAR Ali.	...	Mechanical Engineering (P & S)
39.	Brojo Lal Guha	...	- Do -
40.	Gurupada Roy.	...	- Do - (Machine Shop)
41.	Bhan Singh.	...	- Do - (E. C. D)
42.	Kanaswar.	...	- Do - (P. & S Const.)
43.	Sukhdhar Singh.	...	- Do -
44.	Jogeswar Mistry.	...	- Do -
45.	Md. Khalique.	...	Electrical Engineering
46.	Babu Lall Chaudhury.	...	- Do -
47.	Fazli Khan.	...	T r a f f i c .
48.	Ram Kisan.	...	- Do -
49.	Bhairao Das	...	Brick Dept.
50.	Fekoo Mistry.	...	- Do -
51.	Dhabalendu Bhattacharjee	...	Civil Engineering
52.	Manik Dhan Ghose.	...	Permanent Way.
53.	Milan Sircar.	...	- Do -
54.	Lalit Mohon Chakravartty	...	A c c o u n t s
55.	Mihir Chandra Majunder	...	Watch & Ward.
56.	Sarbajit Rana.	...	- Do -
57.	Manna Singh.	...	General Office (Messenger)
58.	Suprakash Sircar.	...	34 th Mill

I R O N S E C T I O N :

59.	Jowahir.	...	Coke Oven (No. 5 Battery)
60.	Kisan Das.	...	- Do -

S.No.	Name.	
61.	Sew Pujan.	Coke Oven (No.5 Battery)
62.	Raghunandan.	- Do-(6 & 8 Battery)
63.	Tilu Mondal.	- Do -
64.	Guna Pandey.	- Do -
65.	B. C. Das.	Blast Furnace.
66.	Ram Chandra Prosad.	- Do -
67.	F. Jeswara.	- Do -
68.	Banwari.Lall.	- Do -
69.	Vakat Ram Swarup.	- Do - (Traffic)
70.	Chatterry.	Mechanical Engineering.
71.	N. N. Sengupta	- Do -
72.	Paljhan Mistry	- Do -
73.	Ram Gobind.	- Do - (Bl. Pce.)
74.	Gurdit Singh.	- Do -
75.	Shikary.	- Do -
76.	B. N. Dasgupta	- Do - (Loco Shed)
77.	Hardeo Yadav.	Power Engineer.
78.	Sujjad Hossain.	Do - (Boiler)
79.	Narayan Mistry	Civil Engineering.
80.	Sonia Kamin.	- Do -
81.	Rhedan Singh.	Permanent Way.
82.	Wahid Khan.	- Do -
83.	Biswanath.	- Do -
84.	Tribenik Singh.	Laboratory.
85.	Gukh Mandan.	S. D. M.
86.	Md. Giddique.	Town Engineering.
87.	Chatoo Mistry.	- Do -
88.	Makhania Kamin.	C. S. I.
89.	Raghubtr.	C. S. I.
90.	Katwaroo.	T r a f f i c .
91.	A. Rashid.	+ Do -
92.	Dasmall.	Electrical Engineering
93.	Bidyanda Jha	F. T.
94.	Ram Langan Prasad.	A c c o u n t s

S.No. Name.

95.	Iman Singh	... ..	Watch & Ward
96.	Baljnath Singh	... ..	- Do -
97.	Karna Bahadur.	... ..	- Do -

WAGON SECTION:

98.	Babhad Lal.	... ..	errecting shop.
99.	Ram Chandra Mazumder	... ..	- Do -
100.	Aziz.	... ..	- Do -
101.	Mahesh.	... ..	- Do -
102.	Hanivan.	... ..	- Do -
103.	Jagat Singh.	... ..	Maintenance.
104.	L. P. Singh.	... ..	- Do -
105.	Dhaneswar Mistry.	... ..	Pattern shop.
106.	Ram Bisun Singh.	... ..	P r g r e s s .
107.	Mukh Lall.	... ..	- Do -
108.	Hossain Ali.	... ..	- Do -
109.	Sanichar Singh	... ..	D. S. S.
110.	Judagi Mistry.	... ..	- Do -
111.	Taru Singh.	... ..	P. S. S.
112.	Rohan Das.	... ..	S. P. R.
113.	Bakshi Khan.	... ..	Paint shop.
114.	Sahid Khan.	... ..	J. D. P.
115.	Lakhoir Singh.	... ..	T. R. M.
116.	Abdul Sovan.	... ..	P. N. L. (A)
117.	Sobaran Singh.	... ..	P. N. L. (B)
118.	Biswanath.	... ..	N. K. S.

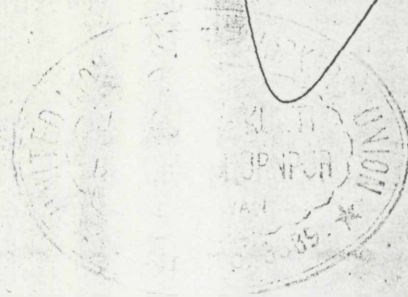


UNITED IRON & STEEL WORKERS' UNION
KULTI WORKS

<u>s/No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
119.	Samat Ali.	Riveting shop.	BX/34.
120.	Shew Nandan.	...	BX/17.
121.	Pudai.	Power Dept.	BR/84.
122.	Ed. Siddique.	...	BU/18.
123.	Panchu Khan.	Power Boiler.	BH/73.
124.	Abdul Hussain.	Loco shop.	TCC/13.
125.	M. M. Alam.	Machine shop.	CE/175.
126.	Md. Hanif.	...	CE/258.
127.	Ram Krishna Choudhury.	...	CE/104.
128.	Mahaduo.	...	
129.	Gr. Husan.	Civil Engineering (B. L.)	BA/222.
130.	Pardeshi.	...	BA/19.
131.	Jalbharan.	Civil Eng. (P. W.)	CB/101.
132.	Shoo Narain.	Traffic.	AZ/159.
133.	Ms. Idris Khan.	Foundry Engineering.	BV/39.
134.	Sain Pitta.	Mechanical Pipe Line.	BZ/7.
135.	Ms. Yousuf.	Laboratory & F. T.	BH/25.
136.	Mahabir.	Spun Pipe Plant.	TCO/50.
137.	Picku Fogadh.	...	BRP/113.
138.	Jagropan.	...	BRP/68.
139.	Ms. Alam.	Spun Pipe Eng.	CU/9.
140.	Birjoo.	S. P. T. Loading.	AN/87.
141.	Dabu Ram Sharma.	S. P. T. Transport.	AL/53.
142.	Ahsan Khan.	Vertical Pipe Foundry.	J/77.
143.	Saransh Fouzdar.	...	P.C.1004.
144.	Ramjas.	...	U/39.
145.	Abdul Sattar.	Pattern shop.	B/1.
146.	Jhagroo.	Foundry shop.	Y/3.
147.	K. C. Das Gupta.	Medical.	SL/32.
148.	Laloo.	Town.	SI/108.
149.	Baldoo.	...	SI/60.
150.	Keshua Karmn.	...	SI/188.
151.	Natwar Bakshi.	Press Shop.	NP/47.

UNITED IRON & STEEL WORKERS' UNION.

<u>S.No.</u>	<u>Name.</u>	<u>Department.</u>	<u>T. No.</u>
152.	Abdul Quiyum.	G. C. Shop.Finishing.	W/83.
153.	Noor Hasan.	G. C. Shop.	Q/220.
154.	Tulsi.	...	Q/212.
155.	Shaw Pujan.	...	Q/11.
156.	Etwarl Gope.	General store & Salvage.	AP/7.
157.	K. Ghosal.	Watch & Ward.	B. No.113.
158.	Kharag Bahadur.	...	FF/30.
159.	Narayan Chandra Bhattacharjee.	General Office.	P. C.
160.	Rame Sushesan	Light Casting.	ZR/36.
161.	Ram Subhag.	...	ZJ/54.
162.	Chotekan Choubey.	...	ZN/9.
163.	Durga.	...	ZR/7.



June 3, 1960

Dear Com.Tahir Hussain,

After our meeting in Asansol, I have been waiting to hear from your union, reports about the implementation of the decisions taken in our iron & steel trade group meeting - specially about the demand for Wage Board. As you must have seen in the "Trade Union Record", Rourkela has moved and in its own way, Bhilai also. Jamshedpur was busy in May with the cases. Still they say they will move now. I am informed that Nihar has moved to Durgapur.

There is a suggestion from Rourkela to bring out a Special Issue of the "Trade Union Record" on Iron & Steel and Com.Ponda says he will sell 500 copies. Promises of selling copies as well as material for the issue will have to be given by the steel unions. We can do some here.

I hope you have improved in health.

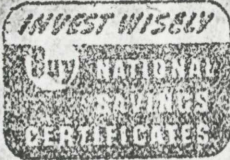
I would be thankful to you if you could please keep us informed of the movement there.

With warm greetings,

Yours fraternally,


(K.G.Sriwastava)

Com.Tahir Hussain, MLA,
General Secretary,
United Iron & Steel Workers Union,
Burnpur.



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

0942

268

Class Prefix Code

No.

Recd. from

Sent at H. M.

Office-stamp

By

To

By

X LC 66 ASANSOL 1-14 RPPDEXPRESS SRI SRIWASTAVA FOUR ASHOK ROAD NEWDELHI=

TO

Recd. here at

H.

M.

WIRE WHEN DANGE REACHING DELHI= TAHERHOSSA IN=

~~replied~~

MGIFP No. 279-18-6-51

UNITED IRON & STEEL WORKERS' UNION.
BURNPUR:KULTI.

17 JUN 1960

DT. 13.6.60.

Burnpur.

Dear Com. Sriwastava,

Received your letter of 3rd inst. addressed to Com. Taner Hossain. Com. Taner Hossain is now on leave and he has gone to his home on the last of May and will come back probably in the last week of June. After our Asansol meeting we have already submitted a charter of demands of Wage Board, D.A etc to the W.B. Govt. W.B. Govt. in reply informed us that they are giving attention. On that basis we have made some propaganda meeting etc. After that recently we distributed Handbills of Federation. We are trying for a mass rally at Burnpur & Kult. Kindly inform us what kind of materials you want for T.U. record? We shall try to send it. Recently there was stoppage of work at Genl. Casting Shop at Kult from last 7th June and it ended on 11.6.60. The dispute arose from some chargesheets and suspension order upon some of the workers. All in sympathy stopped the work. Dty L.C. of the State intervened and it ended. Except upon 4 workers, chargesheet and suspension order were withdrawn. The case of 4 workers will be settled mutually with the management and John's Union. Our followers of the dept though less in number did good unless there was possibility of many victimization.

With greetings,

Brotherly yours
Bama Patel
For General Secretary.

11 JUL 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

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

BARI

Branch Office:
Phone :- ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

Ref. No. _____

Dated 6th July 1960.

Sri. S. A. Dange M.P.

4 Ashok Rd.

New Delhi.

Dear Comrade,

We have decided to hold our 4th Annual Conference of the Union on 22nd July 1960 at Burnpur. We have to discuss some vital problems of our organisational matters of Trade Union as well as of industry and to chalk out a programme to lead the workers to achieve their just demands and democratic rights.

It is our earnest request to you that you will kindly join our conference and help us with your valuable guidance and leadership.

With Trade Union greetings,

Truherly yours

B. P. Mohandas
GENERAL SECRETARY.

268

July 19, 1960

Com. B.P. Mukerjee,
United Iron & Steel Workers Union,
Burnpur.

Dear Com. Mukerjee,

Thanks for your letter of 6th July.
It was received here on 11th but I could not
attend to it earlier, because of the strike.

Com. SAD is under medical treatment in
Poona and is expected here, as per the doctors'
opinion, only sometime in August 1960.

You can have Com. Ranen Sen and Com. Indrajit
Gupta in your conference and discuss things
with them.

With greetings,

Yours fraternally,

K.G.

(K.G. Sriwastava)
Secretary

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
Phone 1—BARAKAR 133
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

BARI

Branch Office:
Phone :-ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

Ref. No. _____

Dated 27.7.50. 196

Com. N. G. Sriwastava,
4 Ashok Road,
New-Delhi.

Dear Comrade,

Received your letter of 19 th. inst. We are very much anxious for Com. Danges sickness. Expect that he is recovering gradually. We postponed our proposed conference which was to be held on 22 nd. July as we could not prepare ourselves for the same. Now we have decided to hold the same on 20 rd. Aug or any date in the last week of August. We had discussion for the same with Com. Renu Chakravarty here at Burnpur recently, when she came to join the conference of Martin-Burn workers' unions' federation held on the last 20rd. She is able to come on 20 rd. Aug. Com. Indrajit Gupta is also now in Delhi. We do not know whether Com. Dange will be able to join our conference but if Com. Dange's health permits then kindly request Com. Dange to come. Kindly consult with Com. Indrajit Gupta, Renu, Com. Alias and fix up a date and inform us as soon as possible to enable us for preparation of the conference squarely. You must have also to come to join our conference.

With greetings,

Comly yours.

Bame pade H. S. Jha

True Copy.

D/1-7-60.

To
The Hon'ble Labour Minister,
Govt of West-Bengal,
Writers' Building,
Calcutta.

Sir,

Re: Profit Sharing Bonus to the
Workmen of ISW Co. Ltd Burnpur for 1959-60.

With reference to our letter dated 28-6-60 and telegram of 1-7-60 we beg to inform you that as a protest the workmen of ISW Co. did not receive the above payment which was scheduled to be paid on 30 th. June and 1 st. July to staff and labour respectively.

As it is a just and longstanding demand of the workmen, the workmen are very much agitated on this issue and at any time this mild protest may take turn to some active protest.

So, we would request you to intervene in the matter immediately and arrange for a conciliation proceeding on this issue to preserve industrial peace in this area.

Awaiting an early action.

Yours faithfully

Copy to the Asst.L.C.Asansol and G.M.I.S.W.Co.Ltd.

GENL. SEC Y.

XXXXXXXXXXXXXX

DEMAND OF THE WORKMEN OF THE INDIAN
STANDARD WAGON CO LTD. BURNPUR.

* : * : *

The demand of profit-sharing bonus of the I.S.W. workmen is long standing, and the United Iron & Steel Workers' Union has been pressing for the said bonus equivalent to 4 month's basic wage for some time past without any result. The management of the Burn & Co. at Howrah had to pay 3 months' basic wage to their workmen as bonus even for the year 1955-1956 in pursuance of an award of the 4th Industrial Tribunal presided over by Mr. C Gan, but the Management of the Indian Standard Wagon Co. & Ltd. despite of their being in the same Burn Group did not raise the quantum of bonus beyond 65 days' basic wage even for the year 1959-60 although this Company have been scoring higher and more higher profits during the last few years.

The workmen belonging to the United Iron & Steel Workers' Union Burnpur are demanding 4 months' basic wage as profit sharing bonus for the year 1959-1960 .

-*-

4/7/60

sd/- C-S. Mukherjee.

4 th July, 1960.

To
The General Manager,
The Indian Standard Wagon Co. Ltd./
Burnpur, Dist. Burdwan,
West Bengal,

Dear Sir,

Please take notice that the workmen of the Indian Standard Wagon Co. Ltd., at Burnpur will strike work on any day on the expiry of 14 days' from the date of receipt of this notice for having their demand of Profit-Sharing bonus met.

A copy of list of demand together with a copy of the statement of the manne by which the strike decision had been taken is enclosed herewith as per the provision of section 73 of West Bengal Industrial Disputes Rules, 1958

Encls : 2

Yours faithfully,

sd/ C.S. Mukherjee.
Joint Secretary,
United Iron & Steel Workers'
Union.

Copy to :- The Labour Commissioner, Govt. of West Bengal,
New ~~xxx~~ Secretariate Building. -1, Hastings St.
Calcutta.

Copy to :- The Secretary to the Govt. of West Bengal, Writers'
Building, Calcutta -1.

Copy to :- The District Magistrate, Burdwan.

True Copy.

D/8-7-60.

To
The Hon'ble Labour Minister,
West Bengal,
Calcutta.

Sir,

Re: Profit sharing bonus to the employees of
M/S. Indian Iron and Steel Co. Ltd. Burnpur for
the year 1959-60.

We have the honour to invite your kind attention to the above matter before declaring the above bonus by the management. You are quite aware of the facts that the ISW management have already declared the payment dates of payment of 65 days' wages as P.S. Bonus for 59-60. On protest the workmen boycotted the same. The workmen were very much agitated on this issue and we put forward a just demand of 4 month's wages as P.S. bonus and also served a strike notice on the last 4.7.60 to that effect.

It is sure that the agitation of ISW workmen on this ^{vital} issue must influence the workmen of IISCO Ltd. thus causing a great industrial unrest amongst the whole population of Burnpur - Kulti.

We want always peaceful settlement and on a number of occasions we have brought to your notice that the management of this concern are paying much less bonus to their employees than what is being paid by other concerns in the province of West-Bengal. Even the workmen of Howrah-Burn were paid P.S. bonus for 3 months' wages for the yr 1955-56 as per award of 4 th. Industrial Tribunal whereas the Indian Iron and Steel Co. Ltd. acquire much higher profit and declare only 65 days' wages as bonus. Their profit is growing more and more every year.

As there is still sufficient time to avoid any unrest on this issue in the Burnpur and Kulti Works of M/S. I.I. & S. Co. Ltd. we would request you to intervene in the matter for a peaceful settlement.

We take strong exception to the Co's declaring any low bonus than 4 months' wages and demand that at least 4 months' wages should be paid to the employees as Profit sharing bonus which is in our opinion a modest claim.

Awaiting an early action.

Yours faithfully

Copy to the Dty. L.C. West Bengal, Calcutta.

The Asst. L.C. Asansol.

The Genl. Manager, I.I. & S. Co. Ltd.

General Secretary.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
-BARAKAR 133
DWA ROAD,
O. KULTI
BURDWAN

BARI

Branch Office:
Phone :-ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

No. _____

Dated 3. 8 1960

To

The Hon'ble Chief Minister,
Govt. of West Bengal, Calcutta.

Sir,

We feel extremely sorry at the discriminatory attitude shown, of late, towards our union by your Labour Directorate in the matter of industrial disputes. Previously, there has been discrimination but it was in a very subtle form, but in recent days, ~~such~~ such discrimination between Unions and unions has become loudly pronounced.

The following instances will amply illustrate our point.

(a) A voluntary arbitration was initiated over Melting Shop Bonus Scheme at the instance of the workmen of the Indian Iron & Steel ~~Co.~~ Co. Ltd. Burnpur and the representatives of the workmen were a party to the proceeding despite there remaining a recognised Union viz. the Asansol Iron & Steel Workers' Union. After the publication of the award of the learned Arbitrator, a dispute arose with regard to its interpretation, and the workmen referred the issue to the Jt. Secretary, Labour Dept., Govt. of West Bengal for having it interpreted under section 36 A of the I.D. Act. But the saddest part of the Jt. Secretary's intimation is this that the matter ~~was~~ being taken by the Company with the Asansol Iron & Steel Workers' Union, the Govt. would not interfere.

You will appreciate, this matter was not within the domain of the so-called recognised union, since the entire proceeding was conducted by the workers' representatives in view of the fact that the said so-called recognised union failed to solve the bonus problem, but when the Govt. itself holds the briefs of Company and the so-called recognised union, we do not know where we should turn for justice.

(b) Recently, we served a strike notice on the Management of the Indian Standard wagon Co. Ltd., Burnpur and the so-called Asansol Iron & Steel Workers' Union also did so. As per the provision

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

BARI

Branch Office:

Phone :—ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

—BARAKAR 133

DWA ROAD,

O. KULTI

BURDWAN

Vo. _____

-2-2

Dated 3. 8. 1960

of the Industrial Disputes Act, it is incumbent on the Labour Director to start Conciliation proceedings over the strike issue with the parties in dispute being participants, but with regard to this strike notice our union was not even consulted. As ^{the} dispute has been heading towards a general strike with consequent loss of national production, our representatives including the signatory met the Labour Commissioner and the Dy. Labour Commissioner, at Calcutta in order to ascertain what the Govt. has been thinking about the dispute. The replies that were offered could have shocked ^{even} the diehard skeptic of democracy. It was told that the matter is being looked into by the Central Govt. and Mr. Abid Ali, Dy. Labour Minister is in ~~xxxx~~ session of the case. It was further given out that the policy of the Govt. is this that they would not discuss any dispute with a Union which is not recognised. We consider this policy a negation of democracy and it violates the Constitution in a flagrant manner. Should this policy be pursued by the Govt., we feel a real crisis is creeping ~~int~~ the field of industrial adjudication as also in the ~~xxxx~~ field of Tradeunionism. Secondly, this dispute is absolutely within the purview of the State Govt. and the Central Govt. can not possibly have any say save in the capacity of an advisor as a Superior Govt. authority.

(c) In this connection a number of instances can be cited, but as this would write out the entire letter, we refrain from doing so. We only tell you that most of our letters written to the Asst. Labour Commissioner go unanswered, and in case, one or two of them evoke any reply, we have the stereotyped answer, echoing the version of the company without consequential relief.

We feel that the attitude of the Govt. in dealing with industrial disputes has and is precipitating a crisis and should this attitude be allowed to continue, we apprehend that the machinery for industrial adjudication will lose its meaning so far as the workers are concerned.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

BARI

Branch Office:

Phone :- ASAN80L 2737

P. O. BURNPUR

DT. BURDWAN

ad Office:
BARAKAR 183
DWA ROAD,
D. KULTI
BURDWAN

Dated 3. 3. 1960

-3-

We urge upon you and your Govt. to take note of the situation that will crop up in Trade union movement of our country out of this discriminatory Govt. policy. and to take steps for the revision of this attitude.

Yours faithfully,

Bama Prasad Mukherjee.
for ~~General~~ Secretary

United Iron & Steel Workers' Union.

Copy to the Genl Secy A.I.T.U.C for his information & necessary action.

3- AUG 1960
UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
Phone 1—BARAKAR 133
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

Branch Office:
Phone 2—ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

BARI

Ref. No. _____

exp
Dated 1-8-60. 196

Sri.K.G.Sriwastava,
4 Asnok Rd.
New Dehri.

Dear Comrade,

Following my telegram I beg to inform you that I desire to meet with Com.Dange for some vital matters of our trade Union arising out of a peculiar situation at this time.Further,I have to fix up a date for annual conference of our Union also.I heard that Com.Dange is sick at Poona.I expect that he will come Dehri to join the Parliament Session.Now I intend to meet Comrade Dange at Dehri and it would be advantageous for me as I shall be able to talk with Com.I.D.Gupta Com.Elias etc ,Tenudi in Dehri.I hoped that Com.Dange must be present at Dehri in the Working Committee meeting which was proposed to be held on 7 or 8 th August.But this has been also postponed.I also noted from news paper that in the last week of Aug.the said meeting will be held I think our annual conference will be held in the last week of Aug.So it is my humble proposal to all of you that kindly fix up the venue of Working Committee meeting at Burnpur.We shall arrange everything here at Burnpur. You are quite aware of the fact that once some months before we arranged everything for General So Nall meeting

True Copy.

D/1-8-60.

To
The Regional Labour Commissioner (Central)
12 Chowringhee Square,
Calcutta.

Sir,

Re: Profit Sharing Bonus to the workmen of
M/S. I. S. W. Co. Ltd Santa Works Burnpur for
1959-60.

We beg to state that we served a strike notice upon the management of the above company demanding 4 months' wages as profit sharing bonus for 59-60 on the last 4 th. July 1960. We also sent several letters to the Hon'ble Labour Minister of West Bengal and other officers of West Bengal Labour Directorate for the above matter and justifying our above demand on basis of the huge profit earned by the above company for this year.

It will not be out of place to mention here that the 4 th. Industrial Tribunal presided over by Mr. Gan awarded three months' wages as bonus to the employees of Burn & Co. Howrah Works for the yr. 1955-56 whereas the ISW Co. has scored much higher profit this yr than what they had in 1955-56 has granted only 65 days' wages as bonus. Further, the Hon'ble tribunal laid down a principle that 75 % of available surplus should be paid as Profit sharing bonus to the workmen and this principle was confirmed by the Hon'ble Supreme Court in connection with the dispute stated above.

This year M/S. ISW Company have earned a net profit as 12.59.986 higher of Rs. 3.48.157 than the same of last year. As such demand of 4 months' wages as P.S. Bonus for this yr is very just and meagre.

However, we have been informed by the L.C and DLC of the Govt of West Bengal that particularly this bonus dispute of ISW Co. has been taken by the central Govt. and you are dealing the matter on behalf of the Central Govt.

As the workmen of Burnpur are very much agitated on this issue we would request you to kindly enlighten us in the matter earliest possible.

Awaiting an early reply.

Yours faithfully

Genl. Seay.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

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

BARI

Branch Office:
Phone :—ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

Ref. No. _____

Dated 6.8.60. 196

Sri.Indrajit Gupta, M.P.
New-Delhi.

Dear Com.

Received your letter. As you are not able to join our conference during parliament session we have decided to hold it after closing of Parliament on 9 th. Sept. We want to hold it within 15 th. of Sept as there is poojah in the last week of Sept. It would be better if you agree the ~~proposed~~ date as 10th. & 11 th. Sept. However, you fix up date consulting Com. Elias and Renudi and let us know to enable us to prepare for it. However, Moulavi Saheb is going to his native place on 7 th. night as his father-in-law is in death bed and he will go to Delhi when Com. Dange will come to join Working Committee meeting there and he will meet all of you there.

With greetings,

Brotherly Yours,
Bawa pada Hockeys.

August 12, 1960

Dear Com. Bamapada,

Com. Dange is still ill and is likely to remain in hospital for the whole of this month. Even after that, whether it will be possible for him to undertake a tour immediately is not certain. Therefore, I would suggest to you not to postpone your conference for the sake of Com. Dange. It may be possible that he calls you comrades here and may discuss problems with you.

According to the convenience of Coms. Indrajit, Renu and Elias who must have already written to you in this connection, you can fix up the dates for the conference.

Com. Elias is now in Calcutta and may remain there till 20th or so.

Work here permitting, I would consider it a good opportunity to be present in your conference.

With greetings,

Yours fraternally,

umb

(K. G. Sriwastava)

Com. Bamapada Mukerjee,
United Iron & Steel Workers Union,
Burnpur.

বার্ণপুর-কুলটী-গুয়া-মনোহরপুর-চিড়িয়ার
শ্রমিক কর্মচারীদের প্রতি
ইউনাইটেড আয়রণ এণ্ড স্টীল ওয়ার্কস ইউনিয়নের
আবেদন।

- ❁ ৪ মাসের বেতন বোনাস এর জন্য একাবন্ধ সংগ্রাম করুন।
- ❁ প্রতিটা ডিপার্টমেন্টে, সেকশনে সংগ্রামী একা কমিটি গঠন করুন।
- ❁ মুনাফার হারের উপর বোনাস নির্ধারণ না হওয়া পর্যন্ত একা কমিটির মাধ্যমে সংগ্রামের জন্য প্রস্তুত হন।
- ❁ একা কমিটীই দাবী আদায়ের সংগ্রামের নেতৃত্ব দিবে, দাবী আদায়ের এবং মালিকের জুলুমের বিরুদ্ধে বাচার একমাত্র গ্যারান্টি।

বন্ধুগণ,

প্রতি বৎসরই পূজার পূর্বে বোনাস আন্দোলন শুরু হয় বাংলাদেশের প্রতিটা কলে কারখানায়। বার্নপুরও সেই আন্দোলনের সামিল হয়। এবার বার্নপুরে বিশেষ করিয়া ওয়াগণ কোম্পানীর শ্রমিক কর্মচারীরা জুন মাসের শেষ দিক হইতেই বোনাস আন্দোলন শুরু করিয়াছেন। কর্তৃপক্ষ গত ২৬শে জুন এক নোটিশ মারফৎ জানায় যে ৩০শে জুন কর্মচারীদের এবং ১লা জুলাই শ্রমিকদের ৬৫ দিনের বেতন বোনাস দেওয়া হইবে। কিন্তু আমাদের দাবী অনুযায়ী বোনাস না ঘোষণা করায় সমস্ত শ্রমিক কর্মচারী বোনাস গ্রহণ না করিয়া একাবন্ধভাবে কোম্পানীর এই বোনাস অপহরণ বৃত্তির প্রতিবাদ জানাইলেন। ওয়াগণের শ্রমিকশ্রেণী এক দৃঢ় একা স্থাপন করিলেন। বদ্ধিতহারে বোনাসের দাবীতে ইনটাক ইউনিয়নের পক্ষ হইতে এবং আমাদের পক্ষ হইতে ধর্মঘটের নোটিশ দেওয়া হয়। প্রতিনিধি সরকারী শ্রমদপ্তরেও পাঠানো হয়। কিন্তু আপনারা জানেন সেই নোটিশের কি পরিণতি হইয়াছে। এক দিকে স্মার বীরেনের অনুগত পশ্চিমবঙ্গ সরকারী শ্রমদপ্তর আজ পর্যন্ত নিরুত্তর। অপরদিকে ইনটাক নেতা সরকারী কর্মচারীদের ধর্মঘটের অছিলায় প্রথমতঃ ধর্মঘট পিছাইয়া দিলেন; যদিও ধর্মঘটের প্রস্তুতি হিসাবে শ্রমিকদের নিকট হইতে চাঁদা আদায় করিলেন এবং স্বেচ্ছাসেবক সংগ্রহের আবেদন জানাইলেন। এখন ইনটাক নেতা কেন্দ্রীয় সরকার এর দোহাই দিয়া পশ্চাদপসরণ করিলেন। আপনারা স্মৃতি হইবেন যে আমাদের প্রতিনিধির নিকট কেন্দ্রীয় সরকারের প্রধান লেবার কমিশনার এবং কলিকাতার আঞ্চলিক লেবার কমিশনার বোনাসের ব্যাপারে কিছুই জানেন না বলিয়া স্বীকার করিয়াছেন। এইভাবে ইনটাক নেতা শ্রমিকদের একা এবং সংগ্রামী উৎসাহ বিনাশ করিলেন। আমরা সর্বান্তঃকরণে বোনাস দাবীর জন্য ইনটাক নেতার ধর্মঘট আহ্বানে সমর্থন জানাইয়াছিলাম। আমরা ডিপার্টে ডিপার্টে একা কমিটি গঠনের আহ্বান জানাইয়াছিলাম এই প্রস্তাবিত ধর্মঘটকে সাফল্য মণ্ডিত করিতে। কিন্তু একোর আহ্বানে শ্রমিকদের অপূর্ব সমর্থন দেখিয়া ইনটাক নেতা ভীত হইলেন; একা কমিটি বানচাল করিলেন। আজ শ্রীজনকে প্রশ্ন করুন কেন তিনি শ্রমিকদের একা বিনাশ করিলেন? কেন তিনি ধর্মঘটের আহ্বানকে প্রহসনে পরিণত করিলেন? ধর্মঘট তহবিলের নামে উঠানো অর্থ কোথায়? যদি তাঁহাদের সংগ্রামের সং সাহস না থাকে তাহা হইলে আমাদের সমর্থন করুন, লড়াইয়ের পথে বাধা সৃষ্টি করিবেন না। একশন কমিটির পুর্বানো গাড়ীর পিছনে আপনার নুতন গাড়ী জুড়িয়া দিন। কারণ আপনার গাড়ী অচল।

বন্ধুগণ, এ বৎসর ওয়্যাগণ কোম্পানী গত বৎসর অপেক্ষা প্রায় সাড়ে তিন লক্ষ টাকা বেশী মুনাফা করিয়াছে। গত বৎসর নীট মুনাফার পরিমাণ ছিল ৯,১১,৮২৯ টাকা এবং উহা বাড়িয়া এ বৎসর ১২,৫৯,৯৮৬ টাকা হইয়াছে। ইহাতে সমস্ত খরচ, খরচা, হিসাবের কারচুবি বাদ দিয়া। কিন্তু আসলে এই কোম্পানী এবার মোট মুনাফা (গ্রুপ প্রফিট) করিয়াছে ৪৭ লক্ষ টাকা। এত পাহাড় প্রমাণ মুনাফা করিয়া কোম্পানী শ্রমিক কৰ্মচারীদের বোনাস বাবদ ৬৫ দিনের বেতন ৫,৫২,৮৪১ টাকা বরাদ্দ করিয়াছে। আমরা বিশ্বাস করি ওয়্যাগণ কোম্পানী আরও পাঁচ লক্ষ টাকা দিয়া মোট দশ লক্ষ টাকা অর্থাৎ ৪ মাসের বেতন বোনাস দিতে সক্ষম। আপনারা শুনিলে আশ্চর্য হইবেন এই গোপ্তীর হাওড়া-বার্ণ শ্রমিকদের গতবারের জুলাই ৯৭।০ দিনের বেতন বোনাস দিতে বাধা হইয়াছে শ্রম আদালতের রায়ের ভিত্তিতে (শ্রম আদালতের বোনাস নির্ধারণ নীতি :- এভেলেবল সারপ্লাসের ৭৫ শতাংশ অর্থাৎ যথারীতি ব্যয় করিয়া যে অতিরিক্ত অর্থ বাঁচে তাহার ৭৫ শতাংশ বোনাস হিসাবে দেয়)। আমরাও এই ভিত্তিতে বোনাস দাবী করি এবং এই নীতিতে চারি মাসের বেশী বেতন বোনাস অর্জন করিতে সক্ষম হইব।

ইণ্ডিয়ান আইরণের লাভ কোটী টাকার অঙ্কের উপর। এ বৎসরের হিসাব এখনও প্রকাশিত না হওয়ায় আমরা মুনাফার অঙ্ক জানাইতে পারিলাম না। গত বৎসরের মুনাফা দেখিয়া এ বৎসর আঁচ করিতে পারিবে। গত বৎসর ইন্স্ট্রা কোটী কোটী টাকা বিভিন্ন খাতে তহবিল সৃষ্টি করিয়াও নীট লাভ করিয়াছে ১,১৭,৪৯,৪৬৯ টাকা। এ বৎসর উৎপাদন বেশী হইয়াছে, উৎপাদন ব্যয় কমিয়াছে। কোম্পানী বন্ধিত হারে মধ্যবর্তী কালীন ১৫ শতাংশ ডিভিডেণ্ড ঘোষণা করিয়াছে। সবই বাড়িয়াছে, কিন্তু শ্রমিকদের বোনাস বাড়ে নাই। তাহা ছাড়া আপনারা জানিলে হতবাক হইবেন ভারত সরকার এই কোম্পানীর ত্রিশ কোটী টাকার মত বিদেশী লেনের জামিনদার আছেন এবং প্রায় আঠারো কোটী টাকা লেনের ৫ বৎসরের জুলাই শতকরা ৫ টাকা হারে সুদ মকুব করিয়াছেন। কিন্তু শ্রমিকদের বোনাসের বেলায় ভারত সরকার কিছুই করিতে পারেন না। কোম্পানী এখনও বোনাস ঘোষণা করে নাই। আমরা স্পষ্ট করিয়া বলিয়া দিতে চাই ৪ মাসের কম বেতন বোনাস গ্রহণ যোগ্য নয়। এই দাবী শুধু ইম্পাত, ওয়্যাগণ শ্রমিকদেরই নয়; আজ অখ্যাত গুয়া, মনোহরপুর, চিড়িয়া প্রভৃতি লৌহখনি অঞ্চলের অবহেলিত ভাই বোনদেরও (আজও সাহাদের মাসিক মোট আয় ২৫।৩০ টাকা) দাবী। তাহা ছাড়া বোনাসের দাবীতে ফেডারেশনের নেতৃহে হাওড়া-বার্ণ, হুগলী ডক, হেড অফিস, রাণীগঞ্জ, গুলক-বাড়ী প্রভৃতির শ্রমিকেরা একাবদ্ধ ভাবে আপনাদের সঙ্গে ধর্মঘটের জুগুপ্ত আছেন।

বন্ধুগণ, আপনাদের সম্মুখে শুধু প্রফিট শেয়ারিং বোনাস এর প্রশ্নই নয়; গ্রেড পরিবর্তন, মাগগীভাতার হার পরিবর্তন, বোনাস কাটার বিরুদ্ধে এবং অগ্রাঙ্ক দাবী ও কোম্পানীর জুলুমের প্রশ্নও আছে। তাই আমাদের নিবেদন ডিপার্টে প্রতীতি বিভাগে, প্রতীতি অফিসে এক মিলিত ঐক্যবদ্ধ সংগ্রাম কমিটী গঠন করুন। এই কমিটীতে ইনটাক ভাইদেরও সামিল করুন, বোনাসের চর্চা করুন, দাবীর পক্ষে আওয়াজ উঠান, প্রতিবাদের ঝড় তুলুন, আর এই কমিটীই লড়াই এর নেতৃহ দিবে। আমাদের বিশ্বাস ৪ মাসের বেতন বোনাস আন্দোলন সাফল্যমণ্ডিত হইবে। তাৎ ২০শে আগষ্ট ১৯৬০।

নিবেদক—

ইউনাইটেড আরব এণ্ড ষ্টিল ওয়ার্কার্স ইউনিয়ন
বার্ণপুর-কুলটী

ইউনাইটেড ইউনিয়নের পক্ষ হইতে যুগ্ম সম্পাদক বামাপদ মুখোপাধ্যায়
কর্তৃক প্রকাশিত ও প্রচাৰিত। আমানদোল অজ্ঞতা প্রেস হইতে মুদ্রিত।

বার্ণপুর-কুলটী-গুয়া-মনোহরপুর-চিড়িয়ার
শ্রমিক কর্মচারীদের প্রতি
ইউনাইটেড আয়রণ এণ্ড স্টীল ওয়ার্কস ইউনিয়নের
আবেদন।

- ✽ ৪ মাসের বেতন বোনাস এর জন্ম ঐক্যবদ্ধ সংগ্রাম করুন।
- ✽ প্রতিটা ডিপার্টমেন্টে, সেকশনে সংগ্রামী ঐক্য কমিটি গঠন করুন।
- ✽ মুনাফার হারের উপর বোনাস নির্ধারণ না হওয়া পর্যন্ত ঐক্য কমিটির মাধ্যমে সংগ্রামের জন্ম প্রস্তুত হন।
- ✽ ঐক্য কমিটীই দাবী আদায়ের সংগ্রামের নেতৃত্ব দিবে, দাবী আদায়ের এবং মালিকের জুলুমের বিরুদ্ধে বাঁচার একমাত্র গ্যারান্টি।

বন্ধুগণ,

প্রতি বৎসরই পূজার পূর্বে বোনাস আন্দোলন শুরু হয় বাংলাদেশের প্রতিটা কলে কারখানায়। বার্নপুরও সেই আন্দোলনের সামিল হয়। এবার বার্নপুরে বিশেষ করিয়া ওয়াগন কোম্পানীর শ্রমিক কর্মচারীরা জুন মাসের শেষ দিক হইতেই বোনাস আন্দোলন শুরু করিয়াছেন। কর্তৃপক্ষ গত ২৬শে জুন এক নোটিশ মারফৎ জানায় যে ৩০শে জুন কর্মচারীদের এবং ১লা জুলাই শ্রমিকদের ৬৫ দিনের বেতন বোনাস দেওয়া হইবে। কিন্তু আমাদের দাবী অনুযায়ী বোনাস না ঘোষণা করায় সমস্ত শ্রমিক কর্মচারী বোনাস গ্রহণ না করিয়া ঐক্যবদ্ধভাবে কোম্পানীর এই বোনাস অপহরণ বৃত্তির প্রতিবাদ জানাইলেন। ওয়াগনের শ্রমিকশ্রেণী এক দৃঢ় ঐক্য স্থাপন করিলেন। বন্ধিত্বহারে বোনাসের দাবীতে ইনটাক ইউনিয়নের পক্ষ হইতে এবং আমাদের পক্ষ হইতে ধর্মঘটের নোটিশ দেওয়া হয়। প্রতিলিপি সরকারী শ্রমদপ্তরেও পাঠানো হয়। কিন্তু আপনারা জানেন সেই নোটিশের কি পরিণতি হইয়াছে। এক দিকে স্ট্রাইক বীরদের অনুগত পশ্চিমবঙ্গ সরকারী শ্রমদপ্তর আজ পর্যন্ত নিরস্তর। অপরদিকে ইনটাক নেতা সরকারী কর্মচারীদের ধর্মঘটের অছিলায় প্রথমতঃ ধর্মঘট পিছাইয়া দিলেন; যদিও ধর্মঘটের প্রস্তুতি হিসাবে শ্রমিকদের নিকট হইতে চাঁদা আদায় করিলেন এবং স্বেচ্ছাসেবক সংগ্রহের আবেদন জানাইলেন। এখন ইনটাক নেতা কেন্দ্রীয় সরকার এর দোহাই দিয়া পশ্চাদপসরণ করিলেন। আপনারা তত্বিত হইবেন যে আমাদের প্রতিনিধির নিকট কেন্দ্রীয় সরকারের প্রধান লেবার কমিশনার এবং কলিকাতার আঞ্চলিক লেবার কমিশনার বোনাসের ব্যাপারে কিছুই জানেন না বলিয়া স্বীকার করিয়াছেন। এইভাবে ইনটাক নেতা শ্রমিকদের ঐক্য এবং সংগ্রামী উৎসাহ বিনাশ করিলেন। আমরা সর্বান্তঃকরণে বোনাস দাবীর জন্ম ইনটাক নেতার ধর্মঘট আহ্বানে সমর্থন জানাইয়াছিলাম। আমরা ডিপার্টে ডিপার্টে ঐক্য কমিটি গঠনের আহ্বান জানাইয়াছিলাম এই প্রস্তাবিত ধর্মঘটকে সাফলা মণ্ডিত করিতে। কিন্তু ঐক্যের আহ্বানে শ্রমিকদের অপূর্ব সমর্থন দেখিয়া ইনটাক নেতা ভীত হইলেন; ঐক্য কমিটি বানচাল করিলেন। আজ শ্রীজনকে প্রশ্ন করুন কেন তিনি শ্রমিকদের ঐক্য বিনাশ করিলেন? কেন তিনি ধর্মঘটের আহ্বানকে প্রহসনে পরিণত করিলেন? ধর্মঘট তহবিলের নামে উঠানো অর্থ কোথায়? যদি তাঁহাদের সংগ্রামের সংগ্রাহক না থাকে তাহা হইলে আমাদের সমর্থন করুন, লড়াইয়ের পাথে বাধা স্থাপিত করিবেন না। একশন কমিটির পুরানো গাড়ীর পিছনে আপনার লুণ্ঠন গাড়ী জুড়িয়া দিন। কারণ আপনার গাড়ী অচল।

বন্ধুগণ, এ বৎসর ওয়াগণ কোম্পানী গত বৎসর অপেক্ষা প্রায় সাড়ে তিন লক্ষ টাকা বেশী মুনাফা করিয়াছে। গত বৎসর নীট মুনাফার পরিমাণ ছিল ৯,১১,৮২৯ টাকা এবং উহা বাড়িয়া এ বৎসর ১২,৫৯,৯৮৬ টাকা হইয়াছে। ইহাতো সমস্ত খরচ, খরচা, হিসাবের কারচুবি বাদ দিয়া। কিন্তু আসলে এই কোম্পানী এবার মোট মুনাফা (গ্রুপ প্রফিট) করিয়াছে ৪৭ লক্ষ টাকা। এত পাহাড় প্রমাণ মুনাফা করিয়া কোম্পানী শ্রমিক কর্মচারীদের বোনাস বাবদ ৬৫ দিনের বেতন ৫,৫২,৮৪১ টাকা বরাদ্দ করিয়াছে। আমরা বিশ্বাস করি ওয়াগণ কোম্পানী আরও পাঁচ লক্ষ টাকা দিয়া মোট দশ লক্ষ টাকা অর্থাৎ ৪ মাসের বেতন বোনাস দিতে সক্ষম। আপনারা শুনিলে আশ্চর্য হইবেন এই গোপ্তীর হাওড়া-বার্ণ শ্রমিকদের গতবারের জুলাই ২৭১০ দিনের বেতন বোনাস দিতে বাধা হইয়াছে শ্রম আদালতের রায়ের ভিত্তিতে (শ্রম আদালতের বোনাস নির্ধারণ নীতি :- এভেলেবল সারপ্রাসের ৭৫ শতাংশ অর্থাৎ যথারীতি ব্যয় করিয়া যে ক্ষতিরিক্ত অর্থ বাঁচে তাহার ৭৫ শতাংশ বোনাস হিসাবে দেয়)। আমরাও এই ভিত্তিতে বোনাস দাবী করি এবং এই নীতিতে চারি মাসের বেশী বেতন বোনাস অর্জন করিতে সক্ষম হইব।

ইণ্ডিয়ান আইরণের লাভ কোটা টাকার অঙ্কের উপর। এ বৎসরের হিসাব এখনও প্রকাশিত না হওয়ায় আমরা মুনাফার অঙ্ক জানাইতে পারিলাম না। গত বৎসরের মুনাফা দেখিয়া এ বৎসর আঁচ করিতে পারিবে। গত বৎসর ইস্কা কোটা কোটা টাকা বিভিন্ন খাতে তহবিল সৃষ্টি করিয়াও নীট লাভ করিয়াছে ১,১৭,৪২,৪৬৯ টাকা। এ বৎসর উৎপাদন বেশী হইয়াছে, উৎপাদন ব্যয় কমিয়াছে। কোম্পানী বৃদ্ধিত হারে মধ্যবর্তী কালীন ১৫ শতাংশ ডিভিডেণ্ড ঘোষণা করিয়াছে। সবই বাড়িয়াছে, কিন্তু শ্রমিকদের বোনাস বাড়ে নাই। তাহা ছাড়া আপনারা জানিলে হতবাক হইবেন ভারত সরকার এই কোম্পানীর ত্রিশ কোটা টাকার মত বিদেশী লোনের জামিনদার আছেন এবং প্রায় আঠারো কোটা টাকা লোনের ৫ বৎসরের জুলাই শতকরা ৫ টাকা হারে সুদ মুকুব করিয়াছেন। কিন্তু শ্রমিকদের বোনাসের বেলায় ভারত সরকার কিছুই করিতে পারেন ন্দ। কোম্পানী এখনও বোনাস ঘোষণা করে নাই। আমরা স্পষ্ট করিয়া বলিয়া দিতে চাই ৪ মাসের কম বেতন বোনাস গ্রহণ যোগ্য নয়। এই দাবী শুধু ইস্পাত, ওয়াগণ শ্রমিকদেরই নয়; আজ অখ্যাত গুয়া, মনোহরপুর, চিড়িয়া প্রভৃতি লৌহখনি অঞ্চলের অবহেলিত ভাই বোনদেরও (আজও যাহাদের মাসিক মোট আয় ২৫০০ টাকা) দাবী। তাহা ছাড়া বোনাসের দাবীতে ফেডারেশনের নেতৃত্বে হাওড়া-বার্ণ, লুগলী ডক, হেড অফিস, রাণীগঞ্জ, গুলফ, বাড়ী প্রভৃতির শ্রমিকেরা একাবদ্ধ ভাবে আপনাদের সঙ্গে ধর্মঘটের জুলাই প্রস্তুত আছেন।

বন্ধুগণ, আপনাদের সম্মুখে শুধু প্রফিট শেয়ারিং বোনাস এর প্রশ্নই নয়; গ্রেড পরিবর্তন, মাগগীভাতার হার পরিবর্তন, বোনাস কাটার বিরুদ্ধে এবং অগ্রাঘ্য দাবী ও কোম্পানীর জুলুমের প্রশ্নও আছে। তাই আমাদের নিবেদন ডিপার্টে প্রতিনিধি বিভাগে, প্রতিনিধি অফিসে এক মিলিত একাবদ্ধ সংগ্রাম কমিটি গঠন করুন। এই কমিটিতে ইনটাক ভাইদেরও সামিল করুন, বোনাসের চর্চা করুন, দাবীর পক্ষে আওয়াজ উঠান, প্রতিবাদের ঝড় তুলুন, আর এই কমিটীই লড়াই এর নেতৃত্ব দিবে। আমাদের বিশ্বাস ৪ মাসের বেতন বোনাস আন্দোলন সাফল্যমণ্ডিত হইবে। তাং ২০শে আগষ্ট ১৯৬০।

নিবেদক—

ইউনাইটেড আয়রণ এণ্ড স্টিল ওয়ার্কস ইউনিয়ন
বার্ণপুর-কুলটী

ইউনাইটেড ইউনিয়নের পক্ষ হইতে যুগ্ম সম্পাদক বামাপদ মুখোপাধ্যায়
কর্তৃক প্রকাশিত ও প্রচারিত। আসন্নমাসে অঙ্কন প্রেস হইতে মুদ্রিত।

वर्णापुर, कुल्टी, गोवा, मनोहरपुर-चिड़िया के मजदूरों के प्रति युनाइटेड युनियन (ऐक्सन कमेटी) का निवेदन :—

- ❖ ४ महिने के वेतन वोनस के लिये एक होकर आन्दोलन करे।
- ❖ डीपाट डीपाट में लड़ाई के लिये संग्रामी कमेटी बनावें।
- ❖ मुनाफे के वनियान पर वोनस लेने के लिये लड़ने को तैयार हों।
- ❖ संग्रामी कमेटी मांग अदाय कराने का रास्ता और मालीक के जुल्मों के खिलाफ बचने का कमेटी ही एक रास्ता है।

भाईयों :—

हरसाल पूजा के पहले वोनस के लिये हर कल कारखाने के मजदुर खास कर बंगाल प्रान्त में बराबर आन्दोलन करते आये है। वर्णापुर और कुल्टी भी इस तरह के आन्दोलन में बराबर सामील रहे है। इस साल वर्णापुर में खास कर वागन कम्पनी के मजदुर जुन महिने के आखरी सप्ताह से ही वोनस को लेकर संग्राम शुरु कर दिये हैं। कम्पनी ने २६ जुन को एक नोटिस द्वारा ३० ता: को ६५ दिन का वोनस देने के लिये जनाया, लेकिन हमारी मांग के अनुसार वोनस न मिलने के कारण मजदुरों ने वोनस लेने से इनकार किया और अपनी संगठन तथा नाराजी का एक नमुना दिखाया। वागन के मजदुरों ने ये एकता कायम किया की इन्टक की युनियन और युनाइटेड युनियन ने हड़ताल की नोटीस दिया। लेकिन क्या आप लोग जानते है की इसका क्या नतीजा निकला? एक तरफ तो आज तक सरकार की तरफ से ये नोटीश के बावजूद कोई खबर नही लिया दूसरी तरफ इन्टक के नेता केन्द्रीय कर्मचारीयों के हड़ताल को नाकामयाब बनाने के लिये वागन के हड़ताल को भी पीछे हकेल दिया। आप लोग जानते है की इन्टक वालों ने हड़ताल के नाम पर ज्यादा जोर सौर से हजार २ रु० चन्दा वसूल किया, वालेनटीयर्स भर्ती किये, किन्तु आज फिर भी केन्द्रीय सरकार के मुंह की ओर ताक लगाये बैठे है और हड़ताल की लड़ाई से बरी तरह भयभीत है। आप लोग सुन कर आश्चर्य होंगे की जब हम अपने प्रतिनीधी के जरीये दिल्ली के चीफ लेवर कमीशनर और कलकत्ता के लेवर औफीस से वोनस की मांग और हड़ताल नोटिश के विषय बातचीत किया तो उन्होंने साफ शब्दों में कहे की वर्णापुर के बारे हमलोगों को कुछ नही मालुम है, साथ ही साथ उन्होंने ये भी कहा की इन्टक वालों ने हमे कुछ जानकारी नही कराया है, और इधर माइकेल जौन ने वारी मैदान मे ऐलान किया की ये केस मैं केन्द्रीय सरकार के हाथ दे चुके है। तो इस तरह की चाल चलकर इन्टक के नेता मजदुरों को धोखे में रख कर इनके संगठन और आन्दोलन में नुकसान पहुंचा रहे है। सही माने में हमलोगों ने इन्टक के हड़ताल का नोटीश देख कर उसके समर्थन में हड़ताल का नोटीश दिया था और मजदुरो को ये भी राय दिया था जो डिपाट डिपाट में संग्रामी कमेटी बनावें जो की वोनस की लड़ाई वो हड़ताल को सफलता की ओर ले जाय, किन्तु ऐक्सन कमेटी का ये ऐलान की डिपाट डिपाट में कमेटी बनाया जाय सुन कर इन्टक वाले भयभीत हो गये और इस तरह की कोई कमेटी न बने इसका भी वो लोग पूरी तरह से खिलाफत किया।

आज आप लोग जौन से ये पुछ सकते है की मजदुरों के ऐकता को क्यों खतम कर दिया? हड़ताल का क्यों मजाक उड़ाया, जो हड़ताल के नाम पर चन्दा उठाया वो क्या हुआ?

अगर आज जौन को लड़ाई लड़ने की साहस नही है तो हमारा साथ दे, लड़ाई के रास्ते में रोडा न खड़ा करे, कम्पनी के सीने का डाल न बने, और ऐक्सन कमेटी की पुराने गाड़ी के पीछे अपनी नयी गाड़ी जोड़ दे, क्यों की वो गाड़ी अब चलने वाली नही है, फिर देखो हम मजदुर सफलता की चोटी तक जरूर पहुंच कर रहेंगे।

दोस्तो इस साल वागन कम्पनी का मुनाफा गये साल के वनीसवत ३३ लाख रुपैया ज्यादा मुनाफा हुआ है यानी पीछे साल था ६,११,८२६ रु० और इस साल १२,५६,६८६ रु० तक पहुच गया लेकिन असल मुनाफा कम्पनी को ४७,००००० रु० हुआ है जिसमे वो क्वार्टर, अस्पताल, मसीन इत्यादि में खर्च निकाल कर खास मुनाफा १२,५६,६८६ रु० मुनाफा दिखा रहा है ये पहाड़ जैसा मुनाफा होने के व वजुद कम्पनी वोनस के मद में जो की ६५ दिन का दिया जाता है उसमें सिर्फ ५५,२८,४१ रु० खर्च होता है, अब अगर हमारी मांग के मुताबीक कम्पनी ४ महीने का वोनस दे तो ११,८५,६८२ रु० उसका खर्च होता है, तो इस १२ लाख रु० जो मुनाफा कम्पनी ने किया उससे भी उसके पास कुछ बाकी रह जाता है।

आपलोग सुनकर आश्चर्य होंगे की इसी कम्पनी ने हवड़ा-वर्न के मजदुरों को ६७३ दिन का वोनस श्रम-अदालत के फैसले के मुताबीक देने को मजबूर हो गयी। (श्रम-अदालत की वोनस अदा करने की नीति ये है की जो सही खर्च कारखाने के लिये हुआ उससे बचा हुआ पैसा का ७५ प्रति सत वोनस दे।) इसी फैसले के बुनियाद पर ४ महीने से ज्यादा वोनस ले सकते है।

इसको कम्पनी का मुनाफा करोड़ों करोड़ रुपैया हुआ अभी तक कम्पनी का हिसाब प्रकाशीत नही हुआ जिसके वजह से आपलोगों को मुनाफे का सही आंकडा नही बता सकते, किन्तु गये साल का मुनाफा देखते हुऐ जरूर अन्दाजा लगाया जा सकता है। गये साल इसको कम्पनी करोड़ों रुपैया तरह तरह के खर्च दिखा कर खास मुनाफा हुआ था १,१७,४६,४६६ रु० और डीवीडेन्ड का ऐलान किया १० परसेन्ट।

इस साल उत्पादन ज्यादा, खर्च कम और कम्पनी ने १५ परसेन्ट डीवीडेन्ड ऐलान किया।

देखा जाता है की कम्पनी उत्पादन बढ़ता जा रहा है लेकिन मजदुरों का वोनस नही बढ़ रहा है।

एक और आश्चर्य की बात ये है की भारत सरकार विदेशी ३० करोड़ रुपैया कर्ज का जमानत दार है जो की इस कम्पनी को मिला है, और १८ करोड़ रुपैया कर्जका ५ साल के लिये सैकडा ५ रु० सुद माफ करा दिया है, लेकिन भारत-सरकार मजदुरों के वोनस को नही दिला सकती। कम्पनी ने अभी तक वोनस का ऐलान नही किया लेकिन हम साफ कह देना चाहते है की ४ महीने से कम का वोनस नही लेंगे। ये मांग सिर्फ वर्णापुर-कुल्टी के मजदुरों का ही नही बल्की गोवा, मनोहरपुर-चिड़िया का भी आवाज है।

दोस्तो आज वोनस की लड़ाई में आपके साथ मारटीन-वर्न फ़ेडरेशन की नेतृत में रानीगंज, हवड़ा वर्न, हगली डग, हेड ऑफिस, गल्फा-बाड़ी, गोवा, मनोहरपुर इत्यादी के मजदुर साथ है। आप लोगों के सामने वोनस ही लड़ाई नही बल्की ग्रेड की बढ़ती, महंगाई की परिवर्तन, वोनस कटौती के विरुद्ध और दुसरे २ मांग कम्पनी के जुल्म के खिलाफ ऐसे बहुत से सवाल है। इस लिये हमारी आप से अपील की हरेक डिपाट मिल कर एक स ग्रामी कमेटी बनावे जिसमे की इन्टक के भी साथी हों और वोनस का आवाज उठावे तथा दूसरी दूसरी मांगो का भी चर्चा करें। ये कमेटी आन्दोलन का सही रास्ता देगी जिससे हमे उम्मीद है की ४ महीने का वोनस हासिल करने में हमें सफलता होगी और हम अपने संगठन को भी मजबूत रख सकेंगे।

(१) इन्कलाव जिन्दावाद।

(२) वारीसाहव जिन्दावाद।

(३) ४ महीने का वोनस लेकर रहेंगे। युनाथेटेड युनियन, वर्णापुर-कुल्टी

वामपदी मुखर्जी

युग सम्पादक

برنپور کلٹی گوانٹو ہر پور پور پوریا کے مزدوروں کیلئے یونائیٹڈ یونین (ایکشن کمیٹی)

اپیل

- ★ چار مہینہ بولس حاصل کرنے کے لئے تمام مزدور متحد ہو کر جدوجہد کیجئے۔
- ★ ڈپارٹ ڈپارٹ میں تحریک چلانے کے لئے سنگرامی کمیٹی بنائیے
- ★ منافع کی بنیاد پر پوجا سے پہلے بولس حاصل کرتے کے لئے اندولن شروع کیجئے

دوستو!۔ ہر ایک سال پوجا سے پیشتر تمام ہی کل کارخانوں خاص کر بنگال میں بولس حاصل کرنے کے لئے سخت جدوجہد کرنا پڑتا ہے۔ برنپور و کلٹی کے مزدور بھی بولس کے لئے برابر اندولن کرتے آئے ہیں۔ اس سال برنپور خاص کر ونگن فیکٹری کے مزدوروں نے جون مہینہ کے آخری ہفتہ سے ہی بولس کا اندولن شروع کر دیا ہے۔ کمیٹی نے ۲۶ جون کو ایک نوٹس کے ذریعہ آگاہ کیا تھا کہ ۳۰ جون کو ۶۵ روز کا بولس مزدوروں کو دیا جائے گا۔ لیکن مزدور نے اپنے مطالبہ کے مطابق بولس نہ ملنے دیکھ کر اس کا بائیکاٹ کیا اور اپنے اتحاد و ناراضی کا مظاہرہ کیا۔ اس بائیکاٹ کی تحریک میں انٹک و ایکشن کے مزدور شامل ہیں اور انٹک یونین و ایکشن کمیٹی دونوں نے ہڑتال کا نوٹس بھی دے دیا۔

لیکن اب رشید آپ لوگ نہیں جانتے کہ اس ہڑتال نوٹس کا کیا نتیجہ نکلا۔ ایک طرف تو حکومت کی طرف سے اس نوٹس و ہڑتال کی کوئی خبر گیری نہ کی دوسری طرف انٹک و اے مرکزی ملازمین کی ہڑتال کو توڑنے میں اور ان ظلم کرنے میں اتنے مصروف رہے کہ ونگن کی ہڑتال کو سچھے ڈھکیس دیا۔ یہ بھی آپ کو اچھی طرح جانتے ہیں کہ انٹک والوں نے اسی ونگن کی ہڑتال کے نام پر زور شور سے ہزار ہا روپیہ چندہ وصول کیا اور والیٹی بھی بھرتی کئے۔ لیکن اس کے باوجود آج پھر حکومت کے رحم و کرم پر پڑے حکومت کا منہ دیکھ رہے ہیں کہ شاید کچھ دلا دے۔ ہڑتال کے نام لینے سے وہی انٹک کے نیتیا خوفزدہ ہو جاتے ہیں حکومت کے خطاب سے کانپ جاتے ہیں جو کہ ہڑتال کے لئے بڑا زور دکھا رہے ہیں۔

دوستو!۔ ہمارے نمائندے نے اس ہڑتال و نوٹس کے متعلق جب چیف لیبر کمشنر دہلی سے گفتگو کیا تو اس نے صاف بتلایا کہ ہم کو اس کے بارے میں معلوم نہیں اور نہ انٹک کی طرف سے ہی کچھ خبری۔ گلگتہ کے لیبر آفس بھی لاعلمی ظاہر کرتے ہیں اور ادھر جون اعلان کرتا ہے کہ یہ بولس کا کیس مرکز کو دے دیا ہے تو حال جیل کر انٹک کے نیتیا مزدوروں کے اتحاد و اندولن کو نقصان پہنچا رہے ہیں۔

دراصل ہم لوگوں نے اس ہڑتال کی کمیٹی کے ہڑتال نوٹس دیکھ کر اس کے تائید میں ہڑتال کا نوٹس دیا تھا اور مزدوروں کو یہ مشورہ بھی دیا تھا کہ ڈپارٹ ڈپارٹ میں سنگرامی کمیٹی بنائیں جو کہ لڑائی کا صحیح راستہ بنانے میں مدد دے گی۔ لیکن ایکشن کمیٹی کا یہ اعلان رشید انٹک والوں کے لئے خطرہ ثابت ہو رہا تھا۔ وجہ سے ان لوگوں نے کمیٹی کے قیام کی زبردست مخالفت کی۔

آج آپ لوگوں کو جون سے یہ پوچھنے کا حق حاصل ہے کہ :-

● کیوں مزدوروں کے ہتھیار کو توڑ دیا۔ ● کیوں بولنس کے لئے لکھتے ہوئے اندولن اور ہسٹال کو ناکامیاب کیا ؟

● جو روپیہ ہسٹال کے نلم پڑھوں کیا اس کو کس معرفت میں لایا ؟

آج اگر جون کو لڑائی لڑنے کی طاقت نہیں ہے تو اکیشن کمیٹی کی تائید کر لیجئے۔ کمیٹی کے لئے ڈھال بنا چھوڑ دے اور اپنی گاڑی کو ہماری پرانی گاڑی کے پیچھے جو دے۔ کیونکہ اب وہ گاڑی چیلنے کی نہیں۔ دیکھو پھر مزدور کا میاب ہو کر بولنس حاصل کریں گے۔

دوستو۔ اس سال دیگر کو ۷ لاکھ روپیہ منافع حاصل ہوا ہے اور اس میں سے تمام کارخانے سے متعلق اخراجات کالی کر خاص منافع ۵۹۶,۹۸۸ روپیہ ۱۲ روپے

ہوا جو کہ گذشتہ سال کے خاص منافع سے ساٹھ تین لاکھ زیادہ ہے گذشتہ سال کا خاص منافع تھا۔ ۹,۱۱,۸۲۹ روپیہ۔

یہ پہاڑ جیسا منافع حاصل کرنے کے بعد کمیٹی بولنس صرف ۶۵ روز کا دینا چاہتی ہے اور یہ ۶۵ روز کا بولنس دینے میں کمیٹی کا صرف ۸۴,۸۳۱ روپیہ خرچ ہوتا ہے یہ روپیہ کمیٹی کے غار نمائیت میں جاتا ہے اب اس منافع کو دیکھتے ہوئے اگر اکیشن کمیٹی چار ماہ کا بولنس طلب کرتی ہے تو کوئی ناجائز نہیں ہے کیونکہ چار ماہ کا بولنس کے ادا کرنے میں کمیٹی کا روپیہ خرچ ہوتا ہے کم و بیش دس لاکھ پھر بھی کچھ روپیہ باقی بچ جاتا ہے۔

دوستو۔ آپ لوگ سنکر متعجب ہوں گے کہ یہ کمیٹی گذشتہ سال پوڑہ بزن کے مزدوروں کو ۹ ۱/۲ دن کا بولنس عدالت کے فیصلہ کے مطابق دینے کے لئے مجبور ہوئی تھی۔ لیکن گورٹ کا بولنس ادا کرنے کا نظریہ یہ ہے کہ کارخانہ کے تمام خرچ نکال کر خاص منافع سے ۵۷ فی صدی مزدوروں کو دیا جائے (اسی لیر کو رٹ کے فیصلہ کے مطابق ہم چار ماہ کا بولنس مزدور حاصل کر سکتے ہیں۔

انڈین آئرن اینڈ اسٹیل کمپنی :- اس کمپنی میں بھی اس سال کافی منافع ہوا ہے اگرچہ ابھی تک کمیٹی کا حساب معلوم نہیں ہو سکا جس کی وجہ سے منافع کی صحیح تعداد ہم آپ کو نہیں بتلا سکتے۔ لیکن گذشتہ سال کے منافع کو دیکھتے ہوئے اندازہ ضرور لگایا جا سکتا ہے۔ کیونکہ پچھلے سال کی قسم کے مد میں روپیہ کیا گیا تھا اس کے باوجود گذشتہ سال کا منافع تھا ۳,۶۹,۳۹۱ روپیہ۔ اس سال خرچ میں کمیٹی کی بونی اور لوہا کی پیداوار زیادہ ہوئی ہے۔ راجھی تک کمیٹی نے بولنس کا اعلان نہیں کیا البتہ ۱۵ فی صدی ڈویڈنڈ کا اعلان کیا۔ یہ بھی آپ لوگوں کو معلوم ہونا چاہیے کہ عبارت سرکار بدلی قرض۔ ۳ کروڑ روپیہ کی ضمانت دار ہے جو کہ اس کمیٹی نے لیا ہے اور اگر ڈیفرنس کا پانچ سال کا سود جو کہ پانچ فی صدی ہے حکومت نے موقوف کر دیا ہے۔ تو دیکھا جاتا ہے کہ کسبھی کچھ بڑھ رہا ہے لیکن مزدوروں کا بولنس نہیں بڑھ رہا ہے

ابھی تک کمیٹی نے بولنس کا اعلان نہیں کیا۔ ہم صاف کہنا چاہتے ہیں کہ ہمارا مطالبہ ہم ماہ کا بولنس جائز ہے اس سے کم لوگ لینے کو تیار نہیں ہیں یہ آواز صرف بزن پور و کلٹی کے مزدوروں کی نہیں ہے بلکہ گوا، منور پور، چڑپاکے مزدور بھی شامل ہیں۔ جو کہ آج تک صرف ۲۰,۲۵۰ روپیہ ہوا اور پر گزر رہے ہیں۔ انڈین آئرن فیڈریشن کی طرف سے بھی بولنس کی لڑائی شروع ہو چکی ہے۔ رانی کچ، بوڑہ بزن، ہیڈ آفس سہنگی ڈگ، گلگا باڈی اور منور پور، گوا وغیرہ کے مزدور فیڈریشن کی رہنمائی میں آواز بلند کر رہے ہیں۔ بولنس کی لڑائی کے ساتھ ساتھ گریٹ میں تبدیل مہنگی بے تبدیلی۔ بولنس کو تیز مالکوں کا ظلم اور دوسرے مطالبے وغیرہ بہت سے سوال ہیں۔ جس کے لئے جدوجہد لازمی ہے۔ اس لئے ہماری تمام بجائیوں سے اپیل ہے کہ خواہ انگلہ کے ہوں خواہ اکیشن کے، آپ لوگ ڈپارٹ کمیٹیاں بنا لیں اور زور دار

اندولن کے لئے مستحق ہوں۔ پوسے کارخانہ میں بولنس کی آواز دوسرے مطالبوں کی ابت جیسے مزدور سے شروع کیجئے۔ ہم کو امید ہے کہ چار ماہ کا بولنس ضرور وصول کر کے رہیں گے اور دوسری انگوں میں بھی ہماری کامیابی ہوگی۔ انقلاب زندہ باد۔ باری صاحب زندہ باد۔ چار ماہ کا بولنس لے کر رہیں گے۔

۲۵-۶

المشترہ :- جو انٹرنیشنل سکرپٹری - ہمایوڈ مکھرجی - یونائیٹڈ یونین - بزن پور

بلاڈاڈر سٹیٹ بولائی دت اسٹریٹ کلکتہ

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
BARAKAR 133
WA ROAD,
J. KULTI
BURDWAN

BARI

Branch Office:

Phone :- ASAN80L 2737
P. O. BURNPUR
DT. BURDWAN

Dated 28.6.60. 196

To
The Hon'ble Labour Minister,
Govt of West-Bengal,
Writers' Building,
Calcutta.

Sir,

Re: Profit Sharing Bonus to be paid to the employees
of the Indian Standard Wagon Co. Ltd. Burnpur.
for the year 1959-60.

We have the honour to invite your attention to the fact that the management of the Indian Standard Wagon Co. Ltd have declared 65 days' wages as Profit Sharing bonus for their employees for the year 1959-60 and hurriedly they have fixed the date of payment also i st. July 1960.

On each and every year and on number of occasions when we meet you we have brought to your notice that the management of this concern are paying much less bonus to their employees than what is being paid by other concerns of similar nature in the state of West-Bengal. The 4 th. Industrial Tribunal presided over by Mr. Van awarded three months' wages as bonus to the employees of Burn & Co. Howrah Works and that bonus related to the yr. 1955-56, whereas the I.S.W. Company which has scored much higher profit this year than what they had in 1955-56 has granted only 65 days' wages as bonus.

We take strong exception to the Co's declaring so low a bonus and demand that at least 4 months' wages should be paid to the employees as Profit sharing bonus which is in our opinion a modest claim.

We further, beg to state that from the yr last 1955 we are demanding P.S. Bonus on basis of profit of the Company but as yet no such basis was fixed nor any quantum fixed by the Company nor any attempt was made from the Govt for a happy settlement of this burning issue pending from long ~~years~~ ^{time}. This state of affairs

Regd. No. 3389

(Affiliated to A. I. T. U. C.)

Contd....

This state of affairs are leading the workmen to utter despair and the workmen of I.S.W. Co. are so much agitated that there is every possibility of adopting any kind of suitable action on this issue.

So, we would earnestly request you to take the matter seriously and take this urgent issue with the management of the I.S.W. Co. immediately and kindly inform us the results at an early date.

Awaiting an early action.

Yours faithfully

J. B. P. Modkys
GENERAL SECRETARY.

Copy to the General Manager, I.S.W. Co. Ltd. Burnpur.

The Asst. Labour Commissioner, Asansol.

Dated 3.8.60.

To

The Hon'ble Chief Minister,
Govt. of West Bengal,
Calcutta.

Sir,

We feel extremely sorry at the discriminatory attitude shown, of late towards our Union by your Labour Directorate in the matter of Industrial Dispute. Previously there has been discrimination but it was in a very subtle form, but in recent days, such discrimination between Unions and Unions has become loudly pronounced.

The following instances will illustrate our point.

(a) Voluntary arbitration was initiated over Melting Shop bonus scheme at the instance of the Workmen of the Indian Iron & Steel Co. Ltd. Burnpur and their representatives of the workmen were a party to the proceeding despite there remaining a recognised Union viz: the Asansol Iron and Steel Workers' Union. After the publication of the award of the learned Arbitrator, a dispute arose with regard to its interpretation and the workmen referred the issue to the Jt. Secy. Labour Dept. Govt of West. Bengal for having it interpreted under Section 36 A of the I.D. Act. But the saddest part of the Joint Secretary's intimation is that the matter having been taken by the Company with the Asansol Iron & Steel Workers' Union, the Govt. would not interfere.

(b) You will appreciate, this matter was not within domain of the so-called recognised Union, since the entire proceeding was conducted by the Workers' representatives in view of the fact that the said so-called recognised Union failed to solve the bonus problem, but when the Govt. itself holds the briefs for Company and the so-called recognised Union we do not know where as should turn for justice.

(c) Recently, we served a strike Notice on the management of the Indian Standard Wagon Co. Ltd. Burnpur and the so-called Asansol Iron & Steel workers' Union also did so. As per the provision of the Industrial Dispute Act, it is incumbent on the Labour Directorate to start conciliation proceedings over the strike issue with the parties in dispute being participants, but with regard to this strike notice our Union was not even consulted. As the dispute has been heading towards a general strike with consequent loss of national production, our representatives including the signatory met the Labour Commissioner and Deputy Labour Commissioner, at Calcutta in order to ascertain what the Govt. has been thinking about the dispute. The replies that were offered could have shocked even the diehard skeptics of democracy. It was told that the matter was being looked into by the Central Govt. and Mr. Abid Ali, Dty Labour Minister, is in possession of the case. It was further given out that the policy of the Govt is this that they would not discuss any dispute with a Union which is not recognised. We consider this policy a negation of democracy and it violates the Constitution in a flagrant manner. Should this policy be pursued by the Govt. we feel a real crisis is creeping into the field of industrial adjudication as also in the field of Trade Unionism. Secondly this dispute is absolutely within the purview of the State Govt. and the Central Govt. can not possibly have any say save in the capacity of an adviser as a superior Govt. authority.

(d) In this connection a number of instances can be cited, but as this would write out the entire letter we refrain from doing so. We only tell you that most of our letters written to the Asst. Labour Commissioner go unanswered and in case one or two of them evoke any reply we have the stereotyped answer echoing the version of the company without consequential relief.

We feel that the attitude of the Govt in dealing with industrial disputes has and is precipitating a crisis and should this attitude be allowed to continued we apprehend that the machinery for industrial adjudication will lose its meaning so far as the workers are concerned.

We urge upon you and your Govt to take note of the situation that will crop up in the trade Union movement of our country out of this discriminatory Govt. policy and to take steps for the revision of this attitude.

Yours faithfully,

General Secretary.

United Iron & Steel Workers' Union.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Office:
RAKAR 133
A ROAD,
KULTI
BURDWAN

BARI

Branch Office:
Phone :- ASANBOL 2737
P. O. BURNPUR
DT. BURDWAN

Dated 10.8. 1960

To
The Hon'ble Chief Minister,
Govt. of West Bengal,
Calcutta.

Dear sir,

Re. Strike notice served on the I.S.W.CO.
at Burnpur, Burdwan.

With further reference to our letter No. nil of 3rd instant, we beg to intimate you that as per the advice of your Labour Commissioner and your Dy. Labour Commissioner, we had contacted the Regional Labour Commissioner(Central) at Calcutta in order to ascertain whether the above matter was being really dealt with by the Central Govt. The Central Labour Commissioner exhibited the greatest surprise and told us that he was quite ignorant of the strike notice served by the workmen of the Indian Standard Wagon Co.Ltd. and its handling by the Central Govt. as alleged. He, in turn, advised us to contact the State Govt. in this matter.

We are sadly at a loss to understand what does this hide-and-seek policy of the Govt. mean. Under the provisions of the U.D. Act. when the workmen of the concern declared a Public Utility service strike notice on their employer, the State Govt. must start a Conciliation Proceeding with the parties to the Dispute. We find that this mandatory provision of law is being flouted by the Govt. itself and the entire Govt. machinery is being geared to help a particular union in violation of all canons of natural justice.

We demand a categorical statement of the Govt. on this point, so that our future course of action can be chalked out in the context of Govt. statement.

Yours faithfully,

Bana Pada Hoojya
General Secretary.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

BARI

Ref. No. _____

Dated 24.8.60. 196

To

The Regional Labour Commissioner (Central)
12 Chowringhee Square,
Calcutta.

Sir,

Re: Profit Sharing Bonus for I.S.W & I.I & S.Co.
Ltd. for the year 1959/60.

With reference to our letter dated last 1.8.60 we regret to state that we were not favoured with any reply as yet. However, our representative met with you on the last 4 th. Aug. or so at your Office and he was informed that you had nothing to do in this matter as the matter falls under the purview of West-Bengal State.

Now we came to know that you have arranged for a tripartite conference in connection with the above matter on 27 th. Aug. 1960 to settle the matter but you have not invited us to take part in the same though we represent the maximum workmen of the above Companies.

So, we would request you to allow us to participate in the above conference.

Awaiting an early reply.

Yours faithfully

J. B. P. Goswami
GENERAL SECRETARY.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
Phone :-BARAKAR 183

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

BARI

Branch Office:

Phone :-ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Ref. No. _____

URGENT.

Dated 31-8-60. 196

To

Sri.K.G.Sriwastava,

4 Ashok Road,

New-Delhi.

Dear Comrade,

Re:Profit Sharing Bonus Issue.

We are enclosing herewith copies of all correspondences along with a copy of strike notice regarding above matter. We did not receive any reply from any one as yet. Everything will be cleared on your perusal of these copies. Recently Regional Labour Commissioner, Central, Mr. Aluwallia called a tripartite conference at his Calcutta Office on the last 27 th. Aug. with INTUC only. When Com. Nitish Seth met with him at his Office on the last 28 th. or 26 Mr. Aluwallia told our Com. Seth that he was directed by the Central Labour directorate only to talk with INTUC Union and as such he could not call us to participate in the same, his hands were tied etc etc. Previously also West-Bengal State Labour directorate said so and we protested against it. If this is the position then a strong protest on behalf of AITUC should be made towards Central L.M. immediately and questions should be raised in parliament for this discriminatory behaviour of the State & Union Govt. both. Com. Nitish Seth had talk regarding this matter with Com. I. Gupta at Calcutta. We already sent copies of letters to Kenuji in her Delhi address.

P.T.O.....

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
Phone :- BARAKAR 183
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

BARI

Branch Office:
Phone :- ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

-2-

Ref. No. _____

Dated _____ 196

Kindly do the needful in this matter and let us know the steps taken on behalf of AITUC at an early date *& advise us what to do.*
Regarding our conference date we wrote to Com. I. Gupta, Benudl proposing the date for the same from 10 th Sept to 15 th. Sept. We did not receive any reply from any of them as yet. However, Taner Hossain Sahab is going to Delhi from his home. Our regards and love to you all comrades there.

Awaiting an early reply.

With T.U. Greetings,

Brotherly yours,

Bama Pada Mookerjee.
(Bama Pada Mookerjee)

Jt. Secy.

Sept 6, 1960

Dear Com. Bamapada Mukerjee,

Your letter of 31st August.

We have already moved in the matter and written to the Union Labour Ministry, copy of which has already been sent to you. The case is being pursued and we shall write to you again when anything is known from the Ministry.

Meanwhile, if you are called by the RLC, please do inform us.

With greetings,

Yours fraternally,

K.G.

(K.G. Sriwastava)

Com. B.P. Mukerjee,
United Iron & Steel Workers Union,
Burdwan.

Subject : DISPUTE BETWEEN THE MANAGEMENT OF THE INDIAN STANDARD WAGON CO. BURNPUR AND THE INDIAN IRON AND STEEL CO. BURNPUR AND KULTI AND THEIR WORKMEN REGARDING THE QUESTION OF PROFIT-SHARING BONUS.

The West Bengal Govt is the appropriate Government under the Industrial Disputes Act, 1947, in respect of the dispute referred to above. The Asansol Iron & Steel Workers Union, Burnpur, and Kultih has been recognised by the managements of the Co's referred to above. Both the Managements and the ^{Union propose to have informal discussions on the dispute} regarding profit-sharing bonus. They sought the good offices of the Central Govt. and requested that an officer of the Central Govt should be made available as an observer. Accordingly the Regional Labour Commission, Calcutta, has been asked to help the parties informally to reach an amicable settlement between themselves. An officer of the West Bengal Govt. has also been associated for the same purpose, in the above mentioned informal discussions. The presumption made by the United Iron and Steel Workers' Union (, which has not been recognised by the management of the Indian Iron and Steel Co. Ltd. and the Indian Standard Wagon Co. Ltd.) that tripartite discussions are taking place ^{under} ~~was~~ the Industrial Dispute Act, is not correct.

5 SEP 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Office:
BARAKAR 183
A ROAD,
KULTI
BURDWAN

BARI

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Dated 3-9-60. 196

To
The Hon'ble Labour Minister,
Govt. of India,
New-Delhi.

Sir,

Re: Profit Sharing Bonus to the workmen of
M/S. The Indian Iron and Steel Co. Ltd and
M/S. The Indian Standard Wagon Co. Ltd, Burnpur
Dt. Burdwan (West-Bengal) for the year 1959-60
And
Discriminatory attitude of the Central Govt.
towards us.

We beg most respectfully to draw your kind attention to the following matter for your information and immediate intervention.

That the Indian Standard Wagon Management declared P.S Bonus for the yr 1959/60 as 65 days' wages to the workmen of the above company and they also fixed the date for payment on the last 30 th. June and 1 st. July. We protested against it and demanded 4 months' wages as bonus for this year on basis of increased profit of the I.S.W-Co for the yr 1959/60. The Wagon Company made a profit (net) of Rs. 9,11,829 last year and they declared bonus as 65 days' wages in the last year. But this year the said company scored a higher net profit of Rs. 12,59,986 and we do not find any justification of Co's declaring 65 days' wages as bonus when they made a profit of more than 3 lacs of rupees higher than that of last year. As such the bonus was boycotted by all the workmen and consequently we served a strike notice upon the ISW Co. on the last 4 th. July demanding 4 months' wages as profit sharing bonus. The INTUC Union also served the strike Notice on 1.7.60. But we regret to state that no action was taken by the state Govt in this matter as yet though we repeatedly wrote to the Hon'ble Labour Minister Govt of West-Bengal.

P.T.O.....

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :-ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

-BARAKAR 133

DWA ROAD,

D. KULTI

BURDWAN

BARI

-2-

Dated _____ 196

Later on our representative met with the L.C and D.L.C of the state and they said to our representative that the dispute of bonus specially of ISW and IISCO.Ltds being seen by the Central Govt and our representative was directed to meet with the L.C (central) at Calcutta. It is a matter of great regret that when our representative met with the Regional L.C (central) he got replies that the case was purely a state matter and he had nothing to say. However, we again made representation to the state authority without any result. However, on a later date we came to know that the Regional Labour Commissioner (central) of Calcutta called a tripartite conference on bonus issue on the last 27 th. August '60 without making us party to the same. Our representative met with him in the last of August as we demanded for becoming party to the same conciliation proceedings. But the Regional L.C. stated that he was advised by the Centre only to call the INTUC union to participate in the proceedings and his hands were tied and as such he could not talk with us.

We are very much aggrieved of this discriminatory attitude shown towards us by the Central Govt representative and we strongly protest against this attitude. We do not expect stepmotherly attitude from the Central Govt.

However, we beg to mention that the Hon'ble 4 th. Industrial Tribunal presided over by Mr. Ban awarded three months' wages as bonus to the employees of Burn & Co. Howrah of the same Managing Agents for the yr 1955/56 whereas the I.S.W.Co. have scored much higher profit this year than they had in 1955/56, have granted only 65 days' wages as bonus. Further the hon'ble tribunal laid down a principle that 75% of available surplus should be paid as profit sharing bonus to the workmen and this principle was confirmed by the Hon'ble Supreme Court of India and if this principle is taken into consideration then the workmen of ISW Co. will receive much higher bonus than 4 months' wages and in this consideration our demand is very just and measure.

We also demanded 4 months' wages as bonus for the workmen of I.I & S.Co.Ltd and your honour is quite aware of facts that the IISCO. makes net profit more than a crore of rupees after keeping several crores of rupees reserve for several reserve accounts. In this year the management of I.I & S.Co did not declare the quantum of P.S. bonus as yet.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :-ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

BARI

-3-

Dated _____ 196

The Indian Iron however, declared dividend of 15% to be paid to the Shareholders this year as an interim arrangement more than 5 % paid in previous years. So naturally on basis of expected higher profit the workmen demanded 4 months' wages as P.S. bonus.

We did not receive any decision either from the Company or the State Govt or the Union Govt in this matter.

As this is a burning issue at present we would suggest that the above Companies should pay at least 3 months' wages ^{before Poojas} / as interim bonus and the dispute may be referred to the Industrial Tribunal for final settlement.

As The workmen in general are very much agitated on this issue and they demand payment of higher P.S. bonus than of 65 days' wages and the payment must be made before Poojas we would request you to intervene in the matter immediately for a happy settlement to avoid any industrial unrest in this zone.

Lastly we hope that this will receive your immediate attention.

Awaiting an early reply.

Yours faithfully

Bama pada Mohanty.
GENERAL SECRETARY.

Copy to the Genl. Secretary A. I. T. U. C.
for information & necessary action.

True Copy.

D.B. No. 23/15/60-LR-11
MINISTER FOR LABOUR
New Delhi, Sept. 9, 1960.

My dear Shrimati Renu Chakrabartty,

Kindly refer to your letter dated the 19th August 1960. I have since received a telegram from Shri Indrajit Gupta, MP, and a letter from the United Iron & Steel Workers' union, Burnpur, on this subject. Under Industrial Disputes Act, 1947, the West Bengal Government is the appropriate government in respect of this dispute. A note explaining the circumstances leading to the association of an officer of the Central Govt in informal discussions is enclosed for your information.

With kindest regards,

Yours sincerely,

Sd/ G.L. NANDA.

Shrimati Renu Chakrabarty,
Member Parliament,
215, North Avenue,
NEW DELHI.
Encl: 1.

6 SEP 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
BARAKAR 13'
WA ROAD,
D. KULTI
BURDWAN

BARI

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Dated 14 th. Sept 1960.

To
The Hon 'ble Chief Minister,
Govt of West-Bengal,
Calcutta.

Sir,

Re: Profit Sharing Bonus for the yr. 1959/60 to the workmen of M/S. I. I & S. Co. Ltd (Burnpur & Kulti Works) and M/S. The Indian Standard Wagon Co. Ltd. Burnpur.

Further to our letter No. Nil of 3 rd. Sept 1960 we beg to inform you that we have received a note of Sri. G. L. Nanda, hon 'ble Labour Minister, Govt of India (copy enclosed herewith) thro' our Vice-President, Sm. Renu Chakravorty M.P. to the effect that under the Industrial Dispute Act, 1947 the West-Bengal Govt. is the appropriate Govt. for dealing with an Industrial Dispute.

You will agree, we are also the representatives of the workers of Burnpur & Kulti and ' had served a strike notice on the management of the I. S. W. Co. Ltd over the issue of Profit Sharing bonus and as such the Govt. can not discriminate between Unions and Unions in dealing with an Industrial Dispute. Any discussion of whatever character it may be over the same dispute should have the association of our Union, and the Asansol Iron & Steel Workers' Union alone can not claim participation in such discussions under law.

We hope, you will not allow a statutory machinery to deviate from the path of justice and act in a partisan spirit. We claim participation in bonus discussions as a matter of right and fervently hope your acquiescence thereto.

Enclo: 2.

Yours faithfully

Bama Pade Mooking
General Secretary.

268

Kendwa Road,
P.O. Kullu
Dr. Burdwan
7th Sept '60

Dear Com. Elias,

Your telegram, ^{on 5th instant} and ~~your~~ letter, (2230/129) - both reached me, though not quite regularly.

Your letter of 23rd Aug, addressed to Bombay was sent to me on 5.9.60 though the contents were seen by Bombay people.

I state below the position re: Moulvi Sahab's passport and on the basis of the same please instruct as to what to do.

Moulvi Sahab's whereabouts are not known to us just at the present moment. He was scheduled to reach and start for Delhi on 5th instant from his home at Allahabad where he had gone on receiving the news of his father-in-law's death, sometime back.

As to the passport, Moulvi Sahab could not find it out for me at when I enquired of the same about a month back. Bamapada Palen & Mess also searched for it in the office but to no purpose.

This time, after receiving telegram I again had been in Bombay and asked our friends here to make a thorough search for the passport. But it appears that the passport is missing.

Please advise how to get a duplicate passport or should he apply for a new one on the basis of the old?

If Deherbhai is at Delhi, please give him detailed instructions after obtaining necessary information from the Foreign Affairs Ministry.

If you want me to move in this matter please acquaint me with all detailed information. But better still, if you kindly communicate with Comrade Bamapada Kerkhoje who being a man on-the-spot will be able to move more effectively. And I am to move via Bombay which means a bit of delay.

On Tuesday I am awaiting further instructions to

1. not in this regard.

x x x
Now, I am going to ask you to take some trouble for our sake, I mean, party's sake at Kulti. We badly need a bicycle for disbursement (Daily) Swadhineta in ~~the~~ area. We can somehow afford to spend Rs 150 = maximum for a cycle. Can you arrange for a new cycle from Sir Raleigh within the above quoted price? Naturally, a cycle at concessional rate amounting to Rs 150 = will be, I hope, quite a good one for our rough use.

Can you help in this matter without compromising your position? Please let me know. We want to have it ~~in~~ just after the Pujahs. So arrange for it before you leave for Moscow.

Hoping to hear from you soon,
With love & regards,
Nidhi Cete

अन्तर्देशीय पत्र
INLAND LETTER



Md. Elias M.P.
North Avenue,
New Delhi

तीसरा मोड़ Third fold

भेजने वाले का नाम और पता :- Sender's name and address

ADDRESS ENSURES
QUICK DELIVERY



Nidhi Cete

cut here

12 8 SEP 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

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

BARI

Branch Office:
Phone :- ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

Ref. No. _____

Dated 21.9.60. 196

Com. K. G. Sriwastava,
New-Delhi.

268

Dear Comrade,

We shall be highly obliged if you kindly send us a copy of report of the Working Committee meeting along with resolutions held on the last 11.9.60 at New Delhi, at an early date.

With greetings,

Comly yours

Bama pada Hoskings.

Resolutions have been
printed in T.U.R.
2/9/60
2/9/60

29 SEP 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :--ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

BARAKAR 133

NDWA ROAD,

O. KULTI

DT. BURDWAN

BARI

268

268

No. _____

Dated 26 th. Sept. 1960.

To

The Honourable Chief Minister,
Govt of West-Bengal,
Writers' Building,
Calcutta.

Dear Sir,

Re: Payment of Profit Sharing Bonus for the year
1959/60 to the workmen of M/S.I.I & S.Co.Ltd
& M/S.I.S.W.Co.Ltd. Burnpur.

Further to our letter No. Nil of 14 th. Sept 1960, it is with great regret that we beg to draw your attention to the fact that a serious unrest has been precipitated by the ~~xxxx~~ management of the above companies by circularizing payment of a meagre amount of advance to their workmen in place of Profit Sharing bonus before the Poojas. The intransigent attitude of the management in settling the bonus issue coupled with the withholding of entire bonus payment before the Poojas is indicative of a very unsavoury mentality of the employers towards their employees and condemnable.

Now the Poojas will be over without any bonus being paid to the workmen, we do not see any point in protracting negotiations with the management who will invariably stick to their guns and refuse to budge an inch from the present stand.

We therefore demand appointment of an Industrial Tribunal with this bonus issue so that the issue may be settled once for all. We know, the management will not easily accede to this demand of ours, since as per the formula laid down by the Hon'ble Supreme Court, the Companies shall have to pay a higher percentage of Bonus than they have been paying so long, but this must not deter the Govt. from referring the issue to a tribunal as the issue poses a fundamental question of social justice.

Hope you will see our point and take steps accordingly.

P.T.O.....

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

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

BARI

Branch Office:
Phone :—ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

Ref. No. _____

Dated 10.10. 1960

Dear Comrade,
K.G.Sriwastava,

We received your letter dated 5.10.60 along with Proforma. Returning back the same after duly filled in.

further, we beg to state that to-day we have sent Rs.100/- by M.O. to you towards a part payment of our affiliation fee. After collection of subscriptions from P.S. bonus we shall send the balance.

So, kindly send us immediately a receipt to enable us to face verification which we think will take place very shortly.

As it is most urgent kindly send the same by return post .

fraternally yours

[Signature]
General Secretary.

P.S:-

Kindly refer our telephonic conversation with you. I am very much anxious to meet Com. Dange.

Kindly let us know when Com. Dange will return back in Delhi (Particular date). Then I shall meet him in Delhi. If he does not come Delhi at all then kindly let me know the date when he would come back Bombay.

*By Com. Dange return
to the Person & Family
according to work. He
can be met at all places.
For local B. I. U. & you will
know the programme for this.
In Delhi he is expected to
come up with Mr. Dange to
the meeting. He is in
Delhi for 2 days, 2 at night, he will
be in Delhi for 2 days.*

170
178

268

October 12, 1960

Dear Com. Tahir Hussain, ..

Thank you for your letter of 10th October and the proforma.

Com. Dange now remains either at Poona or Bombay, according to work and he can be met there. You may first try at Bombay and from there you will know, if he is in Poona.

He is expected in Delhi only early November, before going to Moscow. It is not known yet as to how many days he may remain in Delhi then.

With greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)

Jahir Hossain 26 Oct 1960
MEMBER
WEST BENGAL LEGISLATIVE ASSEMBLY
Hirapur Constituency.

Phone No. ASL 2737
Calcutta Office :-
126A, Dharamtalla Street
Calcutta-13
Burdur Office :-
Station Road, P. O. BURNPUR
BURDWAN

Ref. No. _____

Dated 24.10.60.

To
Sri K. G. Srivastav,
4, Asoke Road,
New Delhi.

Dear Srivastav,

I am very much anxious
to see Com. Dange before he is departed ~~to~~
for Moscow. So, please, inform me by wire
as soon as Dange comes down to Delhi.

With kind regards.

Yours ever

Jahir Hossain

Wire - of receiving Secy
1st week ...
morning

Tel. sent
on 27.10.60

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI
DT. BURDWAN

BARI

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Ref. No. _____

Dated 27-10-60. 196

To

Sri. K.G. Sriwasava,
Secretary, A.I.T.U.C.
New-Delhi.

Dear Comrade,

Re: Our Special Second Conference.

We have decided to hold the above conference on 5th. and 6 th. Nov 1960 (5th. Delegate Conference from 9 a.m at Bari Stadium Burnpur & Open Conference at Bari-Maidan at 5-30 p.m on 6 th. Nov.)

We would earnestly request you to kindly join us both the days and thus enable the workers of Burnpur Kulti to gain your valuable guiding in their struggle.

With I.U. Greetings,

Brotherly Yours

H. H. H.
General Secretary.

merge - today

*mm
9/12*

1 OCT 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

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

BARI

Branch Office:
Phone :- ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

Ref. No. _____

Dated 27-10-60. 196

To
Sri. S.A. Dange, M.P.
New-Delhi.

268

Dear Comrade,

Re: Our Special Second Conference.

We have decided to hold the above conference on 5th. and 6th. Nov 1960 (5th. Delegate Conference from 9 a.m at Bari Stadium Burnpur & Open Conference at Bari-Maidan at 5-30 p.m on 6th. Nov.)

We would earnestly request you to kindly join us both the days and thus enable the workers of Burnpur Kulti to gain your valuable guiding in their struggle.

With T.U. Greetings,

Brotherly yours

Hemant
General Secretary.

31 OCT 1960--

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Ref. No. _____

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

BARI

Dated 27. 10. 1960.

Dear Com. K. G. Srivastava,

Kindly join our Conference as we expect hearty. We already sent invitation letter to Com. Mirasikar to Bombay addn. kindly make arrangement to our conf. we can join our conference. Further we have sent letter to Com. Dange also. But we do not know whether Com. Dange will be able or not. If Com. Dange can not come then please arrange for at least a message from Com. Dange towards our conference.

It would be better if you can send our T. U leaders who will be able to come. We have sent invitations as far as practicable and we do not know address of many of our leaders.

So kindly you have to take responsibility to make our conference success.

Our best regards & love to you all,

With greetings,

Brotherly yours

Balraj K. Mohanty

27/10/60.

224
October 31, 1960

General Secretary,
United Iron & Steel Workers' Union,
Station Road,
BURNPUR, ~~Kolkata~~
Dt. Burdwan, W. Bengal

Dear Comrade,

I am glad to receive your kind invitation to participate in your Special Second Conference on 5-6 November. But I regret that due to preoccupations at this end, I am unable to join you on this important occasion.

On behalf of the AITUC, we send you our fraternal greetings and wish your conference all success.

The United Iron & Steel Workers Union was born out of the heroic united action of the steel workers of Kulti and Burnpur, in defence of their vital interests, against the sell-out and betrayal of the INTUC. The union has secured for the steel workers great material benefits during the short period of its militant career and has powerfully defended the steel workers against the onslaught of the employers. We are sure the period ahead will witness an immense strengthening of its activity and organisation in the struggle for better living conditions.

With warm greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)
Secretary

Tahir Hossain
MEMBER
WEST BENGAL LEGISLATIVE ASSEMBLY
Hirapur Constituency.

Phone No. ASL 2737
Calcutta Office :-
128A, Dharamtalla Street
Calcutta-13
Burnpur Office :-
Station Road, P. O. BURNPUR
BURDWAN

Ref. No. _____

Dated 31.10.60.

Dear Com. Srivastav,

if Com. Dange has already
started for Moscow then please arrange to despa-
tch this attached letter to him. This letter
must reach him.

With kind regards,

Brotherly yours,

Tahir

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office;
Phone 1—BARAKAR 133
KENDWA ROAD,
P. O. KULTI
DT. BURDWAN

Branch Office:
Phone :—ASAN80L 2737
P. O. BURNPUR
DT. BURDWAN

BARI

Ref. No. _____

Dated 31.10.60. 196

Dear Com. Dange,

Since long I was very much anxious to meet you and as all along you had been on move I decided to meet when you would ^{be} at Delhi before you start for Moscow. A telegraph message of Com. Srivastav says, that only for a day you will stay at Delhi before you depart for abroad and as such I can not but write you this letter instead of meeting personally.

Conference of our union, as I previously informed, is going to be held on next 5th. & 6th. instants ; your absence in the same is a misfortune to us.

However, let me come to my point which is a real head-ache, to me. The plinth of our union building is on its way of construction. At a good speed, we hope, the construction work will proceed and it will be completed by the next March '61. We therefore, require the X-Ray machine which you promised to us, along with a microscope and some other pathological instruments, before we hold the opening ceremony of the union building. I believe that you will not forget this and will finalise the matter of despatch of the same when you meet your WPTU comrades at Moscow, inspite of that I but fervently request you ^{to} note this matter before you start for moscow.

With my best regards,

Brotherly Yours,

File
Santhosh
XPS

Hari

208

November 2, 1960

Dear Com. Bamapad Mukerjee,

I have your invitation. Many many thanks for the same. Indeed it would be a pleasure and honour to be present in your conference.

But you know Com. SAD is not here. He has left for Moscow this morning after staying here only a few hours. Our session is fast approaching. This all needs my stay at the headquarters. As you know that is none else here.

I am sure coms. Ranen Sen, Mrs. Renu Chakravarty and Indrajit Gupta will be present in the conference.

I have already sent a message of AITUC for the Conference. SAD come here last evening and left early this morning.

I once again beg to be excused for this time being unable to come.

Please inform Com. Tahir Hussain that his letter was received by us three hour after Com. Dange had left. I am sending it to him by post.

With greetings,

Yours fraternally,

(K.G. Sriwastava)

1 NOV 1960

No. 11/24/60-E&I
Government of India
Ministry of Labour and Employment

From

The Joint Secretary to the Government of India,
Evaluation and Implementation Division.

To

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

Dated New Delhi, the

31 OCT 1960

Subject:- Breach of the Code of Conduct by the United Iron
and Steel Workers' Union, Burnpur.

Dear Sir,

I am directed to refer to your letter No.185(2)/U/60,
dated the 15th October, 1960 on the above subject and to say
that according to the information available with this Ministry,
Shri Pushapati Pandey, Vice President of the United Iron & Steel
Workers Union, used such words as 'Chutia', 'Mushar', 'Jilu',
'Dogla', etc., against Shri M. John, President of the Indian /
Trade Union Congress, in his speech at the meeting held at
Burnpur on July 14, 1960. It is hoped you will advise the
leaders of your affiliate to avoid such breaches of the Code of
Conduct in future.

Yours faithfully,

Sanjay
for Joint Secretary.

∠National

See copy to the union
Tixi

268

November 2, 1960

Secretary,
United Iron & Steel Workers' Union,
Burnpur,
West Bengal.

Dear Comrade,

We enclose herewith copy of a letter received from the Evaluation and Implementation Division alleging breach of the Code of Conduct by your Union. Please send your comments at an early date.

With greetings,

Yours fraternally,

^{10/11}
(K.G. Sriwastava)
Secretary

Encl:

268
UNITED IRON & STEEL WORKERS' UNION.

BURNPUR - KULTI.

Regd. No. 3389. xx

SECOND SPECIAL CONFERENCE - 5 & 6 November '60.

General Secretary's Report.

Brother Delegates & Respected Presidium,

We are holding the Fifth Annual and SECOND SPECIAL conference in a moment when the workers of Burnpur-Kulti have reached a new stage after traversing a long and continued path of struggle. Our 1st. conference was held on 28th. & 29th. June 1956 - four and half years have passed. During the 1st. conference 2nd. Five Years' Plan was introduced in the Parliament with all expansion programme of Steel Industry of the country with a target of 4.3 million tons of finished steel in 1960-61 from 1.3 million tons in 1955-56. Indian Iron's programme was to raise the production to 1 million ton from the then production of 5 lacs tons. Now, the 2nd. Plan has come to its end and a draft of the 3rd Plan has been placed before the country. The main feature of the 1st. & 2nd. Plan was industrial expansion at the cost of wage freeze of the workers. AITUC fought this wage policy of the plan, and ultimately the working class of the country defeated this anti-labour policy of the Govt. through their struggles. Apart from that heroic and historical strike launched by 2 million central Govt. Employees ~~strike~~ for 5 days from 11.7.60 to 15.7.60, has added a new chapter in the history of national labour movement. The vindictive attitude of the Central Govt. and deliberate cancellation of recognition of trade unions has confronted the nation with some vital questions regarding the ~~right~~ democratic rights of the trade unions. Labour policy of the Govt., as well as of private employers, is observed to have changed towards worse after ~~the~~ the strike. - We, being workers of the second largest producing concern of Iron & Steel, of the country, at the present moment have been assembled in this conference to discuss all the major questions which concerns the nation, particularly the working class of the land, regarding the great responsibility of the steel workers as champion of nation building and at the same time to the questions connected with our T.U. rights, fair deal and fair wages when the prices of commodities is soaring high.

contd.....

Extension of the works was taken by the company first in the year 1953 and then again in the year 1955. The Both the extension schemes have been completed in the last June. No. 8 Coke Oven Battery was lit up on 6.11.57. New S.A. Plant went into production on 1.9.57, no. 9 Coke Oven and By Product Plants were completed in Sept. '58; new C.H.P. was started in June 1958; No. 4 Blast Furnace (capacity 1200 tons) was blown on 30.1.58; new Electrostatic Gas Cleaning Plant was commissioned and No. 3 Blast Furnace (capacity 1200 tons) blown up in August 1958. Three Turbo Blowers were started along with its Cooling water system; three large Boilers commissioned first in March 1957 and other two in the middle of July 1957. Ore Carrying Plant, new Pig Casting Plant, extension of Bessemer's Plant, 110 ton crane and 900 ton Mixer machine ^{were} installed. A 3rd. Bessemer's Converter new Turbo Blower for Bessemer's plant has been introduced. New buildings for storage of refractories and for ladle repairs have been completed.

'E' type furnace was converted as a regular furnace in January 1958. 'F' & 'G' type Tilting Furnaces, 900 ton inactive Mixer, two 180 ton ladle cranes were erected. Soaking Pits from 8 to 18 pits and new Stripper Crane were erected. An additional 20 ton crane was erected in Sheet Mills. One 10 ton crane was erected in 18" Mill. The Ore handling & Preparation Plant at Gua is in commercial service. Two ~~Rolling Stand~~ Rolling Stand in addition to the Billet & Sheet Bar Mill (one horizontal and another vertical) to roll Blooms & Slabs of larger divisions and a 3rd. Stand in 34" Mill has been erected. New Ilmer House, Bar & Rod Mills of smaller size (target out put of 20,000 tons per year of mixed products) and a 20,000 Kw Turbo Alternator Sit has been started.

Due to extension production has increased to double. The following table will show the facts:

	<u>1957-58</u>	<u>1959-60</u>	<u>per cent of increase</u>
Pig Iron	7,37,745 5,29,661 Tons	10,53,612 Tons	100% <i>about 50%</i>
Steel Ingot	5,07,580 "	8,16,805 "	60%
Salable Steel Despatch	4,12,042 "	6,39,372 "	50%

Naturally the increase in production decreased labour cost from approximately 108 to . Cost of production also decreased considerably, Pig Iron 104.00 per ton, Steel Ingots 246.00 per ton, Sheet Bar 311 per ton, other than sheet Bar 320 per ton.

Contd.....

The average retention price was about Rs. 500/- per ton in 1956. After that in the year 1957 ~~xxxxxxx~~ price of Pig Iron has been increased by Rs. 17.23 per cent. Steel retention price has been increased by Rs. 5/- per ton and there is every possibility of its further increase.

The company has secured a loan of Rs. 18,00,00,000 (eighteen crores) from the Govt. of India of which Rs. five crores are interest free. Apart from that the Govt. have stood security for a loan of Rs. 12 crores and 20 lacs from World Bank.

Beside this, all the newly built plants have been highly automatized. As a result, ~~xxxxxxxxxxxx~~ a minimum number of workmen have been employed in the new plants and that too, has been made by, mostly, by the adjustment of the existing man-power. That is, on the one hand the huge extension of the works has helped to solve the unemployment problem of the land not a bit, and on the other work-load has been increased on the existing workmen. All these things together produced profit for the company which rose to its highest peak, Rs. 1,17,49,469 in 1958-59. The profit for the year 1959-60 has gone higher (not yet published). The sister concern, Indian Standard Wagon Company has scored a net profit of Rs. 9,11,829 ~~xxx~~ ⁱⁿ the year 1958-59 while a net profit of Rs. 12,59,968 in 1959-60. That is, the profit raised by Repees ~~four~~ ^{four} and a half lac.

So, it is clear that, production, for the year 1958-59, of saleable steel increased by 20.75 %, despatch by 26.26 % and ~~Multi~~ Castings by 27 % in comparison to the productions of 1957-58. While wages did not increase in due proportion, rather wages of ISW Co. Ltd., was reduced by 3% in 1958-59 in comparison to the former year due to cut in production bonus and forced non-supply of ~~washing~~ ^{working} materials.

Beside this, ~~xxxxxxxxxxxxxxxx~~ during this period price of consumer goods has increased considerably. The ~~xxxx~~ following table shows the increase:

(All India Price Index taking % 1949 as the base year)

<u>Year</u>	<u>General Index</u>	<u>Food index</u>
1956	105	105
1959	121	125
1960	122	124

This rise in price of consumer goods has cut down the income of the workers to a good extent. *indirectly*.

Contd.....

PRESENT SITUATION:

The management of IISCO. is deliberately flouting all the agreements reached in the Tripartite conferences in connection with Code of discipline and grievance Procedure. The management adopts its own ex-parte decision and the Govt. seems to be helpless in the matter. There are many old cases which are not being considered by the labour department on the ground that the management of the company is not willing to proceed any further with those cases. One workman, Mallick was discharged as he denied to sell his land to the company's agent. One Manna Singh was discharged on the false allegation that he lives in his father's quarter - which he is not. Production bonus has been curtailed in all the departments, particularly in the Iron Section which effects the total income of the workers as a whole. The condition of the workmen ~~is~~ under ISW is worse. Due to cut in production bonus their total income has diminished by % in comparison to the income of 1957-58. The workers are being advised to go on long ~~time~~ leave without pay unless they are being threatened with closure of shops etc. The ~~entire~~ ^{entire} management is at the heel of the active members of ~~the~~ our union. Even they publicly advise the workers to become member of the INTUC union unless they would not be favoured with allotment of qrs., promotion, employment of their dependents and so on. Housing condition is too bad. At the ~~the~~ new town at Chota Dighari there is every possibility of subsidence of land due to coal quarries beneath the same (Pathmohana and Mithani Colliery are threatened with the same danger). Recently some poisonous coal gas is found to be coming out of the ground at the Eastern side of the New Town. Commodity price is soaring up everyday. No ^{regular} supply of rice or wheat is in the area. Dearness Allowance in West Bengal is Rs. 37.50 whereas IISCO. pays Rs. 35/- as minimum D.A. Minimum wages of the Burnpur-Kulti workers is Rs. 1/- per day, and Rs. 60/- per month in total. Wretched slums have grown up on all sides of Burnpur Kulti towns. The sanitary system is worse possible. Scarcity of water in the adjacent areas of the town is tremendous. Burnpur Hospital is meant for the entire Indian Iron concerns of Burnpur, Kulti, Raniganje, Collieries and oremines. Patent medicines are to be purchased from outside by the workers. Ordinary tablets and ampules for injections have also to be purchased by the members of workers' families even. There is only 228 beds for 35,000 workmen including their family members.. There is only one High School at Burnpur for boys and one for girls. ~~Most~~ Most of the wards of the workmen have to seek seats in schools at Asansol, Chelidangal or Hirapur - at a far off distance from Burnpur. ~~in~~ The newly built ^{defective} Lime and Dolomite Plant constructed by a Denmark Company is a ~~failure~~. The brick-lining of the same crumbled down within a week in the running condition of the plant. It is apprehended that some English Officer

contd.....

English Officer was responsible for the Plant being handed over to the company in this bad condition. It is reported that the plant is ~~in~~ ⁱⁿ ~~very~~ ⁱⁿ ~~poor~~ ^{poor} condition.

Against ~~the~~ the above noted oppressions of the workers and mismanagement, the workers always raised protest - sometimes by launching stay-in-strike, by boycott of payment and so on. At least 40 stay-in-strikes having duration from one hour to 3 days took place during this period of 4 years. Amongst those movements we mention here some of the significant struggles of the workers of Burnpur-Kulti.

Melting Shop Workers' Struggle: On the demand of revision of production bonus scheme the workmen were very much agitated as the management did not pay any heed to it. In the year 1953-54 the company changed the old scheme and introduced a new one. ~~As~~ Due to which the workmen suffered an average cut of 15 % of ~~the~~ production bonus. The workmen got united on the demand of revision of the scheme and humbly appealed to the company for due consideration. But it evoked nothing. At last having no other alternative they gave strike notice in due course. They struck work on 16th. March '58. The strike continued for 32 hours. This was a notable strike from the point of view of departmental unity. The workers formed a committee of their own and under its direction the strike was launched. The company bowed down before the fighting unity of the workers and signed an agreement with the committee and the dispute was referred to a voluntary arbitration. This was a notable victory of the workers. They proved once again that by united struggle workers can achieve victory. But we failed to utilise this victory for a permanent gain of the workers. The arbitration gave its judgement towards modification of the scheme in a flexible language. Naturally ^{CO} took the opportunity, misinterpreted the judgement and modified the scheme in a manner so that majority of the workmen suffered from a further cut in bonus.

The struggle of the workers is still going on. ^{Another feature of the movement is that no help from INTUC was taken by the workers rather they refused to sit with management when G.M. himself requests them to call for}
Kulti Co-Oven & Blast Furnace workers' struggle:

On ~~March~~ 5.10.58 the management of Kulti works closed down no. 4 Sl. Fee. and Coke Ovens, thereby thrown about 450 workmen out of employment. Our ~~union~~ union took move in the matter and ultimately the retrenched workmen were given continued service some at Burnpur Works and other at the Bhilai Steel Plant. Another 775 ~~workmen~~ retrenched workmen got employed at Burnpur Bhilai and Durgapur as a result of strenuous fight of our union.

This is a glorious victory of the workers of Burnpur & Kulti. ^{Just INTUC union only made arrangement for 350 men's re-employment. When we took up cause & agitated these ~~men~~ ^{men} re-employment took place. INTUC betrayed the workers of Kulti in this manner.} Contd.....

Strike by Floor-Charger Drivers: On ~~With~~ the demand of increase of manning and rates the ground chargers' Drivers launched stay-in-strike on 21.1.59. 3 furnaces were newly built and were put into operation while ~~manning~~ manning was not increased. Workmen employed in four old furnaces were told to operate 7 furnaces. Naturally the workmen demanded increase in manning ~~or as an alternative to that~~ increase in their rates. But none of their demands were met. Naturally the Charger Drivers stopped work - they demonstrated a good show of unity. But they failed to carry it to a victorious end. On the face of the threatening of the company some of the drivers betrayed the unity. As a consequence the strike failed ultimately resulting dismissal of some of the staunch fighters. The main reason of failure of the strike was that it was ill-conceived and without any preparation. So suddenly and so rapidly the changes took place that the strikers failed to cope with it and to mobilise active support of other workmen of the department.

Struggle against ISW Lay-off : The I.S.W. management gave a notice on 11.2.59 declaring that due to want of order of FOB type wagons and shortage of materials the company was obliged to lay-off of 350 workmen at the first instance from 17.2.59. We fought against it. Our vice president Srimati Henu Chakraborty M.P. moved the issue in the parliament. We won. The Company had to withdraw the lay-off notice on 20.2.59. But the INTUC union with the collaboration of the management tried to misguide the whole movement and they declared strike on 17.2.59 against the lay-off notice. We correctly condemned the declaration of the union and advised the workers not to join them. Since then bitterness between the INTUC union & ours has increased. Following this even they assaulted some of our important office bearers and members while they were engaged in collection of union fund at the Works gate. For the time being they tried to create a reign of terror on the workers of ISW Co.

Profit-Sharing
~~Kraddhik~~ Bonus Movement:

~~xxxxxxx~~ Through the last few years every year we had to launch struggle for the increase in Profit-Sharing Bonus. In the year 1953 and the former years only 20 days wages was paid as bonus to the workers. We raised the demand of its increase - a minimum of three months' wages. As a result workers received 30 days wages as bonus in the year 1955. The movement was continued in form of agitation, demonstration etc. and the bonus increased to 50 days wages in 1956. Another increment of 5 days bonus was earned through struggle in 1957. That altogether the bonus came to 65 days' wages.

contd.....

Profit of the company increased to a exceeding ~~xxxx~~ scale in the years following to 1957. Very legitimately we demanded 4 months' wages as P.S. bonus for the year 1958-59 and continued movement. Also we claimed 75% of available surplus as the Hon'ble Tribunal awarded ~~taxxxxxxxkmaxxxx~~ in favour of the workmen of Howrah Iron Works. In advancing this movement we received considerable help from M.B.A.S. Federation and its constituent unions.

INTUC led union launched a sudden strike for 24 hours on 5.9.59 on demand of recognition of their union in the matter of fixation of the P.S. Bonus ; also they claimed increase of the same in a half-hearted ~~xxxx~~ voice. We considered the demand of the INTUC union as alien to the real interest of the workers and the sudden strike-call as ill-intended. According to us the sudden strike will help the company to put pressure on the Govt. with a view to increase retention price of steel & Iron and will help the workers not a bit in achieving their demand. Naturally, we opposed the strike decision. The management of the company extended all help to the union to give the strike a success, as a result the strike was successful partially. Nothing came out in favour of the workers due to the strike.

During this current year again we raised our demand of 4 months' wages as P.S. Bonus. ~~Company~~ ISE Company declared 65 days wages ; also the date of payment was fixed. The INTUC union called pay-boycott on their old demand. We considered the pay-boycott decision as unwise yet ultimately we supported their decision for the sake of improving unity among the workers. Pay-boycott was a grand success. Consequently the INTUC union served a strike on the Company, we too served a similar notice, on demand of 4 months wages as P.S. Bonus.

Probably, the INTUC leaders supposed that we would oppose the strike and offer them with advantage to paint us as black-leggers. But as we supported the strike they were placed in a tight corner. Ultimately, they betrayed the workers and let the strike notice lapsed. Swallowing back the fighting words the INTUC leaders started negotiation with the company without any result. P.S. Bonus, as a result, have not yet been paid. Movement under our leadership is being continued in form of mass-meetings, demonstration and so on.

Some of our Achievements: Just before the 1st. conference of our union in the month of June of 1956 we submitted a memorandum detailing our demands to the state Govt. In response to that a conciliation meeting was held on 15.11.56 at the Asstt. Labour Commissioners' Office at Asansol. In that meeting our President Com. Dange was present. No result

came out. This was the first time when the State Govt. officially called a conciliation proceeding with our union which is not recognised by the company and where there is a union which is recognised by the company.

In the last General Election our General Secy. was the candidate for the seat in the West Bengal Assembly from Hirapur constituency. He was supported by the left block including Communist party and was a victor against the candidate supported by the INTUC union and reactionaries of the area. Popularity of our union and the correctness of the views we preach was proved again.

In the year 1958 we took a combined programme of struggle with the Jamshedpur Iron & Steel workers. Simultaneously, by the Jamshedpur Mazdoor Union and our union strike notices were served on the respective companies on common demands. The call for strike was declared illegal by the Govt. Yet we were firm on ~~the~~ our decision. The IISCO management bowed down on the face of fighting unity of the workers of Burnpur & Kulti and declared an increment of D.A. by Rs. 10/- and an increase in production bonus for the workers under Iron Section of the Burnpur Works by 15%. These two were some of our main demands. On May 12th. the Jamshedpur workers launched a successful token strike which was followed by arrest of their leaders and firing on the workers causing several casualties. Workmen of Burnpur-Kulti had full moral sympathy for the oppressed workers of Jamshedpur. But we must admit that we failed to mobilise the active protect of the workers against the ruthless ^{police & military} repression of the Jamshed^{pur} workers in such a big form which the situation demanded.

On this period, we also achieved the success in increasing P.S. Bonus from 60 days to 65 days, in foiling the attempt of the ISM management to lay-off hundreds of her workmen, in re-instatement ~~of~~ and employment of about 12,000/ retrenched workmen of Kulti due to shut down of Blast Furnace & Coke Ovens.

One of the most notable achievement of our union is being a victor in a election battle of the Board of Trustee of provident fund for the office-staff ~~at~~ under Martin Burn Ltd. Our Vice President Sri Kanak Sen was elected as one of the above Board, comprising of 10 members, defeating several most top ranking managerial staff of the company. We owe to a great extent to the M. B. A.E. Federation for this grand victory.

Contd.....

SOLIDARITY WITH OTHER WORKERS OF OTHER CONCERNS:

The nearest concern to us is the Dhakeswari Cotton Mill No. 3, P.O. Suryanagore. And we have developed a real brotherly relation with the D.C. Mill workers' Union and through it with the workers of the mill. These two unions are so deeply connected that it appears to be only a separate units of the one union. All along our union stood by the side of the struggles of the mill workers of the mill and shared all odds as well as glories. Particularly, we had the scope to offer them maximum assistance in their defence struggle in murder cases.

It will be an incomplete report if we do not mention here also of the prolonged struggle of the ¹⁰ 50 thousands of the workers employed under various contractors' firms in the extension job of the IISCO Works ^{at} Burnpur-Kulti as well as in the construction of the steel plant at Durgapur. Beside our own union activities we felt it to be a real task of our union to organise the Contractors' Labour and to move their demands. We give the shape of the United Contractors' Workers' Union, Burnpur-Kulti-Durgapur got it duly registered by the Govt. of West Bengal and under its banner organised movements of the scattered and very poorly paid contractors' workers'. The contractors' workers of Burnpur-Kulti first launched a successful strike from 4th. December to 7th. Dec '57. The most important outcome of the strike was that the workers achieved fighting unity. Then a second strike involving all the workers of the principle as well as petty-contractors, of Burnpur-Kulti, broke out on 24th. ^{Feb} March '58. Heroic struggle of the workers continued for long 26 days. Against all effort of the employers to break the strike and the police repression the contractors' workers' were victorious. For the settlement of the ~~struggles~~ disputes the demands of the workers' were referred to an industrial tribunal. But the Tribunal did not seat as yet.

One point should be noted here, that, due to this movement of the contractors' workers activities of our own union suffered to a great extent.

To cut short, ~~xxxxxxxx~~ this report, we mention here only one more event. That is, the Central Govt. Employees Strike. To the best of our capacities we extended all brotherly help to the Railway Employees of Burnpur, Radhanagore and Damodar branch of S.E. Ry. which was proved to be of much help to the strike struggle.

Contd.....

For obvious reasons, we are closely tied ~~to~~ with Jamshedpur Mazdoor Union of the workers of Tata Iron & Steel Works and the United ~~Mineral Workers'~~ Union of the Ore Miners' of Gua, Chiria and Monoharpur. Since the formation of our union we owe to the comrades, particularly of Jamshedpur and we but always tried to extend our best brotherly help to that union. As our ~~General~~ secretary is the ^{De} President of United ~~Mineral Workers'~~ Union, Gua-Monoharpur-Chiria, and as the workers of the ~~same~~ places are connected with the process of Iron & Steel production of Burnpur-Kulti, we were bound to maintained best brotherly relations with them and we did it to the best of our capacities.

Being a member of the M.B.A.E. Federation^s we are connected with all the ~~miners~~ workers and their real organisations ~~at~~ under Martin Burn Ltd.

Our Political & Other Social Activities:

Since forma-
tion of our union the biggest and successful political campaign we launched on the basis of election battle of 1957. Then came the anti-marger (of Bengal & Bihar) movement. We carried on whole-hearted movement. Some of our leaders were arrested. Then came the food-movement ~~at~~. In protest of police firing which caused about hundred casualties we organised mass-meeting^s, demonstrations etc. Due to peculiarity of the Steel factory we could not call on a strike of the factory of Burnpur-Kulti ~~yet~~, however, we organised full Bazar Hartal in response to the call of the Femine Resistance Committee. We organised demonstrations and mass-meeting^s in protest of of the undemocratic and unconstitutional intervention of the ~~Govt~~ President ~~at~~ in Kerala - where the Communist Party was in power.

We took deep concern of the flood havoc of both 1957 and 59. Collected relief^s for the flood stricken persons in an organised manner and succeeded in distributing among them necessary materials of several thousands of rupees. ~~It is~~

It is our regular practice to look after the problems of the Butee-dwellers. With in our limited capacity we also extend help to the village kisans occasionally.

Labour Policy of the Company :

The management does not regard its standing order even when necessity arises to satisfy their evil motive. There is no clear cut procedure of promotion, employment of dependents & allotment of Qrs.

The departmental managers take advantage of this and reward the favourite and 'loyal' workers with promotion etc. Also this is utilised by the INTUC union at random. The officers openly advise the workmen to be member of the INTUC union to get promotions etc. Nepotism and a state of anarchy is rampant in the works. The Company never care for the Code of Discipline as laid by the 18th. Labour Conference held at Nainital. The workers are not allowed to defend their own selves in case of charge-sheet etc. Joint application signed by more than one workman is not accepted by the management. The aggrieved party ~~never~~ is never supplied with papers relating enquiry proceedings. The management never show any regard for grievance procedure.

Policy of the Govt. Labour Dept.: It is observed, that the Govt. Labour department has got no power to raise even a finger against the All Mighty Martin Burn Ltd., and Sir Biren. The labour Directorate even does not feel the necessity to reply to our letters even. In connection with P.S. Bonus movement strike notice was served upon the Company and the copy of the same was sent to the Labour Department duly. But the labour Dept. did not care even to call a conciliation meeting on the dispute before or after the expiry of the notice period. ~~Sanction~~ Most of the times, when we place any case before the labour department the labour dept. in reply simply transmitted the views of the company of the issue. That is inspite of playing the role of an arbitrator Labour Directorate plays the role of Post Office - transmits our views to the company and ~~sends~~ the company's to us - and the directorate itself has got nothing to say. Due to the this a huge number of cases are pending disposal before the Labour Department.

If any complaint against the Company or the INTUC union regarding violation of Code of discipline or grievance Procedure, it is as sure as anything that we would be given a reply and that too, ~~after~~ not before passing of six months, that " the complaint was not substantiated. We never heard of any enquiry being held in any such complaint by the Govt.

Contd.....

INTUC's Role & Position:

It is well known that the roll of INTUC union is to create division among the workmen in general. The INTUC union would have not existed in Burnpur-Kulti if the Management of IISCO would not extend all help to it. In drawing the workmen in their fold, the best weapon the INTUC union has in their armoury is to allure the workers with the possibility of getting promotion, ~~employment~~ employment of their dependents, allotment of Coy's quarters and ^{fulfilment} such petty individual interests. They have been successful to a good extent to mobilise a privileged group of workers & staff around them. The workers in general have no faith on INTUC leadership, to be more exact, majority of the workers cherish hatred towards the INTUC union, yet a good number of honest and sincere workers are also found to have signed their membership form in expectation of having their personal interests served. In spite of this heinous tactic for increasing ~~their~~ membership strength of their union genuine membership ^{strength} of our union is greater than theirs.

During the period of last one year it is observed it was found that the INTUC union changed their language while speaking regarding ~~the~~ the demands of the workers. They raised the slogan of strike in connection with Rs P.3. Bonus movement. But never do any thing in practice to bring the movements on fighting line.

Composition of Workmen :

There are about 25,000 workers & staff working in both Burnpur & Kulti Works including ISF Co. Ltd., of Burnpur (Iron Section - 7000, Steel Section 8,000, ISF Co. - 2,000, Kulti Works - 6,500 and staff 4,000,) (2,000 clerical staff and Works Staff 2,000 connected with the production). Labours connected with production - 8,000 and ~~labours~~ labours employed for maintenance and service - 10 to 11,000.

In respect of earning the clerical staff is most unfortunate as their minimum wages is Rs. 55/- . As a result they are forced to accept over-time duties for 4 hours daily. Where as a clerical staff of TISCO earns a minimum salary of Rs. ^{85/-} 110/- per mensem. Top grade supervising staff (scale Rs. 240/- to Rs. 320/- & Rs. 420/- to Rs. 460/-) are labour aristocrats , most of them is always at the head of the workers in dept.

In respect of participation in trade union activities about 80% of the staff and about 40% of the labourers have ~~now~~ become neutral.

The workmen are distributed in 18 categories of daily rate if Rs. 1/- to Rs. 9/37 np. per day.

ON UNITY : The question of unity among the workers and united action with INTUC union is a knotty problem to us. The workers of Burnpur-Kulti ~~xxxx~~ are traditionally carrying a strong anti-John-INTUC sentiment. Our union too, since its conception through years carried on anti-John campaign. As such it was tough task on our part to fight out the old conception and sentiment of the workers. ~~xxxx~~ Even still now many of our leading activists share the sentiment. As a result, we too, explained to the questions of unity in a half-hearted voice. Our leadership failed even to convince the members of its Executive Committee the necessity of improving unity among the workers.

Now the day-to-day events is proving the necessity of bringing broad-based unity among the workers. Living experience of the workers gradually washing out their old sentiment.

It is fact that the leading members of INTUC union stands on the way of ~~xxxx~~ improving unity and united move, in spite this we shall have to forge out broad based unity through persistent and stubborn struggle.

O U R D E M A N D S

Revision of Grade : The present grades were set in 1949 and during these years nothing was done to review the same although annual increment of most of the workers were blocked long ago and during this period an over-all change was brought in in the mode of service. The minimum daily rate as paid ~~xxx~~ to the workers of this vital steel industry is Rs. 1/- and for women workers Rs. ~~xx~~15/- per day. Minimum income of a workman comes to Rs. 65/- per month, inclusive of all amenities whereas the coal workers get Rs. 74.00 as minimum wages per month. As such, revision of grade is an old demand of our workers. ~~xx~~

We advance the demand of a minimum wage of Rs. 125/- and to revise the grades taking that as base. (As per ~~xx~~ the last agreement TISCO Workers were granted an increase in total income ranging from 33% ~~xxx~~ to 8%.

Contd.....

RIVISION OF DEARNESS ALLOWANCE :

Price of essential commodities including the price of cereals soared high and living index of this steel town is higher, in general, than the Metropolitan towns. But here minimum D.A. is Rs. 35/- whereas a minimum ~~xxxx~~ of Rs. 37.50 as D.A. was awarded by the 2nd Htg. Tribunal for West Bengal. A minimum of Rs. 50/- is being paid to workmen under Steel plants in Public Sector.

We, therefore, advance the demand of a minimum Rs. 50/- as D.A. for ~~the~~ our workmen.

RIVISION OF BONUS SCHEME :

Previously Production Bonus had been paid on slab system on finished production of the Dept. Now the system has been changed according to IECOM Process and it is not being paid on finished output. ~~xxxxxxx~~ The scheme has been made complicated in a manner as to enable the management to cut down bonus by manipulation of account Time factor has also been linked with it as a result bonus decreases automatically as overtime duties increase. In fact, production bonus decreases while production is going higher and higher.

We therefore, demand a revision of the entire scheme on a ~~xx~~ scientific system.

P.S. BONUS FOR 4 MONTHS:

Profit Sharing bonus is being paid on the basis of old agreement. According to the old agreement the company says, the workers are actually entitled to only 20 days wages as P.S. Bonus and the other 45 days wages the company pays as ex-gratia payment. Actually there is no legitimate basis for calculating the workers' share in the profit. The workmen of Howrah Burn Company were awarded with the share of 75% of the surplus available.

We demand acceptance of the above award by the company and according to which our workers are entitled to at least 4 months' wages as bonus.

WORKS COMMITTEE :

Long ago ~~xxxxxxx~~ a works committee was formed which was abolished in the year 1953 and it was never reconstituted. While in this land Govt. is declaring the matter of participation of labour in the management *

Contd.....

FREE & FAIR MEDICAL HELP :

Recently the company have stopped all free medical help to the recognised dependants of employees. Charge of each kind of medical attention has been increased to double. Company never arrange for T.B. Patients or any ~~workmen~~ ^{suffering from} industrial diseases. Moreover, any workman, of whatever age or service is thrown out of employment if attacked from any such serious disease. The Workmen are to purchase from his own pocket all costly medicine from Rs. 5/- and above and sometimes even ordinary tablets. Beside this, the Raniganje Refractory Workers get special treatment in case of T.B. at a cost of Rs. 390/- for treatment and six months leave. After being cured they are re-instated to their former service. ~~While~~ ^{as this was due to their strength}

We demand abolition of all the above discriminations and completely free treatment for the workmen and their dependents.

OUR TASKS & SLOGANS

- * Revision of Grade
- * Revision of D/A
- * Revision of Production Bonus Scheme
- * Revision of Profit Sharing Bonus
- * Implementation of Labour Laws & agreements of I.L.C.

The above are the main slogans of the day. On the above slogans we ~~have~~ are to organise movements we are to unite the workers.

The above is not a easy task. When a general frustration is dominating over the workers, when the Govt. is ready to extend any and every help to the employer like Sir Biren in supressing the movements of the workers, when the Govt. itself is bent upon curbing the democratic ~~tradition~~ ^{union} rights, when there is ~~is~~ ^{the} domination of traditional sentiments and misconceptions on our workers, the task is not a easy one. And as because it not an easy task we shall have to recoil ourselves hundred times, we shall have to reorganise ourselves in a manner to commensurate ^{with} the need.

Contd.....

ON ORGANISATION

Some workers of IISCO. Ltd., none of whom a professional tradeunionist nor even had ^{fair} ~~any~~ knowledge in trade union activities, put their hands in leading this union since its very birth. No organisational experience but only sincerity to the cause of the workers was their capital, and they acted only in response to the call of the situation. Therefore it was very natural that this organisation could not be given a very correct nor could always a correct organisational procedure be followed. Relying on the whole-hearted support of the workers our organisation crossed so many hurdles. Up to the end of 1957 never we even felt any necessity of giving special attention to the organisational questions.

Now the situation has changed. It has been more complicated and we confront with such highly important questions like fighting for safe-guard of the democratic rights of the workers to, unite our movement with the struggle of the toiling masses of the land including the peasantry. And as such we can not but reexamine our organisation, its weaknesses and place it on a strong foundation.

Democratic functioning:

An organisation can not expand nor it can bring in the leading and fighting workers unless its mode of function is being highly and perfectly democratic. Not only committee meetings from time to time will suffice - we shall have to conduct departmental meetings in an organised manner - which we do not ^{make} at all. We shall have to make the workers speak their own problems. We shall have to elect the really best and most active worker as the department representative. We shall have to train and educate up the departmental representatives as to be able to take active part in union activities.

Union Office: Our office must be run in a manner as the workers can rest their faith on it. Starting from arrangement of files to the treatment of day-to-day problems of the workers should be made in a systematic and planned manner. We, by nature, of the practice of haphazard work and inclined to made-easy solutions.

Voluntary service of the workers:

One of our serious weaknesses is that ~~xxxxxx~~ our union mainly depends upon the activities of its paid whole-timers, and employed workers take very little share in it. This sort of ill-practice must be changed.

Collective Leadership:

Paraphernalia of our

union is huge. Naturally division of job has come in. But in the matter of co-ordination of all the jobs ~~we~~ lack of discipline is wide-spread. Also measurably we fail in taking ~~us~~ all the important decisions collectively. Where there is no collective decision there can have no collective will and it leads any programme ~~to~~ astray. We shall have to particularly care for and hammer out the details of ~~is~~ the mode of work of a collective leadership.

Union Fund : No plan can advance without a corresponding budget. It is impossible to continue union activities against the goondas employed by the company, against the police's repressions -which is a peculiarity of this particular trade union field, without having a good fund in hand. But our annual account will show how gradually collection of fund is getting lowered. So, it must not be forgotten by our leadership find out the devices ~~xxxx~~ of collecting ~~xxxx~~ necessary fund. Our principle should be not cut short our programmes according to our short finance but to improve our fund position to that extent which must commensurate with the need of our programmes.

CONCLUSION:

Dear friends, we must confess that our report lacks from the inclusion of many necessary and important points in it, also we have not ~~xxx~~ been able to include many important data in it. It itself is one of the ~~proof~~ proof of our organisational weaknesses. However, we believe that this ~~xxxx xxxx~~ report will provide you with a picture of the Steel Workers of Burnpur & Kulti.

It is fact that inspite of all our demerits and weaknesses we enjoy the moral support of the overwhelming majority of the workers as well as of the non-industrial masses of the locality. The labouring masses see in us the champion of glorious cause of the people, on the other the employers and the reactionary elements of ~~xxx~~ the locality look at/^{us} as a monstrous enemy. But no chance of complacency is there, We take pledge in the name of the immortal Martyrs of Burnpur-Kulti that at any cost we ~~shall~~ will improve our organisation and mode of our work, at any rate we will organise the workers of this steel industry and by every possible means we will stride ~~xxxxxx~~ forward with the demands of the workers and to lead the workers to achieve their ultimate aim of Socialism.

Long Live the Red Flag

Long live the Unity of the workers of ^{Burnpur Kulti} all

Committees.

(Read after page 9)

Ekata - News Weekly :

We started publication of a news fortnightly, simultaneously in three languages, Bengali Hindi and Urdu. We continued publication of the same for more ~~xxxxx~~ than a year. And due to our utter organisational weaknesses ultimately it was abandoned.

Land Purchase for Union Building:

It is one of our notable achievement that we took the decision of building of our union building and for that purpose we worked out a plan of the same and estimated a budget of Rs. 50,000. Already we have managed to purchase a plot of land of 2.97 acres the construction of the plinth of the building is already on its way. We hope to have it completed by 1st. May of 1961. A dispute over a plot of 1.75 acres of land is going on with the Company. The company has instituted a criminal case which is pending final judgement.

(Read after page 15 under the head Our Tasts & Slogans)

The peculiarity of the situation confronts us with the task to move in the bustees, with a view to agitate and organise the workers. We are confronted with the task to build up wide mass contacts.

With a view to rousing the workers on the above demands and to put a pressure on the company as well as on the Govt. ^{thereby,} we shall have to take a programme of ~~sax~~ sustained busti and departmental movement. After three months of continuation of such a programme and if the Company and the Govt. does not listen to us as a result, we could fix up a date for mass rally simultaneously at Burnpur & Kulti. After that we shall have to prepare for one days' token strike, as well as for a continuous strike which, if need be, we shall have to resort to, while there have no other alternative.

A strike threat without being backed by the active support of the majority of the workers will cut no ice.

While we would prepare for such a militant movement of our workers we shall also to seek mass support of the working class of the land as a whole and the active help of EPTUC & AITUC, the central T.U. organisation with which we are affiliated. We shall ^{also} have to muster all strength of the workers under Govt. Steel Plants, so that

our movement can not end in failure like our movement of 1953 movement of Jamshedpur workers in 1958 and the Central Govt. employees strike struggle.

ADDENDUM.

(insert on last P.P.14)

There is no machinery which can minister to the minimum grievances of the workmen.

CANTEEN COMMITTEE.

There is no elected Canteen Committee for the management of Works Canteen as per Factory rules. The Govt also did not take necessary steps to constitute it inspite of our repeated requests. The foodstuff supplied by these cantens are of so inferior quality that the IISCO management recently imposed a fine of Rs.50/- against one of the Contractors Mr.A.S.Math as per order No.OM/S/per/7308 of 15.10.60 for supply of stale food.

HOUSING PROBLEM: (insert in PP 15 above our task & slogan)

Housing is an acute problem at Burnpur. The Company only gave accomodation to only 25 % of their employees including managerial staff. Recently about 640 units (single & double) and about 2 or 3 hundred quarters were built at Kulti in addition to about 5000 qrs. Due to the scarcity of accomodation house rent is very high. hutting costs Rs.15/- p.m. whwere as Company pays only Rs.4/- Qr.rent p.m. This also cause direct wage cut. There are no light and water tap in many quarters at Burnpur & Kulti. Dhawras of Kulti requires light in day time and quite uninhabitable by human beings. The Compnay did not draw a single pice from the house buidling loan offered by the Central Govt. with 25 % cash subsidy and as such workers did not gain anything from this scheme.

So our demand is this that the Company should build houses and provide all the workmen within 5 years and the present house rent allowance Rs.4/- per month be raised to 10 % of the wages or 20rupees which is more.

NOV 1960

268

UNITED IRON AND STEEL WORKERS' UNION.
BURNPUR, KULTI. (REGD. NO. 3389)

Dt. 7 th. Nov. 1960
Subhaspalli,
P.O. Burnpur,
Dt. Burdwan.

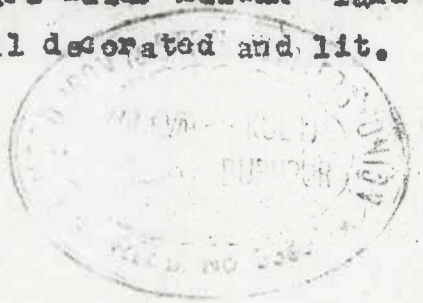
SECOND ANNUAL CONFERENCE OF THE UNION

FOR PUBLICATION IN PRESS.

NEWS MATTER.

Second Special Conference of United Iron and Steel workers Union was held on 5 th. & 6 th. Nov. 1960. Delegate conference was held on 5 th. Nov from 9 a.m to 12 noon and 3 p.m to 9 p.m and on 6 th. Nov from 10 a.m to 1 p.m under an elected Presidium consisting of M/S.C.S. Mookerjee, N.N. Chowbay & Ali Amjad of Jamshedpur, On average 500 delegates participated in the conference. 30 delegates joined the session from B.P.T.U-C, G.M.S. Asansol, Martin -Burn employees' federation and other trade Unions of the State and locality. Com Indrajit Gupta M.P. Sm. Renu Chakravorty M.P. Mohd Ilias M.P. Dr. Manan Sen M.L.A, Benoy Choudhury M.L.A, Bejoy Paul of Asansol, Bibhuti Nandy of M.B. employees' federation, Abul Hossain of Hooghly Dock, Ali Amjad of J.M.U. & P. Mojunder of Gua Oremines were present amongst the fraternal delegates all along. Com. Bibhuti Nandy hoisted the Red-Flag and Com. Taher Hossain Genl. Secy. of the Union placed wreath upon martyrs' tomb. Conference was opened with the National anthem 'Jana Gana Mana.....' by N. Dutt and his party. Com Ali Amjad inaugurated the conference. At the outset Fraternal greetings from Com. S.S. Mirajkar - President A.I.T.U.C, Secy General Engineering employees' Union, Bombay, Com. K.G. Sriwastava - A.I.T.U.C, Secy, Vietnam general confederation of Labour, All China federation of Trade Unions, National Committee of Heavy Industry workers' Trade Union of China, The Secretariat of the Trade Union International of Metal and Engineerings workers (WFTU) were read out and greeted by delegates. Then Genl. Secy read out his exhaustive report. About 32 delegates of different depts participated in the discussion on report of Genl. Secy and constructive criticism came from them. It was decided printed copies of Secy's Report will be distributed later on. Resolutions on Martyrs, World peace, Central Govt employees, Trade Union Unity, Organisation, On Algeria, Cuba, Congo & against goondaism of employers and INTUC were brought and after discussion passed unanimously.

At 5-30 p.m on 6 th. Nov. 60 under presidentship of Sm. Renu Chakravorty M.P. vice president of the Union open conference was held at Bari-Bazar Maidan -land purchased by the Union. The Pandal was well decorated and lit.



P.T.O.....

Contd.....

Sri.C.S.Mookerjee spoke of the whole proceedings of conference before the mass of workers more than 5000 assembled in the open conference. All resolutions were placed and passed. An amendment of constitution of the Union with regard to change of subscription rate in accordance with the recent amendment of T.U. Act was also passed.

Slogans on main demands evolved from the Delegate conference such as 1. Revision of Grade, 2. Revision of D/A linking with the cost of living index 3. Revision of production Bonus scheme 4. Minimum 4 months' wages as Profit Sharing bonus 5.

Constitution of Works Committees, Canteen Committee and election of P.F. Trustee Board 6. Proper arrangement of housing and increase in House Allowance to Rs. 20/- and 10 percent of the wage which is higher from Rs. 4/- p.m at present. and to implement these demands a vast programme of three months incessant agitation were taken and the workers greeted these slogans with cheers.

A resolution on great November Revolution was also adopted.

Speakers while speaking elaborately mentioned the background of increase of production, increase in profits, increase in tax, increase in cost of living, increase in price of commodities at the end of 2nd five yr Plan but there was no increase rather curtailment in total incomes of the Burnpur Kulti Steel Workers. During last 13 years no grade was changed whereas production increased from annual 5 lac tons of steel to 10 lac tons of steel after expansion of the Works. Minimum income of a steel workers here is Rs. 60/- p.m lowest of the locality. D/A is only 35/ minimum whereas in other concern Rs. 40/ and Public Sector steel workers are receiving 50 /- rupees D/A minimum. Production bonus decreased average as 30 %. Profit sharing bonus was not being paid still. Zeelum is rampant in the Works. The management never cares for ILO's decisions nor of ~~xxxx~~ law of land. Speakers called for wide unity and incessant struggle to achieve these demands. Indrajit Gupta M.P. Dr. Ranen Sen M.L.A, Ali Amjad, Bibhuti Nandy, Renu chakravorty M.P. & ors addressed the open conference.

To
The Editor,
T. U. Records New-Delhi.

Dear Sir,

We shall deem it a great benefit if you kindly arrange to publish the above news item in your esteemed daily weekly.

With greetings,

Yours faithfully
R. P. Chakravorty
GENERAL SECRETARY.

D/7-11-60.





Q.3

28 NOV 1960



268



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at IL M

X OF 6 BURNPUR 27

43....

Handwritten: C134 and a circular stamp with 'BURNPUR' visible.

SECY ALL INDIA TRADE UNION CONGRESS 4 ASHOK ROAD ND

.... INDIAN IRON INTRODUCED SHIFT CYCLE STOP WORKERS AGITATED STOP

IMMEDIATE INTERVENTION SOLICITED STOP DETAILS FOLLOW---

--- TAHER HUSSAIN GENERAL SECY UNITED UNION BURNPUR---

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

This form must accompany any enquiry respecting this telegram.

MGIFPAh—1271--28-1-58--1,13,350 Bk

25 NOV 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:

Phone :- BARAKAR 133

KENDWA ROAD,

P. O. KULTI

DT. BURDWAN

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

BARI

Ref. No. _____

Dated 23. 11. 1960.

Sri, K.G. Srivastav,
New Delhi.

268

Dear Com.,

Please find attached herewith another copy of proforma sent by National Productivity Council 38, Golf Links, New Delhi - 3, duly filled and signed by T. Hossain. We sent to you the first copy of the same some times back; a letter of the Training Officer of the above says that he did not receive the same as yet.

Please do the needful at your end.

With Greetings,

Yours faithfully,

Rama Lal Hossain

Jt. Secretary.

*sent to MPC
11/11/60
25/11/60*

DEC 1960

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
1-BARAKAR 133
NDWA ROAD,
O. KULTI
T. BURDWAN

BARI

Branch Office:
Phone :- ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

No. _____

Dated 29.11. 1960.

268

To
The Hon'ble Labour Minister,
Govt. of West Bengal,
Writers' Buildings,
Calcutta.

Dear Sir,

Re: G.M.'s Circular No. GM/Misc/4013 of 24th. Nov.'60
introduction of shift-cycle in the works of the
Indian Iron & Steel Co. Ltd., Burnpur.

In continuation of our letter no. nil of 27th. inst. in which we have surveyed the situation arising out of the above circular of the General Manager of the Indian Iron & Steel Co. Ltd., we beg to inform you that the atmosphere of the works has become explosive and pregnant with grave consequences.

We, therefore, request you to immediately take stock of the situation here and stop the execution of the scheme pending final decision of the issue.

We put down hereunder our demands with regard to the scheme

- (a) Recruitment of one man against 6 existing workers.
- (b) Increase of 25% in the basic wages till the grades are finally decided upon.

We make it a point to clarify that untill and unless the aforesaid demands are met, the shift-cycle scheme must be kept in abeyance.

Hope you will take immediate action.

Yours faithfully,

GENERAL SECRETARY.

- Copy to the Asst. Labour Commissioner, Asansol
- do- the Chief Factories Inspector, Calcutta
- do- the Hon'ble Labour Minister, Govt. of India, New Delhi
- do- the Chief Minister, West Bengal, Calcutta
- do- the General Manager, IISCO. Ltd., Burnpur,
- do- the Managing Agent, Martin Burn Ltd., Calcutta
- do- Sri Renu Chakraborty, M.L.A., New Delhi,
- do- Sri Jyoti Basu, M.L.A., Calcutta.
- do- the Secy. A.I.T.U.C. New Delhi.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Head Office:
-BARAKAR 133
DWA ROAD,
O. KULTI
BURDWAN

BARI

Branch Office:
Phone :—ASANSOL 2737
P. O. BURNPUR
DT. BURDWAN

No. _____

Dated 27.11. 1960

-2-

We beg to inform you further that this arbitrary issue of the circular has created a serious unrest in the works, and we apprehend that unless the scheme of 48-hour working of the works be immediately stopped pending examination of the scheme in its various implications.

Hope that you will take urgent steps.

Yours faithfully,


GENERAL SECRETARY.

Copy to the Asst. Labour Commissioner, Asansol

- do- Chief Factories Inspector, Calcutta,
- do- Hon'ble Labour Minister, Govt. of India, New Delhi
in reference to his Dy-sec's letter No. 25/15/60 -
IRII of 24th. Nove. '60.
- do- Chief Minister, govt. of west Bengal, Calcutta
- do- General Manager, The Indian Iron & Steel Co. Ltd.,
Burnpur with a request to stop the scheme immediately.
- do- Managing Agents, Martin Burn Ltd., 12 Mission Row, Cal
- do- Sri, Renu Chakraborty, M.P. New Delhi
- do- Sri, Joyti Basu, M.L.A., Calcutta.

UNITED IRON & STEEL WORKERS' UNION.

Regd. No. 3389

(affiliated to A. I. T. U. C.)

Branch Office:

Phone :- ASANSOL 2737

P. O. BURNPUR

DT. BURDWAN

Head Office:

BARAKAR 133

JDWA ROAD,

O. KULTI

T. BURDWAN

BARI

No. _____

Dated 26.12. 1960

The Hon'ble Labour Minister,
Govt. of ~~West Bengal~~ India;
New Delhi.

Dear sir,

A reference is invited to your Ministry's letter No. 23/15/60 LR II of 24th November, 1960, which purports to make us believe that the bonus issue of the workers of the Indian Iron & Steel Co. Ltd, Burnpur and Kulti and the Indian Standard Wagon Co. Ltd., Burnpur was not the subjectmatter of a Conciliation proceeding.

Before commenting on the statements made in the above as well as in your earlier letters, we quote below a relevant portion of the statement made by Sri Biren Mukherjee as the ex Chairman of the Board of directors on the issue of bonus. The statement appeared in the Statesman dated the 17th December, 1960.

" I am pleased to inform you that since the issue of my statement accompanying the Report of your Directors, we have been able through the medium of conciliation proceedings to reach an agreement with the Labour Union on the matter of profit-sharing bonus covering a period of four years commencing with the year 1959-60. The wrangling that has occurred each in the past over question of bonus has been most most distracting both to the management and the workers alike and it is a matter of satisfaction that it has been possible now to negotiate a settlement of this difficult issue. The terms ^{of} the agreement will provide a minimum total distributable bonus of Rs. 46,80,000; Rs. 49,80,000; Rs. 53,30,000 and Rs. 56,80,000 for the four years involved, with a maximum ~~of~~ ~~XXXX~~ for the respective years of Rs. 48,80,000; Rs. 52,30,000, Rs. 55,80,000; and Rs. 59,80,000."

To crown all, was published the report of the Staff Reporter, the Statesman in its issue dated the 22nd December, 1960, which reads as follows:

" The long-standing ~~dispute~~ profit-sharing bonus dispute between the Management of the Indian Iron & Steel Co. Ltd. and the

employees at their works at Burnpur and Kulti and their mines at Gua, Mancharpur, Ghiria, has been settled, according to information received in Calcutta on Wednesday.

The dispute was settled at Burnpur on December, 15 at a meeting between the representatives of the Management and of their recognised unions, the Asansol Iron & Steel Workers' Union and the Gua Mines Workers' Union. Mr. G.S. Ahuwalla, Deputy Chairman, Calcutta Dock Labour Board, and the Conciliation Officer for the Iron Ore Mines in Bihar (under the industrial disputes Act) who was appointed by the Union Govt. presided. The West Bengal Govt.'s Asst. Labour Commissioner at Asansol was present during the settlement talks.

According to the settlement covering four years ending 1962-63, the amount of bonus accruing to the workers will be on a progressive scale every year during the period. Based on the present wages bills, the bonus payment will be between 72 and 75 days' wages in 1959-60, 76 and 80 days' wages in 1960-61, 80 and 85 days' wages in 1961-62 and between 85 and 90 days' wages in 1962-63.

For 1959-60, the amount of bonus has been fixed at 25 % of the amount distributed to the equity shareholders or Rs. 46.5 lakhs whichever is greater, subject to a maximum limit of Rs. 46.8 lakhs; for 1960-61, the amount representing the same percentage of the amount distributed to the equity shareholders or Rs. 49.8 lakhs, whichever is greater, subject to maximum limit of Rs. 52.3 lakhs; for 1961-62 the same amount of Rs. 53.3 lakhs, whichever is greater, subject to a maximum limit of Rs. 55.8 lakhs; for and for 1962-63, with the same amount of Rs. 56.8 lakhs, whichever is greater, subject to a maximum limit of Rs. 59.8 lakhs."

Everything considered, it will be palpable that the bonus issue of Burnpur and Kulti workers has been negotiated behind an iron-curtain, and the most representative union, viz. the United Iron & Steel Workers' Union has been shut out from a legal proceeding, association with which, of the said union was a precondition to the alleged bonus settlement.

Strange enough, the replies of the Govt. to our time-to-time queries have been most evasive and the attitude shown by the Govt. to our union most discriminatory.

It is, therefore, obvious that the agreement, if any, on bonus issue can not have a statutory force and the workers are at absolute liberty to reject the said agreement.

We demand a categorical clarification from the Govt. on the issue put forward by us and hope that the entire chain of events leading to this harmful agreement...

should be ~~placed~~ placed before our union, from your end.

Awaiting your early reply,

Yours faithfully,

C. S. Dey
Joint Secretary,

United Iron & Steel Workers' Union.

Copy to the Labour Commissioner, New Secretariat Building, Calcutta.
Copy to the Hon'ble Labour Minister, Govt. of West Bengal, Calcutta.
Copy to the General Secretary, All India Trade Union, Congress,
4, Ashoka Road, New Delhi with a request to take up the
matter with the Labour Ministry, Govt. of India, New Delhi.

To
The Labour Commissioner,
Govt. of West Bengal,
Calcutta.

268
Re: Payment of profit-sharing bonus to
the workmen of the Indian Iron &
Steel Co. Ltd. and The Indian Standard
Wagon Co. Ltd. Burnpur.

Dear Sir,

Your attention is being drawn to a news item published in the Statesman dated 2.12.60. in which it has been given out that a conciliation proceeding was held over the bonus issue with Asst. L.C. as one of the participants. The report published in the Statesman is reproduced underneath in its entirety

" The long-standing profit-sharing bonus dispute between the management of the Indian Iron and Steel Company and the employees at their works at Burnpur and Kulti, and their mines at Gua, Manoharpur and Chiria has been settled, according to information received in Calcutta on Wednesday.

The dispute was settled at Burnpur on December 15 at a meeting between representatives of the management and of their recognised unions, the Asansol Iron and Steel Workers' union Mr. G.S. Ahlu-glia, Deputy Chairman, Calcutta Dock Labour Board, and Conciliation Officer for the Iron Ore Mines in Bihar (Under the Industrial Disputes Act). who was appointed by the Union Government presided. The West Bengal Government's Assistant Labour Commissioner at Asansol was present during the settlement talks.

According to the settlement, covering four years ending 1962-63, the amount of bonus accruing to the workers will be on a progressive scale every year during the period. Based on the present wage bills, the bonus payment will be between 72 and 75 days wages in 1959-60, 76 and 80 days' wages in 1960-61, 80 to 85 days' wages in 1961-62 and between 85 and 90 days' wages in 1962-63.

For 1959-60, the amount of bonus has been fixed at 25% of the amount distributed to the equity shareholders or Rs. 46.5 lakhs, whichever is greater, subject to a maximum limit of Rs. 48.9 lakhs, for 1960-61, the amount representing the same percentage of the amount distributed to equity ^{shareholders} whichever is greater, subject to a maximum limit of Rs. 52.3 lakhs, for 1961-62, the ^{same} amount or Rs. 53.3 lakhs, whichever is greater, subject to a maximum limit of Rs. 55.8 lakhs, and for 1962-63, with the same amount, or Rs. 56.8 lakhs whichever is greater, subject to a maximum limit of Rs 59.8 lakhs.

While the Labour Ministry, Central Govt. have shown at least the courtesy to reply to our queries, of course, in ~~meas~~ive terms, your department maintained a very uncanny silence and slipped over our representatives in a very unbecoming manner.

You will appreciate, we are not here at Burnpur at the mercy of any body including the Govt and our status, both social and legal is sufficiently deep-rooted. We are discharging our social responsibility ~~and~~ as an organisation of the workers and shall continue to do so, no matter what happens. We are also to see that the Govt discharge its legal duties cast upon it by the constitution as well as by the *Statute*.

What ~~xxxxxxxxxxxx~~ astounds us most is the fact that in the matter of bonus of Burnpur and Kulti workers, the state Govt especially your dept acted in a very unconstitutional manner and in flagrant violation of I.D. Act. The baneful effects of such arbitrary acts on the part of ~~the~~ Govt are far reaching and involve serious consequences. The Govt. which itself violates law and discriminates in contravention of the sacred constitution can hardly claim its subject to be lawabiding.

We on behalf of the workers of Burnpur & Kulti demand that a copy of the agreement reached on bonus issue be immediately sent to us for our consideration.

We further maintain ~~ex~~ that the alleged agreement is void and our workers are not bound to accept this agreement to which they are not a party.

Your early reply together with a copy of the agreement is urgently requested.

Yours faithfully

B. P. Choudhary
GENERAL SECRETARY.
UNITED IRON & STEEL WORKERS' UNION

Copy to the Asst. Labour Commissioner, Asansol.

The Hon'ble Labour Minister, Govt of West-Bengal.

The General Secretary A.I.F.U.C. New-Delhi.