

Bhilai Steel Mazdoor Sabha

REGISTRATION No. 445.
NANDINI ROAD, BHILAI.

BSMS-11/2/61.
Dated the 25th Feb. 61.
Bhilai.

To

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

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Dear Comrade,

I am in receipt of the amount that you sent on 10th Feb. 61. Please accept my thanks for the same.

In continuation of my previous letter to you dated 2nd Feb. '61. I have not yet received the necessary articles mentioned therein. I hope you will please arrange to send the cited articles at an early date to facilitate the work of our union.

Hope this will find you in good health and fine cheers.

Copy Encls. (2)

1. Bulletin No. 2.
2. Demands of the Workers of the
Tambor Work shop of B.S.P.

Comradely yours,

(SAMBAL CHAKRABORTY)
General Secretary.

N.B.

You will be thrilled to know that we have obtained the registration of M.P. Govt. act. Our no. being 445 under the name of Bhilai Steel Mazdoor Sabha instead of Bhilai Steel Mazdoor Union. Change in name had to be made to avoid complication with another union having same sounding. Please note that all future correspondence should be addressed as per the change in nomenclature.

B H I L A S T E E L M A Z D O O R S A B H A .
(Formerly:- Bhilai Steel Mazdoor Union)
Reg. No. 445.

President:- Com. S.A. Dange, M.P. Vice. President. Com. Homidaji.

Dear Comrades,

We are happy to note growing confidence in the ranks of workers since the issue of the first bulletin by the Bhilai Steel Mazdoor Union. In this bulletin we will place before you our major activities of last two months and problems before us.

In the outset we would like to inform you that some interested parties wanted to prevent the registration of our union. Further on the basis of some technical objection raised by the Registrar of Trade Unions about the name of the Union, we had to change the name from Bhilai Steel Mazdoor Union to Bhilai Steel Mazdoor Sabha.

MAJOR ACTIVITIES AND GAINS IN LAST TWO MONTHS:-

Apart from scores of daily representations, reply to charge sheets, filing cases of victimised workers in courts we have made some positive achievements during last two months.

(a) Though on the issue of Retrenchment, we have not achieved desired gain, our constant agitation outside and inside Parliament has delayed the timing and speed of retrenchment. The battle of giving alternative employment to retrenched hands yet remains to be won. Some of our suggestions are under active consideration of the Govt.

(b) On our constant agitation, the Management is now paying additional wages for the unavailed portion of earned leave to the work-charge employees. This is a positive gain.

(c) On the question of reservation of seats for the Scheduled Caste and Scheduled Tribe people, our agitation here and in Parliament, has forced Govt; and Management to lay out a definite policy, to the advantage of such workers. Yet we have to fight to see that the policy is enforced properly.

(d) Many Chhattisgari Labourer, who have lost their lands in B.S.P. area were wrongfully terminated from service. They were taken back to work on our efforts.

SOME IMMEDIATE PROBLEMS BEFORE W.C. & OPERATION STAFF :-

(1) The management should forthwith publish a full list of persons selected for operation, for check up against discrimination and end suspense. Denying this can only mean deliberate harassment.

(2) Many heads of departments are not giving E.L. to w.c. employees yet. Immediately this scandalous positions should end.

(3) Enforce immediately the minimum salary of Rs.75/- to the lowest category of workers in B.S.P. As yet almost all female mazdoors are getting only Rs.38/-; male workers in AIM garrage getting Rs.48/-; many Sweepers getting only Rs. 50/- This is scandalous.

(4) Timber Work Shop: & Garrage:-

Immediately regularise the service condition of workers. End Time Work system in Timber Work Shop. Give transport facilities to the Garrage staff at the end of their 2nd. shift at midnight.

(5) Pay proper salary sanctioned for the post for which a worker is actually made to work:- There are many workers in w.c. and operation, who are actually doing the work of a superior category but they are paid for the lower category of work. This must end.

(6) For Operation Staff:-

Fix proper Grades and pay Scales on a Rational basis forthwith. The Management has so far adopted a whimsical attitude in fixing scales. Till the demand of WAGE BOARD is realised, the scales should be fixed depending on the amount of responsibility and nature of work.

(7) Immediately pay the increased D.A. of Rs.5/- & 15/- (depending on pay), sanctioned by the Central Govt. With the daily increase of prices of essential commodities, we have been demanding the grant of increased D.A. to B.S.P. employees, accepted by the Govt:

WE WANT TO MAKE IT CLEAR TO THE MANAGEMENT THAT IF THE INCREASED D.A. IS NOT PAID WITHIN ONE MONTH? THE BHILAI STEEL MAZDOOR SABHA WILL BE COMPELLED TO RESORT TO SOME POSITIVE AGITATIONAL METHODS TO ACHIEVE THE SAME.

The workers have almost completed the construction of the Steel Plant successfully. In December alone they have produced 62,000 tons of pig iron. Production figures in each shop is nearing completion. The whole nation is happy. But the workers of the plant are undergoing all hardship and discontent brewing. The Management can yet save a crisis by being more rational and solving the above problems amongst others.

COMRADES! UNITE UNDER THE BANNER OF BHILAI STEEL MAZDOOR SABHA, BHILAI BECOME ITS MEMBERS IN THOUSANDS; STRENGTHEN YOUR ORGANISATION TO ACHIEVE YOUR DEMANDS, FOR BETTER LIFE AND HUMAN CONDITIONS OF LIVING.

Yours,

Sudhir Mukerjee,
Working President,

Hamid Khan,
Vice-President,

Sambal Chakraborty,
General Secretary,

BHILAI STEEL MAZDOOR SABHA,
NANDINI ROAD, BHILAI (M.P.).

BHILAI STEEL MAZDOOR SABHA.
NANDINI ROAD, BHILAI. (M.P.)

BSMS-2/10/61.

Dated the 20th Feb. '61.

Bhilai.

To

The General Manager,
Bhilai Steel Project,
Bhilai.

Sub:- Demands of the Workers of the Timber workshop of
Bhilai Steel Project.



Dear Sir,

We wish to draw your immediate attention to the following problems of the Timber work shop workers:-

1. The timber work shop of B.S.P. was opened in 1957, and almost all workers working, were employed in 1957.
2. Though the timberwork shop is a permanent establishment, and it is going to remain a permanent affair, the workers have not yet been put on a regular line, and continue to remain under work-charge establishment.
3. Further, the workers are made to work under time-work system, since 1958, which is a novel system of B.S.P. alone. This has put the workers to the mercy of arbitrary whims of the Officers, in respect of charge sheets and punishments, and promotions.
4. We demand therefore that the management should be considerate enough to pass immediate necessary orders:-
 - (a) Making Timber-work-shop a regular establishment; and making all workers as regular operational employees;
 - (b) Abolishing Time-work system;
 - (c) Withdrawing all final warnings issued and stop arbitrary punishments;
 - (d) Making promotions on seniority basis;
 - (e) Granting Tools on Management's cost to all ;
 - (f) Enforcing provident fund scheme, increments according to standing orders and G.M.'s circular No. Estt.II.4-C.P.F.(2)(52), dated 25.6.59.
 - (g) Providing housing to all, in liue with the workers of other sections.

Expecting early attention and immediate action.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,

Copy to:-

1. The Secretary,
Hindustan Steel Ltd., Ranchi.
2. The Assst. Labour Commissioner,
Raipur.
3. The Sr. Labour Officer, B.S.P.
4. S.A. Dange, M.P.
4. Ashok Road, New Delhi.

(SAMBAL CHAKRABORTY)
General Secretary:

- for information and necessary action early.

नवाभारत



रजिस्टर्ड नं. ४०२



फोन नं. ४४८

मध्यप्रदेश एवं विदर्भ का प्रमुख राष्ट्रीय दैनिक पत्र । रायपुर, नागपुर, जबलपुर भोपाल एवं इन्दौर से एक साथ प्रकाशित

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रायपुर, बुधवार तारीख १ फरवरी १९६१ : डाक गुरुवार तारीख २ फरवरी १९६१

मूल्य ८ न. पै.

भिलाई क निर्धारित लक्ष्य प्राप्त

श्री श्रीवास्तव द्वारा निर्माण एवं विस्तार कार्य पर प्रकाश [हमारे प्रतिनिधि द्वारा] रायपुर, मंगलवार। भिलाई कारखाने के जनरल मनेजर श्री एन० सी० श्रीवास्तव ने भिलाईमें कुछ पत्रकारोंसे चर्चा के दौरान बतलाया कि कारखाने का निर्माण कार्य निर्धारित गति से सम्पन्न हो गया और तीसरी योजना के प्रथम वर्ष में दस लाख टन इस्पात की उत्पादन क्षमता का लक्ष्य प्राप्त हो जायगा। श्री श्रीवास्तव ने बतलाया कि दो फरवरी को राज्यपाल श्री पाटस्कर द्वारा सर्वेन्ट्स मिल के उद्घाटन के साथ द्वितीय योजना के निर्धारित लक्ष्य पूरा हो जायेगे। श्री श्रीवास्तव ने बतलाया कि उत्पादन क्षमता १० लाख टन से बढ़ा कर २५ लाख टन करने के लिए विस्तार कार्यक्रम की रूपरेखा अप्रैल तक तैयार हो जायगी। किन्तु निर्माण का कार्य इस वर्ष के प्रारम्भ तक ही प्रारम्भ होगा। श्री श्रीवास्तव ने कहा कि तमाम बाधाओं के बावजूद हमने अब तक का कार्य पूरा कर लिया। यह हर्ष और सन्तोष की बात है कि अब हमें अधिक जटिल कार्यों के लिए काम करना है।

**BHILAI STEEL MAJDOOR UNION CALLS TO UNITE :
ORGANISE PEACEFULL STRUGGLE & ACHIEVE DEMANDS**

Enroll Yourselves as Members in Thousands

Comrades,

One million ton Bhilai Steel Plant is going to be completed. Upto September 1960 steel worth Rs. 20 Crores was sold in the market, but the employees who constructed this magnificent plant and also those who are producing this steel are facing numerous problems. There are various labour unions in this project but so far as these problems are concerned they never took the issue seriously except distributing some leaflets and that too not in proper way. Leaders of illegally recognised I.N.T.U.C. Union are busy with safeguarding their own interests. Workers are practically disgusted with them. Finding no other alternative the workers unanimously took a decision on 3rd Dec. '60 to form a real representative union in a huge mass meeting and this BHILAI STEEL MAZDOOR UNION was formed in the same mass meeting. The employees working in B. S. P. Mines at Rajhara & Nandini have already formed their union named "Samyukta Khadan Mazdoor Sangh" (Regd. No. 412) affiliated with A.I.T.U.C. It is a good news that both the unions have decided to work jointly.

1 - On Retrenchment :- Regarding the retrenchment issue of construction staff, our A. I. T. U. C. representatives in Parliament met with Honourable Minister for Steel & Mines and submitted a memorandum signed by more than 4 thousand work-charged employees to stop the retrenchment without alternative job and other demands. An adjournment motion was also moved in Parliament on 5th December '60 on problems arising out of mass retrenchment at Bhilai. No other union has ever brought the worker's problem in the Parliament. As a result of our constant efforts the Honourable Minister has told in Parliament to absorb the restrenched employees in other projects as far as possible. The management should implement it in consultation with the Central Government. Also, before a workman is retrenched full particulars of his home address should be recorded so that the arrears of increased D. A. or any other arrear can be paid to them and all the information of alternative employment be conveyed. As we demanded earlier if the extension scheme is taken-up immediately the no mass retrenchment can be avoided.

Secondly, it has been specified in G. M's order No. 3 that persons belonging to schedule cast & Schedule tribe will be given 15% and 12½% employment in the regular set-up of the plant (including extention work) but, on strange arguments, their retrenchment is going on. Only three months ago instruction was issued from General Manager to give priority to ex-servicemen in selection from work charged to operation but no fruitful result has been achieved so far. This union demands that all the persons belonging to Schedule cast & Schedule tribe and ex-servicemen should be given suitable job in operation irrespective of their date of joining the project.

Thirdly, as per provisions in the standing order when an employee is retrenched wages for unavailed portion for earned leave should be paid to him, but so far it is not paid to any employee who has been retrenched. Despite of the fact that they are governed by standing order. Thus the management is violating its own standing order.

2 - On Recruitment from out side :- Recruitment to operation from out-side is still going on. Recently for non-supervisory - technical staff out-siders were called for interview on 22nd, 23rd and 24th Nov. '60 whereas suitable candidates from work - charged establishment were not even interviewed. However, as a result of our intervention the outside recruitment was stopped. Simillarly, there are instances where direct appointment of U.D.C.s is being done on one hand and on the other U.D.C.s already in service with good confidential report are being asked to sign contract for L. D. Cs. job. Obvious it is that only constant vigilance on the part of workmen can prevent this sort of things.

3 - Victimisation :- So far about 175 workers have been terminated from this project without any opportunity to represent their case which must be done as per provisions laid down in discipline & appeal rules. Recently 10 drivers working in Fire Brigade Section were terminated on 26th Nov. 60

without showing any reason. Their only fault was that they protested the present 12 hour working day. For Fire Brigade workers there is no service rule. The long awaited standing order of the project is not applicable for them. Without introducing any service rule they are illegally forced to work 12 hours a day. The victimised workers have filed suit against the company through our union and the matter is proceeding in the law court.

4. **Injustice :-** Nearly 500 workers are working in Timber-Work-Shop since 1957. By virtue of nature of their work they are operation staff but still they are borneon work charged establishment. Also, the benefit of C. P. F. scheme is not being given to them though the Board of Hindustan Steel has accepted to extend the benefit of compulsory provident fund upto employees borne on w. c. establishment (Ref : Circular No. Estt. II. 4- C. P. F. (2) (52), dated 25-6-59). In the refractory division masons are sometime forced to work as slag-remover. Such things are against safety rules. In case of any accident the management does not take any responsibility and very conveniently shifts the responsibility upon the employee, A peculiar situation has been created by paying different wages to the employees engaged on same work.

5. **Bus-Fare & Ticket :-** At present employees pay annas two for each trip while going for and coming from duty. Monthly it costs nearly Rs. 6.80 N. P. but those who are in General Shift they are paying actually double of this amount which is too high a fare for low paid workers of Bhilai. Therefore our demand is to introduce monthly pass system on a lower rate, and at the same time the present Cupon sytem should remain.

6. **Housing :-** It is true that quarters are not sufficient to provide housing accomodation to each and every employee immediately. But the real discontent amidst employees is because quarters are being allotted not on seniority basis but on special recommendation of some I. N. T. U. C. fellow. A rumour is fast prevailing that some INTUC fellow is earning money out of it. Our demand is that in future allotment must be done on the basis of only seniority and importance of their work.

7. **Rising Prices :-** The construction allowance at a lower rate since July 1959 is not justified having in view the fact that Central Government is paying full C. A. to its post & telegraph workers in Bhilai.

The dearness allowance paid to the workers in such an important industry is not linked with rise in cost of living. For months and years, while prices kept going up the D. A. remained the same. This compel the average workers to eat less and less and susfer more and more. Here, in different sectors we find different prices in the market for THE SAME ARTICLE OF SAME QUALITY. There is no fixed price specially for the grocery articles. Price-lists are also not exhibited properly in every shop which they are supposed to do. Simillar is the case with cloth-merchants, who are charging abnormal price even when The Government of India has fixed a definite price for each type of clothings. Under the existing circumstances this union demands that D. A. should be linked with cost of living index and as a measure to immediate relief the increased D. A. of Rs. 5/- and Rs. 15/- (as recommended by pay-commission) should be paid to all its employees with retrospective effect.

THIS SITUATION DEMANDS YOUR SOLIDARITY AND THEREFORE ENROLL YOURSELVES AS MEMBERS OF THIS UNION IN THOUSANDS WHICH IS FORMED NOT IN CLOSE DOORS BUT IN A PUBLIC MEETING WITH YOUR CONCENT. COME, MOBILISE ALL THE WORKERS ON DEPARTMENTAL BASIS IN SUPPORT OF YOUR BHILAI STEEL MAJDOOR UNION AND ORGANISE YOURSELVES TO ACHIEVE THE DEMANDS. ONLY OUR UNITY IS GUARANTEE TO HELP OUR CAUSE. COME AND JOIN THIS UNION IN NUMBER OF THOUSANDS.

Yours :-

Com. S. A. Dange (M. P.)
President,

Com. Sudhir Mukherjee.
Working-President,

Com. Hamid Khan.
Vice-President,

Com. Sambal Chakraborty
General Secretary.

Bhilai Steel Majdoor Union
Nandini Road Camp 2, BHILAI (M. P.)

It is known to you that I am not coming to attend this session because there is nothing written in your letter dated 20th December. Recvr of this letter is com. Sambal Chakra party n' is in general secretary of the Bhilai union. I am sending one first and recent sheet along the letter. Suggest if any thing you want.

Regarding cycle I am in dark. If it is not possible to send then let me know clear cut. Because before the Bhilai & mrao I became a blabber. So, unnecessary don't put me in trouble.

Please ask Nihar, what he has told that cycle or what time last 5 months he is in Pravin but not sending that one.

मध्यप्रदेश विधान सभा सचिवालय
भोपाल

N.B.
Dear Com. H.S.

Regarding com
Or after get some more
sent after words. So
Please do the man
On my words how
our three comrae
ment at hand as a
Delays etc

P. N. K. S.

However, membership drive
is going on.

Please make necessary
arrangement for affiliation of the
Bhilai union with A.I.T.U.E. I
am sending affiliation form
~~with~~ through the bearer comrade.
He may handover that to com.
Achutan, so do the needful.
I am sending Rs. 5/- only. If money
is required more then please expense
it.

Hope you are in good health.
From Bhilai, 3 delegate is
going. ~~one~~ one will come from
Kerala (he is now on leave) with
my letter to you. So, do the
needful. Rest when we
meet

Yours
Ramesh Mukherjee

Comrades !

What was once a vast desolate area is to-day humming with the activity of a gigantic Steel Project - a lofty national enterprise. What was a plan in blue print yesterday, is a subject of national pride to-day. The idea of setting up of the Three integrated steel works in the public sector at Bhilai, in M.P.; Rourkela in Orissa and Durgapur in West Bengal was chalked out in the second five year plan by the Govt. of India. It was decided on 1st April, 1957 to transfer the responsibility of setting up the Steel Plants in Bhilai and Durgapur to the Hindustan Steel Limited which had been formed towards the end of 1953 to implement the Rourkela Steel Project. In an agreement with the Soviet Govt. plant was decided to put up at Bhilai with their technical and financial co-operation, and U.S.S.R. guaranteed the performance of all plant and machinery supplied from there. The Soviet Govt. agreed to provide a sufficient number of experts for technical supervision of plant and consulting services. The civil engineering works and erection were the responsibility of the project authorities helped by the technical advice of Soviet experts. A number of Indian contractors had been engaged in the civil engineering part of the work but the erection work was being done partly through contractors and partly departmentally.

To have an overall survey, I present before the honorable members all the particulars of the Bhilai Steel Project, (M.P.) as below:-

1. RAIL PLANT SUPPLIERS : Russia
2. PRESENT COST ESTIMATES : Rs. 179 Crores.
3. WATER SUPPLY : Water works in Durg,
also coagulation tank connected
with it.
4. SOURCE OF MAIN POWER
SUPPLY. : 90,000 Kwa. Thermal Station being
set up by the M.P. Electricity
Board at Korba.
5. RAW MATERIALS
 - i) Iron Ore : Rajhara.
 - ii) Coal : Kargali, Bokaro, Jharia & Korba.
 - iii) Lime stone : Nandini.
6. CONSTRUCTION PERSONAL : nearly 12000 directly employed and
41000 approx. by the Contractors.
7. TRAINING : 670 engineers and 6000 skilled
workers and Operators.
8. CAPACITY :
 - i) Pgg Iron : 11,00,000 tons
 - ii) Steel Ingots : 10,00,000 Tons.
 - iii) Finished Steel: 7,70,000 tons.
9. COKE OVENS : 3 batteries of 65 ovens each.

- BLAST FURNACES : 3 of 1135 tons capacity each.
11. STEEL MELTING SHOPS : i) 1 Mixer
ii) 6 Open Hearth furnaces of 250 tons capacity each.
12. ROLLING MILLS : i) 1 Blooming Mill.
ii) 1 Billet Mill.
iii) 1 Rails and Structural Mill
iv) 1 Merchant Mill.
13. POWER PLANT : 24000 KW.

Speaking about production, Bhilai Steel Plant will produce:-

Rails	:	110,000 Tons
Railway Sleeper Bars:		90,000 "
Heavy Structurals	:	234,000 "
Rounds	:	121,000 "
Flats	:	15,000 "
Billets for Re-Rolling:		150000 "
Pig Iron	:	300,000 "

In this aforesaid list, I hope, I could give you a n exhaustive report about Bhilai.

Constructional work started early in 1957 and things began to take shape in their schedule. A vast barren land of M.P. was gradually transformed into a gigantic Steel Project, one of the world's best in the time. The desired targets could be achieved in schedule due to the cooperation and best understanding between Indians and Soviet Experts. The language bar did not stand in the way in translating the blue-prints into life pulsating work Shops. Due to this cooperation in building such a big plant an everlasting Indo-Soviet friendship has been developed which undoubtedly is an additional gain for us.

Comrades, let me now expose before you another internal picture of this much publicized national project, from which you may have an idea about the condition of the workers who are being squeezed of life in the name of national interest.

1. Nearly 42000 work-charge workers were engaged in the preliminary stage of construction. Living in the worst possible condition, earning just to have their bare necessities, they put up all their energies to complete the work in time, with the hope that they will have their prize in the long run. These work-charge workers have had no preivilages nor could they raise any voice for their demand due to the non-existance of any of the labour unions. They worked overtime denying the scorching heat of the summer Sun,

biting cold of the winter and incessant rain of July for the national interest. With the completion stage of the construction these workers who are actually responsible for the foundation of this Project, are now facing the grim situation of mass retrenchment. The horror of the position as it stands now may well be gauged by the number of these workers who are to be retrenched within few days. Their number stands well above 16,000. When we recall the declaration of our Honorable Prime Minister who said, none of these skilled labours will ever be allowed to remain idle, we find it a mockery of fate looking at the inevitable calamity that these workers are going to face just now. I feel now to ask the beloved Prime Minister what will happen to these thousands of workers who are on the verge of the uncertain future. I know he cannot answer nor could he dare as he is the man who is responsible for these mishap.

2.

Comrades, all of you I hope, will agree with me for the necessity of forming a powerful and well organized Union to safe guard the interest of these labours who are now frustrated and aimless. You will be astounded to know that instead of absorbing these Skilled Workers in the regular grade, men from outside are being recruited for manning the factory without any preference for the workers of this category.

The Management are not satisfied only with this, they have already terminated the services of many workers without any specific reason violating thereby the Standing Order of the B.S.P. This autonomy is contrary to all industrial regulations and any voice is yet to be raised to prevent this ensuing catastrophe.

3.

While presenting the service condition of the regular workers of the Project, I am afraid as I may have to present something which is possibly unprecedented in the history of industries.

- (a) No wage board has yet been formed though the Project is well under production. In this context I may draw your attention to the other wage boards of Jute, Sugar, Cement and Textile Industries. But nothing has been heard so far of forming a similar one here till this date.
- (b) Though Steel worth Rs. 20 Crores was sold in the market already at usual rate of TISCO and IISCO, but not a single fraction of this amount has yet been given as bonus to the employees who are producing it. Nothing has been heard of giving bonus to the employees in the near future.
- (c) Question of giving Overtime to the workers is only confined in the Standing Orders of the Project, and only future knows when this is going to be materialised.
- (d) The temperature under which the workers of Open Hearth, Blast Furnace and Soaking Pits are working may be well imagined by any lay man who have slightest idea about a Steel Factory. But question of giving them a Heat allowances, seem to be absurd by the management and no action has yet been taken in the line to give them their - rightful claim.

- (e) One of the many wonders practised by the management is this, that different wage is given for the same designation depending upon the peculiar logic known only to them. This is an usual practice to deceive the workers which is against all justice and law. Unfortunately any application regarding these subjects are never replied by the management leaving the workers in dismay and frustration.
- (f) Lastly I place before you a rule practiced by the Britishers which has nicely been adopted by the Hindustan Steel Ltd., leaving little chance for distinction between the two. This is the famous 'Divide and Rule' policy. The management has created two categories:-
(i) Operatives and (ii) Skilled Workers, with a huge difference of pay. This distinction amongst the workers is a well planned policy to disintegrate the Unity of the workers and to suppress any agitation for the rise in wage.

4. A so called Labour Union, INTUC has come in the picture as the Champion for labourers cause indirectly with a motive to shield the interest of the management. Comrades, I hope, I need not give you an account of the naive role played by this Union which is a recognised and a part and parcel of the management. They have not yet taken any action to prevent the mass retrenchment nor have they taken up any case which may hamper the interest of Hindustan Steel Ltd. From the role they are playing it is difficult to guess whether they are for workers or otherwise. And already they have ~~taken~~ been unmasked by some actions which has clearly proved for what they actually stand. Ordinary workers have been betrayed and disillusioned by them.

5. Under this back-ground of chaos and uncertainty workers of Bhilai Steel Project were eagerly looking for an Union which will be truly their own and fight to safeguard the interest of ordinary workers, who have none to back and defend.

Comrades feeling this acute demand, on 3rd Dec. 1960 a mass meeting was called and the largely attended workers demanded the formation of our Union. Thus the " BHILAI STEEL MAZDOOR UNION " was born like a Hercules to fight for justice and law. I now on behalf of the Bhilai Steel Mazdoor Union, submitting our reports and invite your suggestion to achieve our goal and the line to be followed to translate our policy into reality.

Sambal Chakraborty

(SAMBAL CHAKRABORTY)

General Secretary,
Bhilai Steel Mazdoor Union.

भिलाई स्टील मजदूर यूनियन,
नन्दिनी रोड, भिलाई. (म० प्र०)

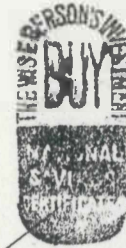


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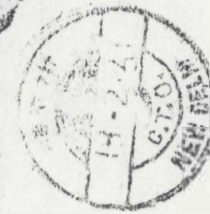
INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



3115

Received here at _____ H. _____ M.



O RC A 103 BHILAI 18

S A DANGE M P PARLIAMENT REST HOUSE DELHI.

... SCHEDULED CASTE TRIBES NOT BEING TAKEN IN PERMANENT SETUP

LARGE WORKCHARGED NUMBER RETRENCHED IN BHILAI STEEL PROJECT STOP

NO RESPONSE GIVEN TO REPRESENTATION ...

?.... SECRETARY SCHEDULED CASTE WORKERS...

COPIED AT 23/40

"SP"

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.—406—15-6-60—82,260 Bkt.

New Delhi
February 6, 1961

Dear Friend,

Your letters.

This month your allowance will be full.
As regards other allotments we will have
to wait a little.

SAD is likely to return by Feb 10. I will
talk to him about visiting Bhilai then.

I am sorry all copies of the report were
distributed - in fact we were short of it -
so we could not send you one.

You are one of our ~~gems~~ G-E-M's.

Yours fraternally,

Ny

1-6 FEB 1961

Com. K. G.

Bhilai. 21.1.61.

As Com. Sambal Chakravarty let me know that Com. Dange has agreed to come here on last week of February, so please finalise his programme with him and let me know in detail so that I can organise on the basis of his programme.

Secondly, As Com. Sambal told me that Rs. 150/- has sanctioned against one mime set, one typewriter machine and little bookshelves for Bhilai, please let me know how this will be arranged.

Thirdly, In this month you sent me only Rs. 150/-. You might have forgot to send another Rs. 100/- for Bhilai Comrade. However I expect the same in the February M.O.

Fourthly, From now you

send your letters to the address given below.

Shri. S. P. Singh
S. No. 7/D. Sector 4.
Bhilai

Address:-
Suraj Prasad Singh
S. No. 7/D. Sect. No. 11
Sector 4.
Bhilai.
Dist. M. P.

Motion Bus.

- 8 FEB 1961

268-4

BSMU-II/I/6I.

Dear Comrade,

K. G. , hope you are doing fine and is in good health. To-day I am writing to you regarding some important matters, so you please do the needfull at your earliest convinience.

- 1) The resolution those have been passed in the AITUC's last session, - copies of the same are still awaited in this office. We are specially interested about the resolutions those have been passed regarding the different industries and specially about Iron and Steel.
- 2) The bulletin that was to come out from the National Federation of Metal and Engineering Workers of India's Main office has not yet been received by us. You therefore please arrange to send the same as soon as that is published.
- 3) Points for the memorendum of Bhilai Steel Works are being collected through good sources and exhaustively and will be send to you as soon as those are complete.
- 4) Regarding my appeal, I have already sent to all Ministers concerned and a copy of the same I am sending to you to move to Parliament level.
- 5) The report of G.S. of AITUC that is expected to be published on 20-2-'6I and the Supplement of T.U. record which is also expected on 5-2-'6I may kindly be send to us at an early date.

This all for to-day. I shall anxiously look forward for your reply. with good wishes and cheers.

Yours Comradely,

Santosh

(Santosh Chakraborty)
General Secretary;

Bhilai Steel Mazdoor Union,
Nandini Road,
BHILAI. (M: P:)

2nd Feb. '6I.
Bhilai.

If this union is not on our
mailing list to N.A. P. then
then along with Ramesh &
Durgam Steel Union

10/2
9/2

To
The Secretary,
Hindustan Steel Ltd.,
Bihar Govt. Secretariat Building,
Hisco, Ranchi, (Bihar)

From:
Sambal Chakraborty,
5A/C Avenue, Sector-I,
BHILAI.

Sub: An appeal for re-instatement- regarding
an unwarranted termination from service
by the B.S.P. authority- vide G.M.'s order
No. Kstt. V/OPR. 3/RM/304/60/1481 dated
14th October, 1960.

Sir,

With modest submission, I, Sri Sambal Chakraborty,
beg leave to place the following facts for your kind information and expectation that justice will be done to me without any bias.

1. I started my career by joining Indian Ordnance Factory, Amarnath (Bombay), Ministry of Defence, Govt. of India, on 2.1.1950 in the capacity of a Roller. Till joining Hindustan Steel I was serving the same concern under the same designation.
2. In the month of July 1957, I applied for the post of a "Roller" advertised by the H.S.L Through Proper channel, my application was duly forwarded by I.O.F. for the National Interest.
3. Before joining a "NO-Objection" Certificate was issued by the concerned authority with the assurance that my service will be spared if selected.
4. I received the appointment order on 5.7.58 and was directed for training to Bhadravati Iron and Steel Works, Mysore. Due to some illness I was then not in a position to go there. I was then asked to report to General Manager, Durgapur Steel Project. On 5.2.59 I reported to General Manager as required, who in turn send me to Indian Iron & Steel Co., Burnpur, for the necessary training. After joining Hindustan Steel, I submitted my resignation to the Supdt., of Ordnance Factory, Amarnath, which was officially accepted by the said concern.
5. After completion of my training I was called back and was asked to report to The General Manager, Bhilai Steel Project. On 21.1.60 I reported to regular establishment under the designation of Asst. Roller, (Rolling Mill), and was posted to Billet Mill. Since then I was discharging my duties with utmost sincerity in the same capacity.
6. But surprisingly on 14.10.60, I was given a termination notice without any specific reason. The authority never even mentioned the rule under which my service had been terminated.

Going through all these points, I hope you will have a clear study of my case. I joined H.S.I. for the National interest and to serve the Nation leaving aside my ten years service benefit, gratuity, provident fund and service security etc. in the Ordnance Factory, as it appears now, just to be prized by being terminated from service without any specific reasons. Sir, as I have come through proper channel and from a department which has got no parallel in security, I wonder on what ground may I lose my service here. It may also be mentioned that in an office order dated 1.7.60, when all assistant rollers were given regular grades in the same department, my name was carefully left out of the list even though I completed my training long ago. From the said instances it will be obvious that these were all deliberate and I was not given any opportunity to defend my case.

Under this dismayed circumstances, I look forward to you to deal my case with justice, and I fervently appeal to you to reinstate me in my original designation after enquiring into this predicament.

Yours faithfully,

S. Chakraborty
(SAMBAL CHAKRABORTY)

Dated: 1.2.'61.

Copy forwarded to:-

1. Shri. Jawahar Lal Nehru,
The Hon'ble Prime Minister of India, New Delhi.
2. Shri. V.K. Krishna Menon,
The Hon'ble Defence Minister, New Delhi.
3. Shri. Gulzarilal Nanda,
The Hon'ble Minister for Labour & Employment,
New Delhi.
4. Sardar Swaran Singh,
The Hon'ble Minister of Iron & Steel, New Delhi
5. Shri. Dr. B.C. Roy,
The Hon'ble Chief Minister of West Bengal.
6. The General Manager,
Bhilai Steel Project, Hindustan Steel Ltd.,
Bhilai.
7. The Asstt. Labour Commissioner, Raipur.

To

Shri. Dr. B.C. Roy,
Hon'ble Chief Minister of West Bengal,
Calcutta.

From:
Sambal Chakraborty,
5A/C Avenu, Sector-1,
BHILAI.

Respected Sir,

Finding all avenues blocked and being frustrated from the hope of justice, I, Shri. Sambal Chakraborty, with due respect beg to place the following facts for your kind information, expecting that you will take a little pain to enquire into the case and offer me a chance to live.

I had been an employee of the Ordnance Factory and put up ten years earnest service before joining H.S.L. After completion of necessary training and before getting the grade of my original trade I had been discharged by the authority concerned without any specific reason and without offering me any opportunity to defend my case. I have the honour to enclose herewith a copy of the letter addressed to the Secretary H.S.L. from which you will have a through probe into the entire episode.

Under this circumstances, it is you, Sir, who may interfere in this predicament and offer me a chance to survive. If justice and democracy is trampled, if fundamental right of one to defend oneself is gagged then for what may we be destined but starvation and death. I am a bonafide refugee from Eastern Pakistan with a large number of dependents on my income, am now in the road of doom just for no reason. Being a Bengalee myself I have every reason to have faith on you believing fully well that you will not keep mum when I am pushed to the dark crevasse with all the members of my family just for the whim of the management. I hope with all confidence that this appeal of mine will deserve its sentimental and realistic attention and will not be dropped or neglected as a drop of tear of a most ordinary worker.

With regards,

Yours faithfully,

S. Chakraborty
(SAMBAL CHAKRABORTY)

Date: 1-2-'61.

Encls: I.

To

Shri. Jawahar Lal Nehru,
Hon'ble Prime Minister Of India, New Delhi.
Shri. V.K. Krishna Memon,
Hon'ble Defence Minister of India, New Delhi.
Shri. Gulzarilal Nanda,
Hon'ble Minister for Labour & Employment, New Delhi.
Shri. Sardar Swaran Singh,
Hon'ble Minister of Iron & Steel, New Delhi.

From:
Sambal Chakravorty,
5A/C Avenue, Sector-1,
BHILAI.

Respected Sir,

Finding all avenues blocked and being frustrated from the hope of justice, I, Shri. Sambal Chakravorty, with due respect beg to place the following facts for your kind information, expecting that you will take a little pain to enquire into the case and offer me a chance to live.

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With regards,

Yours faithfully,

S. Chakravorty.
(SAMBAL CHAKRABORTY)

Date: 1.2.'61.

Encl; I.

12 2 FEB 1961

A. I. T. U. C.
Received... 9/22/61
Replied.....

265-A

BSMS-2/7/61.
Dated the 14th Feb. '61.
Bhilai.

To

The General Manager,
Bhilai Steel Project,
BHILAI.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
BHILAI.

Dear Sir,

With utmost jubilation and great pleasure I beg to inform you that the Bhilai Steel Mazdoor Sabha (Ex-Union) has been registered as a workers union under the M.P. Govt.'s registration act.

In this connection I may mention that due to some technical contradiction the name of our union i.e; Bhilai Steel Mazdoor Union has to be changed into Bhilai Steel Mazdoor Sabha. The contradiction arose due to the name of another existing union having the same sounding. In anticipation, and to avoid any future misunderstanding we have obtained the registration in the aforesaid name. Our registration number being 445 and was in effect from 1st February 1961.

I sincerely believe that you will appreciate the desirability of mutual co-operation and understanding between the management and our Sabha for the interest of country and nation, as also for the plan. We assure that you will always find our activities in relation to the workers and management in resonance with the pulsation of progress of our countrys aim to -wards industrialisation. We hope that you will also help us to help you.

I shall deem it a favour if you please transmit this information to the departments concerned to avoid any future complications with regard to the name, and direct them to extend hand of co-operation to us for smooth and slick running of this pride project of India.

With heartiest greetings.

Yours faithfully,
for Bhilai Steel Mazdoor Sabha.



Sambal
(SAMBAL CHAKRABORTY)
General Secretary:

Copy forwarded to:-

The President,
Bhilai Steel Mazdoor Sabha,
- For information.

REGISTERED

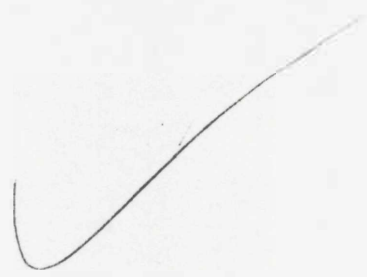
BSMS-IO/IA/6I.
Dated the 16th Feb. '61.
Bhilai.

To

Com. S.A. Dange,
President,
Bhilai Steel Mazdoor Sabha,
4. Ashok Road, New Delhi.

From:

Com. Sudhir Mukherjee,
Working President,
Bhilai Steel Mazdoor Sabha,
Bhilai.



Dear Com. Dange,

Enclosed find a copy of representation of Com. Sambal Chakraborty, our Gen. Secy. against his victimisation from B.S.P. pl. go through it for details. It should be taken up seriously with the Labour and Steel Ministry at Delhi. It will otherwise be a regular ~~facture~~ - I mean political victimisation of all our people. Already three persons have been sacrificed. Some more of various departments have gone, using the extraordinary provision of terminating without showing any reason, whatsoever. This extraordinary method of termination - without showing any cause - has nothing to do with normal retraining according to Act. If some serious protest is not made right now, many activists - particularly fellows who have been brought from other plants, also will be ~~started~~. *Stranded*.

Rest you know, further when we meet - which I hope should be before 10th. March at Bhilai.



Yours Sincerely

Sudhir Mukherjee

(Sudhir Mukherjee)

Working President:

A. I. T. U. C.
Received. 255/8.3.61
Registered.....

Bhilai Steel Mazdoor Sabha

REGISTRATION NO. 445.
INDIAN ROAD, BHILAI.

BSMS-10/3/61.
dated the 4th March '61.
Bhilai

To

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

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

10/3/61
SAG

Dear Comrade,

I am pleased to inform you that after the successful mass meeting of 26th Feb. '61. and the distribution of 2nd Bulletin, - situation seems to have taken a very favourable turn. A procession of female mazdoors came to our office with their demands, which has been successfully dealt by us by negotiating with the Labour Officer.

It is also very satisfying news that people of higher ranks (other than mazdoors) both from operation and Const- ruction are pouring in to our office, to solve their problems. The movement is very opportune to hit the bulls-eye in mobilising the workers. I therefore, personally feel that the presence of Com. Dange will definitely play a major role in translating my hope.

Comradely Yours,

Sambal
(SAMBAL CHAKRABORTY)
General Secretary:

A. I. T. U. C.
Received 23A/6-3063
Replied.....



No.

214



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at _____ H. _____ M.

0 OH 8 RAIPUR S B 6

STANDARD MESSAGE SERVICE.

.... SITUATION ALARMING (.) ENGINEERS SUPERVISORS AND CONSTRUCTION STAFF
RETRENCHED IN THE SANDS (.) VIOLATING RECENT HINDUSTAN STEEL RESOLUTION (?)
NO ALTERNATIVE JOBS PROVIDED (.) THEIR FAMILIES FACING DESTRUCTION. (.)
IMMEDIATE INTERVENTION PRAYED. (.)

GENERAL SECRETARY BIHAR STEEL MAZDOR
SABHA.

C/T 01/10. W. H. R. G.

This form must accompany any enquiry respecting this telegram.

I. A. P. Delhi 1960—9000 Books.

March 22 61

Dear Com. H. G.

Received your letter with the 100. with thanks.
Received no letter fixing Com. Sang's Programme.
Nowadays any union needs agitation-propaganda
for strengthening its organization. Here I
am not able to gear up this system. Workers
participation in the union activities is
developing. IN T.U.C. union has adopted
a new tactics to divide and do keep
workers with them.

My Bulletin is in the Press
and expecting within few days to be out.
I have given one month notice to the manage-
ment ^{D.P.} to implement your commu-
nication, ~~see~~ otherwise we will start
one peaceful struggle.

However, I am coming
to Belchi ~~with~~ ^{with} first week of
march.
Hope you dont send my money
to Bhilai. Hope you are in
good health. Best when we
meet.

A. I. T. U. C.
Received 56/26.2.61
Replyed

Mahan Das

B. K. J. 14.2.61

My dear K. J.

Received your letter dated 6th on 11th.

But your money has not reached K. U. now. (I am sorry)

Presence of B. K. J. is necessary. Over various names

has been changed due to objection raised by the recipient.

Now even union name is "PHILIA STEELMAZ DOOR

SABHA" will registration number 445.

W. P. K. U. now we could able to

enter our membership nearly 1500. I am expecting

more within than month. The objective some demands

which is present in the 1st bulletin. I am preparing

it. Second bulletin. It is expected within few

days. ~~the~~ your might have talked with Com. Bangs

for B. K. J. programme. Please let me know as early

as possible, so that I can start area meeting. You

try to fix him for 26th. February or 5th. March. You

also tell him that it will be better if he can

come one day earlier than committee meeting. I can

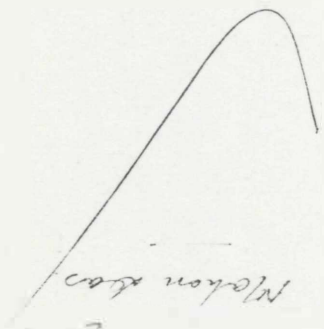
arrange before main meeting.


Send your reply with errors

early. Best when we meet.

Yours sincerely

Nikhil Das





February 23, 1961

Dear Friend,

Your earlier letter was replied as soon as I returned from Coimbatore.

M.O. has been sent to you. Allowance for January was remitted to you on December 27 and for February, it was remitted on February 10.

Please check up.

Your representatives sta in the discussions and everything was decided at Coimbatore.

Khandkar also had a talk with SAD but it seems at the moment that he is too busy. We are still trying so that he visits the area in March/April before it gets hot.

We want a regular bulletin - such as newsletter for TUR. Earlier your letter contained it. Now after the union is formed, it has stopped. How is it ?

With greetings,

Yours

10.2.61

Dear Com. K. G.

Received no letter, no money, no indication for Com. Singh's Programme nothing else. Bhilai organisation & union is very new so they expect regular contact from the centre. I dont find any reason when you are receiving regular report and informations, tell them you are not writing any letter to me. After coming from Delhi last week. I have not received a single letter from you. I dont know what is the reason.

Our union formed in the month of Dec. but actually membership started only in January 1961. Now our expenditure is minimum monthly Rs. 500/- for two whole times (Haridwar & Sambal) Rs. 200/-, house rent Rs. 40/-, one monthly bulletin Rs. 100/- (K. + H. for 10,000), conveyance about Rs. 100/-. Apart from that we rent 2 computers from here for the Cambridge session. It cost extra expenditure burden on us.

When we have taken one concrete step for the A.I.T.U.C., at the same time B.I.U.C. stopped their correspondence etc. Putting entire burden on us and keeping silent from your side is not good. It does not help the organisation. I dont expect from you at least.

Due to our financial difficulties we can not be able to publish our 2nd bulletin. You have not sent January & February money to us. Under the above circumstances, I am facing very difficulties now a days. Now you suggest what I shall do. Had I been in normal position, I may not ask for the above.

MY ADDRESS
Suroj Prasad Singh
7/D, Street No. 11
Sector No. 4.
Bhilai.
Burg. P. O.

If I wont receive any letter within one week then I may come to Delhi which I dont want at present. awaiting early reply. yours
N. Mohan Das.

To

The General Manager,
Bhilai Steel Project,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Some urgent Problems and Demands of the ADM Garage employees.

Sir,

We wish to draw your attention to some urgent Problem of the ADM Garage Staff, as follows:-

1. That the ADM Garage was started in 1956, i.e. since the beginning of the Project. Almost all the present employees are working since 1956 or 1957. All the employees were taken as regular employees in the beginning. But strangely enough in 1958, all the Mechanical Staff (all except Drivers, Checkers etc.) were brought on work-charge basis. It is really strange, that a regular staff required for the very maintenance of the garage itself, is maintained as work-charge staff. The work shop cannot be a temporary affair, as long as the vehicles are owned by the B.S.P.
2. That as yet some one being paid only Rs.48/-Pm., recruitment being made as yet from outside overriding claims of employees working; discrimination continue to exist amongst Chowkidars uniforms not yet given, minimum amenities for efficient work not being given, yet. This is a regrettable state of affairs.
3. That we request therefore, that the following urgent demands of the A.D.M. Garage Staff, be kindly considered soon and relief given:-
 - (a) All work-shop staff and others on W/C basis, be immediately brought on regular basis (The work is regular one)
 - (b) Immediately pay Rs.75/-Pm. to all getting Rs.48/-Pm. with retrospective effect.
 - (c) All chowkidars be paid Rs.75/-Pm. The gradation be abolished as all give the duty of same nature.
 - (d) Vacancies in higher grade be filled, by giving priority claim to available hands from junior grade in the Garage itself. Helpers having Driving licence, should get priority in appointment as Drivers etc. And not fresh recruits from outside.
 - (e) Proper distribution of work according to trade, and proper pay for the actual work done, be enforced.
 - (f) Uniforms, boots, spectacles etc. to work shop staff be given, necessary tools should be supplied by Management, and the workers should not be asked to bring tools at their own cost Inspection lights for work at night be supplied; Exhaust fan for proper ventilation and cooling in closed rooms like battery charging room be fixed; First aid boxes be provided at every required point.

(g) Allotment of quarters be given as seniority basis.

We hope, that none of the above demands, you will find as unreasonable and unacceptable,.In fact all this should have been remedied long back.

Hope on early action and reply.

Yours Sincerely,
for Bhilai Steel Mazdoor Sabha,

Sambal
(SAMBAL CHAKRABORTY)
General Secretary

Copy to:-

1. The Secretary, Hindustan Steel Ltd., Ranchi.
2. The Asstt. Labour Commissioner, Raipur.
3. S.A. Dange, M.P., 4. Ashok Road, New Delhi.
4. The Sr. Labour Officer, B.S.P. Bhilai.

- for information and necessary action early.

BSMS-2/17/61.

Dated the 13th March. '61.

Bhilai.

To

The General Secretary,
Bhilai Steel Works,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Some of the immediate Problems and Demands of the
W.C. and Operational Staff of the B.S.W.

Dear Sir,

We wish to draw your attention to some of the urgent problems and demands of the B.S.W. employees, as follows, for your urgent attention and necessary orders:-

1. The management should forthwith publish a full list of ~~XXX~~ problem selected for operation, for check up against discrimination and end suspense. Denying this can only mean deliberate harassment.
2. Many heads of departments are not giving E.L. to W.C. employees yet. Immediately this scandalous positions should end.
3. Enforce immediately the minimum salary of Rs.75/- to the lowest category of workers in B.S.P. As yet almost all female Mazdoors are getting only Rs.38/- male workers in ADM garage getting Rs.48/- many Sweepers getting only Rs.50/- This is scandalous.
4. Timber and Garage:- Immediately regularise the condition of workers. End Time work system in timber work Shop. Give transport facilities to the Garage staff at the end of their end shift at midnight.
5. Pay proper salary sanctioned for the post for which a worker is actually made to work:- There are many workers in w.c. and operation, who are actually doing the work of a superior category but they are paid for the lower category of work. This must end.
6. For Operation Staff:- Fix proper Grades and pay Scales on a National basis forthwith. The Management has so far adopted a whimsical attitude in fixing scales. Till the demand of WAGE BOARD is realised, the scales should be fixed depending on the amount of responsibility and nature of work.
7. Immediately pay the increased D.A. of Rs.5/- & Rs.15/- (depending on pay), sanctioned by the Central Govt. With daily increase of prices of essential commodities, we have been demanding the grant of increased D.A. to B.S.P. employees, accepted by the Govt.

It is really regrettable that this has not been paid yet to the employees. we request you to issue necessary orders to pay the same within a month, and thereby avoid an unnecessary and unpleasant situation of agitation, which otherwise will be forced on us.

We earnestly hope that none of the above demands you will find as unreasonable or unacceptable. We further feel that all the above issues are within your jurisdiction and competence to solve.

Expecting early orders and reply.

Thanking Your,

Yours faithfully,
for Bhilai Steel Maszdoor Sabha,


(SAMBAL CHAKRABORTY)
General Secretary:

Copy to:

1. The Secretary,
Hindustan Steel Limited, Hinoo, Ranchi.
2. The Asstt. Labour Commissioner, Raipur.
3. ✓ S.A. Dange, M.F.,
4. Ashok Road, New Delhi,
4. The Sr. Labour Officer, B.S.W.,

- for information and necessary action.

Bhilai Steel Project
Bhilai Steel Project
Bhilai Steel Project

BSMS-2/84/61.
Dated the 21st March 61.
Bhilai.

To

The General Manager,
Bhilai Steel Project,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Retention in Job, the Supervisors, or giving them
some alternate employment.

Dear Sir,

We wish to draw your urgent attention to the following
Problems of Supervisors working in B.S.P. :-

1. That we learn, about 65 Supervisors, working in regular establishment have been issued Retrenchment (termination) orders.
2. That further 120 persons are going to be retrenched.
3. That in this retrenchment, for determining seniority, date of joining the Project has not been considered. The date of joining the category has been calculated.

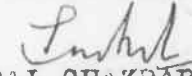
That this is a special discrimination. In case of W.C. staff, date of joining the Project has been counted for fixing seniority and for these people date of joining the Category has been counted. This has resulted in retention of juniors, & dispensing with seniors.

4. That no alternative employment is being provided for these experienced regular staff.
5. That we submit therefore:-
 - (a) That retrenchment orders be withdrawn and alternative employment provided;
 - (b) That for determining seniority, Project seniority should be considered, and not category seniority;
 - (c) That alternate jobs also should be given, taking into account the Project Seniority of employees and not category seniority.
 - (d) That provisions of Section 25 of industrial dispute act, for the purpose of retrenchment benefit, should be implemented for those who have to go ultimately;

Hope early action in this regard and reply.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,


(SAMBAL CHAKRABORTY)
General Secretary

Copy to:-

1. The Secretary, H.S.L. Ranchi.
2. The Asst. Labour Commissioner, Raipur.
3. The Sr. Labour Officer, B.S.P.
4. S.A. Dange, M.P., 4.Ashok Road, New Delhi.

- for information and necessary action.

BSMS-2/23/61.

Dated the 22nd March '61.
Bhilai.

To

The General Manager,
Bhilai Steel Works,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Dear Sir,

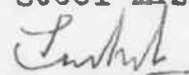
We shall deem it a favour if you please intimate the conceived action that will be taken for implementing the following decisions passed in the Parliamentary consultative Committee Meeting of Ministry of Steel Mines & Fuel on March 1.1961, in which Sardar Swaran Singh was also present:-

1. Instruction have been issued to the plant managements of HSL that all labour laws are to be strictly implemented. Any case of non-implementation should immediately be brought to the Ministry's notice for action.
2. It has been decided to appoint a Director of Personnel for the HSL plants. He will be responsible for co-ordination and standardisation of labour policy and conditions, wage-rates, etc. His headquarters will be at Ranchi.
3. Preparations for elections of Works Committee at the three plants are under way. There will be a separate committee for each department and a central works Committee for the whole plant.

An early reply will be very much appreciated.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,


(SAMBAL CHAKRABORTY)
General Secretary:

Copy to:-

1. The Sr. Labour Officer, B.S.W.
2. The Asstt. Labour Commissioner, Raipur.
3. The Secretary, HSL, Ranchi.
4. The General Secretary, AITUC, New Delhi.
- for information and necessary action.

To,

Com. Ramesh Mukherjee,

Dated: 16-3-51.

Received your letter. As you know about our drama programme that is ~~xxxxxxx~~ fixed up for 8th & 9th April. For the same party has already been paid the advance and theater booked. As such these two days will not be convenient for the mass meeting. The reasons are obvious that Malayali-section will be busy with drama programme. Under these circumstances if possible fix 15th for mines and 16th for here. These days will be convenient also for the fact that this month the retrenchment is maximum and there is great depression in workers enthusiasm. As a result of this the membership drive is practically at a stand-still point and in this period our mass meeting will not bring the desired effect. Please consider over it and communicate us early. This I am writing in consultation with Sachi. The Secretariat will meet on Sunday and further information will follow.

Yours
SINGH

March 21, 1961

Com. Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
Camp 2, Nandini Road,
Bhilai, Madhya Pradesh.

Dear Comrade,

Many thanks for your cable asking me to fix a date for mass meeting that can be addressed by Com. S.A.Dange.

It is regretted that due to very heavy engagements, it is not possible now to fix up any programme for Com. S.A.Dange for your area. Your proposal will be considered later on.

We have already explained the position to your representative who came here a few days back.

With greetings,

Yours fraternally,


(S. Mukherjee)

C-3



No.

930

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Bhilai Steel Mazdoor Sabha

REGISTRATION No. 445.

BSMS-10/4/61

Dated 20th March, '61.

Bhilai.

A.I.T.U.C
NANDINI ROAD, BHILAI.
Received... 558/275-61
To

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

From:

The General Secretary,
Bhilai Steel Mazdoor Shabha, Bhilai.

Dear Comrade,

I am in receipt of the granted subsidy and thank you for the same. Enclosing the necessary vouchers as you desired. In this connection I also want to mention that no reply has so far been received to my past letters to you.

An early reply will be appreciated.

With greetings,

Comradely yours,

Encls:- (7)

Sambal
(SAMBAL CHAKRABORTY)

General Secretary:

RECEIVED WITH THANKS - the Sum of Rs. 200/-
(Rupees Two Hundred) only on 15.2.'61 from
the Secretary, of All India Trade Union Congress,
New Delhi Office, in connection with the granted
subsidy for the month of Jan & Feb. '61.



(SAMBAL CHAKRABORTY)
General Secretary:
Bhilai Steel Mazdoor Union
Nandini Road,
BHILAI. (M. P.)

RECEIVED WITH THANKS - the Sum of Rs. 100/-
(Rupees *one hundred*) only on 11.3. '61 from
the Secretary, of All India Trade Union Congress,
New Delhi Office, in connection with the granted
subsidy for the month of *March*. '61.



(SAMBAL CHAKRABORTY)
General Secretary:
Bhilai Steel Mazdoor Union,
Nandini Road,
BHILAI. (M: P:)

4/4/61

BHILAI STEEL PROJECT EMPLOYEES AT RAJHARA MINES DEMAND

- * **Stop retrenchment—Start expansion scheme**
- * **Declare bonus—Set up wage board**
- * **Link D. A. to cost of living**
- * **Grant rent free quarters—Supply drinking water.**

Friends,

Rajhara Iron Ore Mines is on the path of Full Mechanisation. Manual labour is being gradually replaced by modern machineris and highly skilled workers. In all stresses and strains the working people fought heroically to win over natural handicaps and build up their own sector at this backward place. Minus Rajhara one cannot think of Bhilai-Steel-Project.

But till today there is no minimum standard of living and working condition for the B. S. P. employees at Rajhara.

Here stands "SAMYUKTA KHADAN MAZDUR SANGH" to fight for the cause of the working class and almost since the inception the Union has fought and own for the

RAISING WORKERS:-

- (i) . A Minimum average wage;
- (ii) . Payment of leave-wages;
- (iii) . Maternity benefit wages;
- (iv) . Free-Quarters;
- (v) . Medical facilities;
- (vi) . Twice prevented retrenchment last year;
- (vii) . Payment of full compensation with all dues and provisions of alternative job.

ACHIEVEMENTS FOR THE MECHANISED MINES EMPLOYEES.

The latest victory by the Union is the withdrawal of retrenchment notices against 45 B. S. P. employees of Mechanical Equipment shop served on 14-3-61, within 48 hours of its representation before the Conciliation Officer of the Central Government.

On our constant agitation inside and outside Parliament and with help of her parent body-the mighty ALL INDIA TRADE UNION CONGRESS- we have achieved some of the demands in full and some half way:-

- (a) . The Pace of trenchment was showed;
- (b) . The full compensation was paid from the date of joining B. S. P.
- (c) . Scheduled -Caste, Scheduled -Tribe and those who had their land acquired by the B. S. P were assured preferential treatment in the matter of employment.
- (d) . The Scandalous pay scale of Rs. 48 . 00 P. M. consolidated was revised.

In spite of these achievements, we see hundreds of grivances are there and they are totally neglected by the B. S. P. The Common and mediate ones are:-WATER-SCARCITY:- with the approach of summer no adequate arrangement for drinking water, either at the working places or at the dwellings has been made. This is nothing but a crime on the part of the Mines Authorities. It has to be immediately attended to:-

ARREARS OF MINES ALLOWANCE AND HOUSE RENT DEDUCTION:-

Though the arrears of mines allowance that was raised from 6 1/2 P. C. to 10 P. C. has not yet been paid, yet the deduction of the house-rent on that basis with retrospective effect is being made.

FREE QUARTERS:—We demand that each workman in Mechanised Mines be provided with rent free quarters.

EXTRA ALLOWANCE:- It is shameful on the part of B. S. P. that the work-men working in more than 850 degree temperature in Bit-Sherpening Shop are Paid wages only 1.75 N. P. daily .We demand immediate revision of scale, special allowance, fire-proof Boots and dresses for them. BONUS:-Now that the production in both, at the mines and the plant has started, all categories of employees should be paid an adequate bonus as their due share DEARNESS ALLOWANCE:- Though the Government of India have sanctioned a payment of D. A. at the increased rates of Rs. 5/- to Rs. 15/- for different categories, yet it remains in cold storage, it is demanded therefore:-

- (a) . That the interim payment of Rs. 5/- to Rs. 15/- be made immediately.
- (b) . That the rate of D. A. be linked to the cost of living index, that is rising with the present budget of the Government for all Commodities.

WAGE-BOARD:- In order to do away with the present arbitrary scales of pay on Rs. 35, Rs. 40/-, Rs. 60/-, Rs. 90/-; & Rs. 100/- basis for skilled workers, we demand that:-

- (i) . There should be proper categorisation of all jobs and scales fixed for each.
- (ii) . There be a WAGE BOARD appointed to go into the details and fix up wages on the industrywise.

FIGHT BUREAUCRACY:- Here in Mines a number of promotion cases are kept in cold storage, scale of pay granted to hundreds of employees are arbitrarily withheld and in some cases illegal deduction have been made .We demand immediate removal of such Bureaucratic administration in the interest of industrial peace in B. S. P.

SECURITY ARRANGEMENT:- Should be adequately made to stop thefts and house breakings which has become very common now-a-days

TASKS BEFORE US:- In order to achieve the immediate demands set forth above, it is imperative that the employees rally round the Samyukta Khadan Mazdur Sangh in hundreds and thousands and:-

- ◆ Enroll one and all as members of this Union by paying Rs 3/- per year;
- ◆ Sign the "GRIVANCE FORM" for individual difficulty;
- ◆ Represent grivances collectively and individually through the Union

ENSURE VICTORY

YOURS'

Krishna Modi,
Working-President.

S. K. Sanyal,
Gen-Secretary.

Prakash Roy,
Secretary.

SAMYUKTA KHADAN MAZDUR SANGH
REQD. NO. 412.

Dated-31st March '61
Local-Office-Opp. New Sunday Market,
Dalli-Rajhara.

HEAD OFFICE
Rajnandgaon, M. P.

राजहरा खदानों में काम करनेवाले मजदूरों की मांगें

- ★ छंटनी बन्द करो: विस्तार योजना प्रारम्भ करो ।
- ★ वोनस दो और वेतन आयोग की नियुक्ति करो ।
- ★ मंहगाई भत्ते को जीवन-स्तर से जोड़ो ।
- ★ मुफ्त मकान और पीने का पानी दो ।

राजहरा खदानों का मशीनीकरण बड़ी तेजी से हो रहा है। शारीरिक श्रम के स्थान पर मशीनें और कुशल कामगार आ रहे हैं। तमाम खदानों के खिलाफ रात-दिन जूझते रहकर जिन श्रमिकों ने इस घोर पिछड़े क्षेत्र में काम किया, राजहरा के उन मजदूरों के लिए न तो न्यूनतम जीवन स्तर है और न नौकरी की परिस्थितियों की ओर ही कोई ध्यान दिया जाता यद्यपि राजहरा के बिना इस विशाल भिलाई-इस्पात कारखाने के अस्तित्व की भी कल्पना नहीं की जा सकती।

संयुक्त खदान मजदूर संघ मजदूर-हितों के लिए लड़ाइयाँ लड़ता रहा है और आज तक उसने मजदूरों के लिए जो हासिल किया है उनमें से कुछ इस प्रकार है:-

- | | |
|--|---|
| (१) सामान्य न्यूनतम वेतन | (२) पगारी छुट्टी |
| (३) प्रसूति-कल्याणकारी वेतन | (४) निःशुल्क मकान |
| (५) दवा-दारू की सुविधा | (६) गत वर्ष दो बार छंटनी का संकट टाला गया |
| (७) वैकल्पिक नौकरी व पुराने बकाया के साथ पूरा मुआवजा | |

छंटनी नोटिस वापस लिया गया ।

मजदूर संघ की ताजा जीत उस समय हुई तब मशीनीकृत खदानों के ४५ कामगारों के खिलाफ बी. एस. पी. को ४८ घंटे के अन्दर छंटनी का नोटिस वापस लेना पड़ा।

अपने शक्तिशाली अखिल भारतीय ट्रेड यूनियन कांग्रेस के सहयोग से संसद व उसके बाहर मजदूर संघ ने कई मांगें पूर्णरूपेण और कई कुछ अंशों में स्वीकार करवाई हैं। जैसे:-

- (१) छंटनी की गति फिलहाल धीमी कर दी गई है।
- (२) बी. एस. पी. में नौकरी लगने के दिन से पूरा मुआवजा दिया गया।
- (३) अनुसूचित व पिछड़े जातियों, विशेष कर वे लोग जिन्होंने बी. एस. पी. को अपनी जमीनें दी हैं को बी. एस. पी. की नौकरियों में प्राथमिकता दिये जाने का आश्वासन मिला है।
- (४) अत्यन्त खतरनाक ४८ प्रतिमास के वेतनमान पर पुनर्विचार किया जायेगा।

इतना होने के बाद भी हम देखते हैं कि मजदूरों की अनेक समस्याओं का हल करना जरूरी है। उनमें से कुछ समस्याओं की ओर हम यहाँ ध्यान आकषिप्त कर रहे हैं।

हाउस रेंट की रकम व माइन्स एलाउन्स के सम्बन्ध में:-

यद्यपि भत्ता ६६ प्रतिशत से १० प्रतिशत बढ़ाया गया लेकिन वह मजदूरों को दिया नहीं गया फिर भी शुरु से हिसाब लगाकर मकानों का किराया मजदूरों से काट लिया गया।

निःशुल्क मकान व अतिरिक्त भत्ता: हमारी मांग है कि मशीनीकृत खदानों के प्रत्येक मजदूर को निःशुल्क मकान दिया जाय। यह अत्यन्त शर्मनाक बात है कि २०° तापमान में काम करने वालों को मात्र १=७५ न. प. प्रतिदिन मजदूरी दी जाती है। हमारी मांग है कि इन लोगों को विशेष भत्ता, फायर-प्रूफ जूते और पोशाक दी जाये।

वोनस: अब चूँकि खदानों और बी. एस. पी. में उत्पादन प्रारम्भ हो गया है, उनके वाजिब हक के मुताबिक प्रत्येक श्रेणी के कामगार को वोनस दिया जाय।

मंहगाई भत्ता: यद्यपि भारत सरकार ने मंहगाई भत्ता ५ से १५ कर दिया है, फिर भी उस पर कोई अमल नहीं हुआ है। इसलिए हमारी मांग है कि

- (१) ५ से १५ का अन्तर्लिप्त गुगतान किया जाय।
- (२) मंहगाई भत्ता जीवनोपयोगी वस्तुओं के बढ़ते हुए मूल्यों की सूची के साथ जोड़ा जाय।

वेतन आयोग: कुशल कामगारों के वर्तमान आधारभूत वेतन ३५) ४०) ६०) ६०) और १००) के स्थान पर:-

- (१) विभिन्न कार्यों के अनुसार श्रेणियाँ बनाकर वेतन निर्धारित किये जाय।
- (२) उद्योगों के अनुसार न्यूनतम वेतन निर्धारित करने के लिए वेतन आयोग गठित किया जाय।

नौकरशाही समाप्त हो: खदानों में कई लोगों की पद-वृद्धि सैकड़ों कर्मचारियों को दिये गये वेतनमान के मामले अपनी इच्छानुसार अधिकारियों ने रोक रखे हैं। बी. एस. पी. में औद्योगिक शान्ति कायम रखने के उद्देश्य से यह आवश्यक है कि इस प्रकार की लालफीताशाही प्रवृत्तियाँ समाप्त हो।

सुरक्षा प्रबन्ध: रात-दिन चोरियों और ताले तोड़ने की खबरों में वृद्धि हो रही है इसलिए सुरक्षा का प्रबन्ध ठीक होना आवश्यक है।

अपने उक्त उद्देश्यों की पूर्ति के लिए सैकड़ों-हजारों मजदूरों को संयुक्त खदान मजदूर संघ के भंडे के नीचे एक होना चाहिए इसलिए:-

- ★ अपना वार्षिक चन्दा ३) पटाकर आप सब यूनियन के सदस्य बनिये।
- ★ व्यक्तिगत कठिनाइयों के लिए 'ग्रीवान्स फार्म' पर दस्तखत कीजिए।
- ★ संघ के जरिये ही व्यक्तिगत या सामूहिक समस्याएँ रखिये।

भवदीय—

कृष्णा मोदी
वर्किंग प्रेसिडेंट

एस. के. सान्याल
जनरल सेक्रेटरी

प्रकाशराय
सेक्रेटरी

संयुक्त खदान मजदूर संघ रजि० नं० ४१२

राजनांदगांव
दिनांक ३१-३-६१

दल्लीराजहरा कार्यालय
नया बाजार के सामने

भिलाई स्टील मजदूर सभा

(भूतपूर्व भिलाई स्टील मजदूर यूनियन) (रजिस्टर्ड नं० — ४४५)

प्रेसीडेन्ट — कामरेड एस. ए. डांगे (संसद सदस्य)

गाइस प्रेसीडेन्ट — कामरेड होमीदाजी (विधान सभा सदस्य)

साथियों,

हमें खशी है कि हमारी यूनियन द्वारा जारी किये गये पहली बुलेटिन के बाद मजदूरों में नई चेतना और विराम बढ़ना जा रहा है। इन बुलेटिन के जरिये हम गत दो महीनों में की गई कार्यवाहियां, कामयाबियों व ज्वलंत समस्याओं पर प्रकाश डालना चाहते हैं।

नबसे पहले हम बताना चाहते हैं कि कुछ स्वार्थी तत्वों द्वारा यूनियन के रजिस्ट्रेशन रोकने की कोशिश की गई थी। रजिस्ट्रार आफ ट्रेड यूनियन्स द्वारा कुछ कानूनी आपत्ति उठाने की वजह से यूनियन का नाम - भिलाई स्टील मजदूर सभा रखना पड़ा।

दो माह के प्रमुख कार्य तथा कामयाबियां

रोजमर्रा की दरखास्त लिखने, मुकदमे पेश करने, चार्जशीटों का जवाब देने के अलावे हमने कुछ ठोस कामयाबी हासिल की है — (१) छंटनी के सवाल पर यद्यपि हमारी प्रमुख मांग - बिना दूसरी नौकरी दिये छंटनी न की जाय-पूरी नहीं हुई, लेकिन पार्लियामेंट के अंदर व बाहर लगातार आवाज उठाये जाने के कारण छंटनी की रफ्तार कम हुई व एक साथ सामान लोगों को नौकरी से हटाय नहीं धोना पड़ा। कुछ लोगों के लिये दूसरी नौकरी देने के बावदे सरकार ने किये। हमारे कुछ ठोस सुझाव सरकार के विचाराधीन हैं।

(२) नौकरी से अलग किये गये कर्मचारियों को वचो हुई अर्न्ड लीव (Earned leave) का पैसा देने की हमारी मांग भी मैनेजमेंट को मंजूर करना पड़ा।

(३) शेड्यूल्ड कास्ट और शेड्यूल्ड ट्राइब के लोगों के लिये आपरेशन में जगह सुरक्षित रखने की मांग पर सरकार व मैनेजमेंट को अपनी पालिसी निश्चित करनी पड़ी। हमें उस पालिसी को अमल में लाने के लिये भी और आंदोलन करना पड़ेगा।

(४) कई छत्तीसगढ़ी मजदूर, जिनकी जमीने कारखाने के लिये ली गई थीं, नौकरी से अलग कर दिये गये थे। हमारी यूनियन की कोशिश की वजह उन्हें काम पर वापस लिया गया।

वर्कचाजे व आपरेशन के मजदूरों की कुछ तात्कालिक समस्यायें

(१) मैनेजमेंट फौरन उन तमाम लोगों की लिस्ट प्रकाशित करे जो अब तक आपरेशन के लिये चुने गये हैं व जिन लोगों को आपरेशन में लिया जाने वाला है। यह इसलिए जरूरी है कि मजदूर अपनी सही स्थिति समझ सकें व मैनेजमेंट के पक्षपात पर रोक लगाई जा सकें। यह लिस्ट प्रकाशित न करने का मतलब होगा जानबूझकर लोगों को अनिश्चित हालात में रखकर परेशान करना।

(२) कई विभागीय अधिकारियों द्वारा वर्कचाज के मजदूरों को अर्न्डलीव नहीं दी जा रही है। उनकी दलील यह है कि उन्हें अधिकार नहीं दिये गये हैं। यह धांधली फौरन बंद करनी होगी।

(३) कारखाने के निम्नतम श्रेणी के मजदूरों के लिये भी ७५) ६० न्यूनतम वेतन फौरन लागू किया जाय। अभी भी यह गर्मानक स्थिति है कि महिला मजदूरों को ३८) ६०, ए० डी० म० गैरेज के पुरुष मजदूरों के ४८) ६०, व बहुत से मेहतरों को ५० ६० माहवार दिया जा रहा है।

(४) टिबर वर्कशाप व गैरेज— फौरन यहाँ के मजदूरों को रेगुलर सर्विस (पक्की नौकरी) में लिया जाय। टिबर मजदूरों को टाइम वर्क की प्रथा बंद की जाय। गैरेज के मजदूरों को आधी रात में ब्युटी से छूटनेके बाद घर जाने के लिये यातायात प्रबंध की सहूलियत दी जाय।

(५) जो मजदूर हकीकत में जिस पद पर काम कर रहा है उसे उसी पद का उचित वेतन दिया जाय। अभी भी वर्कचाज व आपरेशन के बहुत से मजदूरों से ज्यादा वेतन के पद का काम लिया जाता है लेकिन वेतन कम दिया जाता है।

(६) आपरेशन स्टाफ— आपरेशन के कर्मचारियों के उचित ग्रेड व वेतन तुरंत तय किये जायें। इस संबंध में अभी तक मैनेजमेंट मनमौजी तरीके से पेश आया है। वेतन बोर्ड के गठन होते तक, प्रेड निर्धारित करते समय कर्मचारी की जिम्मेदारी व काम के महत्व को ध्यान में रखा जाय।

(७) बड़ी हुई मंहगाई भत्ता फौरन दिया जाय। निखले महीनों में तमाम खाद्य पदार्थों की कीमत बढ़ गई है। केन्द्रीय शासन द्वारा मंहगाई भत्ते में ५) ६० व १५) ६० [वेतन के अनुसार] बढ़ाने का फैसला कर लिया गया है। लेकिन की० एस० पी० मैनेजमेंट ने अभी तक मंहगाई भत्ते में बढ़ोती नहीं की है।

मैनेजमेंट को हम यह साफ साफ बता देना चाहते हैं कि अगर एक माह के अंदर बड़ी हुई मंहगाई भत्ता नहीं दी गई तो मजदूरन हमें ठोस आंदोलन का रास्ता अपनाना पड़ेगा।

मजदूरों ने भिलाई कारखाने का निर्माण करीब करीब पूरा कर लिया है। मिक दिमम्बर में उन्होंने ६२ हजार टन लोहा पैदा किया। सभी यूनियों का उत्पादन लक्ष्य पूरा होने के करीब है। पूरा देश खश है। किंतु कारखाने के मजदूरों को तमाम कठिनाईयों के बीच काम करना पड़ रहा है। असंतोष का वातावरण बढ़ता जा रहा है। अभी भी मैनेजमेंट मजदूरों को उचित मांगों को पूरा कर व उनकी दिक्कतों का जल्द निपटारा कर आने वाले संकट को टाल सकता है।

साथियो आइयें, भिलाई स्टील मजदूर सभा के झंडे के नीचे अपनी एकता को मजबूत करिये :- हजारों की तादाद में सदस्य बनिए, अपनी मांगों को हासिल करने के लिए व बेहतर जिंदगी के लिए अपने संगठन को मजबूत बनाईए।

विनीत —

मुथीर मुकुर्जी
वर्तिम प्रेसीडेन्ट

हमीद खान
गाइस प्रेसीडेन्ट

संचल चक्रवर्ती
जनरल सेक्रेटरी

BHILAI STEEL MAJDOOR SABHA.

(Formerly :- Bhilai Steel Majdoor Union).

(Regd. No 445.)

President :- COM. S. A. Dange, M. P.

Vice President :- COM. Homi Daji M. L. A.

Dear Comrades,

We are happy to note growing confidence in the ranks of workers since the issue of the first bulletin by the Bhilai Steel Majdoor Union. In this bulletin we will place before you our major activities of last two months and the problems before us.

In the outset we would like to inform you that some interested parties wanted to prevent the registration of our union. Further on the basis of some technical objection raised by the Registrar of Trade Unions about the name of the Union, we had to change the name from BHILAI STEEL MAJDOOR UNION to BHILAI STEEL MAJDOOR SABHA.

Major Activities and Gains in last two months :-

Apart from scores of daily representations, reply to charge sheets, filing cases of victimised workers in courts, we have made some positive achievements during last two months :-

(a) Though on the issue of Retrenchment, we have not achieved desired gain, our constant agitation outside and inside Parliament has delayed the timing and speed of retrenchment. The battle of giving alternative employment to retrenched hands yet remains to be won. Some of our suggestions are under active consideration of the Government.

(b) On our constant agitation, the Management is now paying additional wages for the unavailed portion of earned leave to the work charge employees. This is a positive gain.

(c) On the question of reservation of seats for the Scheduled Caste and Scheduled Tribe people, our agitation here and in Parliament, has forced Govt. and Management to lay out a definite policy, to the advantage of such workers. Yet we have to fight to see that the policy is enforced properly.

(d) Many Chhattisgarhi Labourers, who have lost their lands in BSP area were wrongfully terminated from Service. They were taken back to work on our efforts.

Some immediate Problems before W. C. & Operation Staff :-

- (1) The management should forthwith publish a full list of persons selected for operation, for check up against discrimination and end suspense. Denying this can only mean deliberate harassment.
- (2) Many heads of departments are not giving E. L. to Work Charge employees yet. Immediately this scandalous position should end.
- (3) Enforce immediately the minimum salary of Rs. 75/- to the lowest category of workers in B. S. P. As yet almost all female majdoors are getting only Rs. 38/-; male workers in ADM garrage getting Rs. 48/-; many Sweeper getting only Rs. 50/-. This is scandalous.
- (4) *Timber Workshop & Garrage* :- Immediately regularise the service condition of workers. End time work system in Timber Work Shop. Give transport facilities to the Garrage staff at the end of their 2nd shift at midnight.
- (5) Pay proper salary sanctioned for the post for which a worker is actually made to work. There are many workers in work charge and operation, who are actually doing the work of a superior category but they are paid for the lower category of work. This must end.
- (6) *For Operation Staff* :- Fix proper Grades and Pay Scales on a Rational basis forthwith. The Management has so far adopted a whimsical attitude in fixing scales. Till the demand of WAGE BOARD is realised, the scales should be fixed depending on the amount of responsibility and nature of work.
- (7) Immediately pay the increased D. A. of Rs. 5/- & 15/- (depending on pay), sanctioned by the Central Govt. With the daily increase of prices of essential commodities, we have been demanding the grant of increased D. A. to B. S. P. employees, accepted by the Govt.

We want to make it clear to the Management that if the increased D. A. is not paid within one month ; The Bhilai Steel Majdoor Sabha will be compelled to resort to some positive agitational methods to achieve the same.

The workers have almost completed the construction of the Steel Plant successfully. In December alone they have produced 62,000 tons of pig Iron. Production figures in each shop is nearing completion. The whole nation is happy. But the workers of the plant are undergoing all hardships, and discontent brewing. The Management can yet have a crisis by being more rational and solving the above problems amongst others.

Comrades ! Unite under the banner of Bhilai Steel Majdoor Sabha, become its members in thousands; strengthen your organisation to achieve your demands, for better life and human condions of living.

Yours,

SUBHIR MUKERJEE
WORKING PRESIDENT

HAMID KHAN.
VICE-PRESIDENT

SAMBAL CHAKRABORTY
GENERAL SECRETARY

Bhilai Steel Majdoor Sabha

Camp 2, Nandini Road, BHILAI.

(Confidential)

A. I. T. U. C.
Received 15/10-4-61
Replied.....

After looting and amassing tons of illegal money at different Mines at Bhilai Steel Project (or BHATTACHARJEE STEEL PLANT) the gang leader Shri S.K. Bhattacharjee, Supdt., Ore Mines & Quarries Bhilai Steel Plant is manipulating to explore new avenues for staging similar dramas to fill his own pockets.

Already he and his party are shouting at the top of their voice that they have found out a new area in Bihar for Lime Stone for Hindustan Steel Ltd. Perhaps they are forgetting that the same area had already prospected long ago by many different Mining concerns as well as by Government. The difficulty of the transport has been the main bottleneck for developing these areas.

But Shri Bhattacharjee and his gang want to show that they are first to find out this area.

Why HSL does not want to find out the truth about malpractices of Shri Bhattacharjee at Bhilai or Coalfield? On the contrary an invitation is being extended to him to take charge of Bokaro and Durgapur Plants as regards Raw Materials are concerned.

His gang members Shri B. Mukerjee, Senior Geologist, and Shri S.K. Bhattacharjee, Geologist, are notorious at Rajhara Mines and Balaghat. How much of illegal money has been amassed by them in league with the said Supdt.

Can't HSL find out an honest officer to look after about the supply of Raw Materials to these plants?

We think that there are definitely some reputed and honest top official at Ranchi who will kindly take the trouble in probing into the matter before the open field for Bokaro and Durgapur Plants is handed over to Shri Bhattacharjee for his selfish ends to fatten his private purse which is already at the point of bursting. What is the reputation of this gang at Bhilai and Mines? Why Shri Bhattacharjee was turned out of his previous job at Coalfield?

You are the custodian of the Public and poor tax payers money.

To,

Shri Jawahar Lal Nehru,
Prime Minister of India.
Shri Srinagesh, Chairman HSL? Ranchi.
Shri Kuthar, Director of Production, HSL, Ranchi.
Shri Subbaraman, Director of Construction, HSL? Ranchi.
Shri Savarn Singh, Minister, Steel, Mines & Fuel.



U.S.

263-A



1948

770/11-4-61



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at _____ H. _____ M.

00 A 90 BHILAI II 40...

U A DANGE 4 ASHOKE ROAD NEWDELHI

.... SHIVNARAYAN PANDEY KOR INJUSTICE OF B S P MANAGEMENT ARRESTED WITHOUT WARRANT BEFORE FAST DAY WIFE ON FAST ..JOGDAND...

COPIED AT 1810 HRS..SAINI

TOR
mo
T/M

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.—660—4-7-59—89,210 Bks.

संयुक्त खदान मजदूर संघ
Samyukt Khadan Mazdur Sangh

(Regd. No. 2550)

Durg District Branch
P. O. RAJNANDGAON (M. P.)

A. I. T. U. C.
Received 10/29/24-4-61
Replied.....

Directed to:—
INDIA TRADE UNION CONGRESS

Dated..... 19

Tour of SM Banskhe

Com. K. G.,

It is very strange that Com. S.M. - coming on 30.31st. You know that we have to pay and make other pay special attention to Bhilai. Our Union has to function under very heavy odds. Com. Derge has no time and mood to talk about Bhilai & Zeywada.

Some Mass meetings by some well known leaders are urgently needed. Com. Derge you must fire as early as possible.

Com. S.M. you fire anyhow for Bhilai & Rajhara as early as possible. Com. Prakash talk detail. If possible 6th. 7th. or latest 13th. 14th.

Inform us when Com. Derge you expect to visit Bhilai. It can't be postponed indefinitely.

2. Pl. manage to send quick loud speaker type writer for Bhilai as was fired by A. I. T. U. C. delay phase.

Yours S.M.
Sudhir Mukherjee
21/4/61.

Communist Party of India 24.4.61
Received
Replied
Drug District Committee.

हिन्दुस्थानी कम्युनिस्ट पार्टी
दुर्ग जिला कमेटी,
(म. प्र.)

Dear Com. K. G.

Bhilai

Dated 20.4.1961.

By hand.

I am astonished to see your silence again. You must realise my position. Please don't take advantage out of it. However, 30% market Bhilai is fixed. If com. S. M. B. is not available then send some body from M.P. If no body is available then you should come.

Here I am giving you the present picture of Bhilai.

1. I am told by some responsible comrade that one letter has come to the Bhilai Post office from Home Ministry to remove all letters from AITUC and vice versa. All the letters will be sent to Bhilai authority first then deliver. I am trying to get that copy.

2. Five d. i. B. from Bihar have come here in the 2nd week of April. I have restricted my movement in the sector. I am moving very cautiously.

3. Com. Sambal Chakrabarty may be reinstated soon. Of course it is not due to our intervention. It is due to B. C. Roy's (Chief Minister of Bengal) intervention.

4. Com. Sudhir's visit to Bhilai is not satisfactory. He visited Bhilai three in March and up till now not a single day in April. However in this month he was at "Jayada".

5. After com. Sambal's reinstatement again there will be crises for cadre. In this context please talk to com. Prakash Roy there.

6. M. P. Provincial committee is not wise about Bhilai. They talk much ~~in~~ ^{on} ~~the~~ ^{the} ~~line~~ ^{line}. How long it will continue in this way. Till I am here some responsible comrade must take over the charge, either its condition will be bad.

7. Office is functioning nicely. workers are coming regularly. Departmentally we are advancing. General Prestige is developing.

8. I am preparing 3rd. Bulletin. I am giving

Communist Party of India

Drug District Committee.

हिन्दुस्थानी कम्युनिस्ट पार्टी
दुर्ग जिला कमेटी,
(म. प्र.)

A. I. T. U. C.	
Received	10/7/24-61
Replied	
Dated	19

Steel wage board declaration and may day as main point. Though demands will be there.

I insist of my request to com. Party not to send my money to Swag address he has not done that this month I received my money only on today. However, please don't send my money to Swag address because no body will be here in the month of may. Please send my may money through com. Prakash Roy. If it is not possible then wait for some time.

I expect answer from you this time. Hope you are in good health. Best wishes we meet. Yours

Mohan Das.

C-3

268 A



No.

1371



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at _____ H. _____ M.

O DI A 12 BHILAI 14 62

S A DANGE LOKSABHA NEW DELHI

SEGNARAYAN PANDEY VICTIM OF BHILAI STEEL PROJECT MANAGEMENT

INJUSTICE ARRESTED WITHOUT WARRENT ON TENTH NIGHT WIFE ON FAST

PANDEY

COPIED PM 15 15 HRS

This form accompany any enquiry respecting this telegram.

I. A. P. Delhi 1961—9000 Books.

INDIAN POSTS AND TELEGRAPHS DEPARTMENT
NEW DELHI

Bhilai Steel Mazdoor Sabha

REGISTRATION No. 445
NANDINI ROAD, BHILAI.

Ref. No. BSMS-10/5/61.
Dated the ~~12th~~ April 61.

27th

To

268-A

A. I. T. U. C.
Received. 12/10/5-5-61
Replied.....

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

From:

The General Secretary,
Bhilai Steel ~~Mazdoor~~ Sabha,
Bhilai.

Dear Comrade,

I am in receipt of the granted subsidy and
and thank you for the same. Enclosing the necessary
Voucher as you desired.

Hope this will find you in good health and
fine cheers.

Comradely yours,

(SAMBAL CHAKRABORTY)
General Secretary:

C-3



No.

852

1053/26-4-61

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at 119 H. _____ M.



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== JAMBIA ==

*File
1/10
27 Apr*

This form accompany any enquiry respecting this telegram.
I. A. P. Delhi 1961—9000 Books.

268
BHILAI STEEL MAZDOOR UNION

NANDINI ROAD

BHILAI

SEND TWO REPRESENTATIVES IRON AND STEEL MEETING CALCUTTA
THIRD MAY

SRIWASTAVA

(3) EXPRESS

268-A
SAMBALCHAKRABORTY

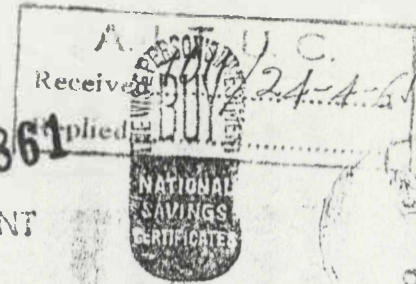
BHILAI STEEL MAZDOOR SABHA

NANDINI ROAD CAMP TWO

BHILAI

LINKING STEEL WORKERS DEMANDS TO PAY COMMISSION IN ANYWAY
WILL BE WRONG AND HARMFUL STOP PLEASE DONT PROCEED ON THOSE
LINES

DANGE



104/22-4-61

268-A

1861

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

X, KL (10.55) A 20 BHILAI Received here at 20

K G SRIVASTAV ITOK NG NEWDELHI

... PLEASE CONFIRM ON 30TH APRIL BHILAI MASS MEETING (.) ...

SECY BHILAI STEEL MA-ZIDOR SABHA

COPIED AT 16.35 HRS RAVAT

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. MGS/PAL.—660—4.7.59—89,210 Eka.

Dear Com. Indrajit,

Writing first letter to you through your gift. According to discussion held last time, sending copy for your information & hope for necessary action. At Bhilai "The Industrial Disputes (Central) Rules 1957" will not be applicable. Here Madhya Pradesh Industrial rules will be applicable which is passed recently. However we sent letters to different concerns for introducing ^{elected} works committee as early as possible. I am sure that management is not going to change their practices, which they have introduced already. Here recognised union is nominating their representatives in different committees. Though works committee is not established till now.

However I am observing the situation very closely. Please help me with some suggestions if any. For sending letter to me please contact ^{com} Achutan. Rest when we meet.

Yours

Original
Bhilai Steel Mazdoor Sabha

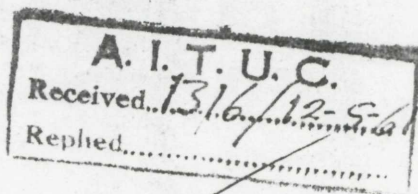
REGISTRATION NO. 445.
NANDINI ROAD, BHILAI.

BSMS-8/43/61,
Dated the 2nd May '61
Bhilai.

To

H.No. 268-A

The General Manager,
Bhilai Steel Project,
Bhilai.



From

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Discrimination in Selection the local people
(Scheduled castes, displaced persons who lost
their land due to B.S.P.'s aquisition) for
permanent set up.-regarding.

Dear Sir,

I invite your attention to the following chaotic situa-
tion which is prevalent now in the selection of local people
for the permanent set up.

The interviews which are being held for absorption of
local people in the project are turning out to be big faces.
Discriminations and corruptions are prevailing in such state
that we consider it a most appropriate time to bring it to
your notice. The victims of this despotisms are mostly
innocent people. And no proper direction is being given to
them as a result of which they are turning up in numbers to
the Main Office every day and going back so disappointed.
This is being continued for the last few months with no sign
of any improvement what-soever.

As a matter of fact we have had no intention to interfere
in it, but the condition has reached such a state that I
request you kindly to enquire into the matter and stop these
malpractices.

Awaiting an early action.

File
1/12/61
Yours faithfully,
for Bhilai Steel Mazdoor Sabha,

Sambal Chakraborty
(SAMBAL CHAKRABORTY)
General Secretary

Copy to:

- (1) The Hon'ble Minister,
Labour & Employment, New Delhi.
- (2) The Minister for Iron & Steel, New Delhi.
- (3) The Chairman, Hindustan Steel Limited, Ranchi.
- (4) The Labour Commissioner, XXXXXXXX Indoor.
- (5) The Asstt. Labour Commissioner, Raipur.
- (6) The Sr. Labour Officer, B.S.P.
- (7) S.A. Dange, M.P. New Delhi.

- for information and necessary action Pl.

Bhilai file

BSMS-2/44/61
Dated the 2nd May '61,
Bhilai.

Eno-268A

A. I. T. U. C.	
Received...	23.17/12-5-61
Replied.....	

To

The General Manager,
Bhilai Steel Works,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Complaints from Carpenters of the Timber Workshop,
- regarding.

Dear Sir,

We are in receipt of a copy of the complaints addressed to you from the Carpenters of the Timber Workshop dated 23.4.61. regarding their genuing demand for absorption in the permanent set up of the project or alternative employment any where in India.

At the time of recruitment these poor and innocent carpenters were assured of many facilities and of absorption in the regular establishment. They trusted the authority and came all the way from Kerala and had been working so long with all earnestness with the result of facing imminent danger of retrenchment at the moment. The injustice that is going to be done to them may easily be seen from these facts.

As far we are informed there are plenty of orders for the Timber workshop and it seems to us a surprise that under such condition why these carpenters will be retrenched.

We therefore request you kindly to enquire into the matter out the question of orders for the Timber Work shop and stop this retrenchment immediately or find them alternative jobs

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,

S. Chakraborty

(SAMBAL CHAKRABORTY)

Copy to:

- (1) The Hon'ble Minister for Labour & Employment, New Delhi.
- (2) The Minister for Iron&Steel, New Delhi.
- (3) The Chairman Hindusten Steel Ltd., Ranchi.
- (4) The Asstt. Labour Commissioner, Raipur.
- (5) The Sr. Labour Officer, B.S.W.
- (6) S.A. Dange, M.P. 4, Ashok Road, New Delhi.

- for information and necessary action.

Final
MS
13/5-

OR, ★ LIVING WAGE ★ HIGHER GRADES ★ SLIDING SCALES OF D. A.

AND TO DEMAND IMMEDIATE CONSTITUTION OF

STEEL WAGE BOARD MASS RALLY ON 21st. MAY.

Place: NEAR POWER HOUSE MOTOR STAND Time: 21ST MAY AT 6-30 P. M. SHARP

Main Speakers: SHRI S. M. BANERJEE, M.P. SHRI T. C. N. MENON, M.P.

STEEL WORKERS: BROTHERS AND SISTERS:

SHRI GULZARI LAL NANDA, the LABOUR MINISTER GOVT. OF INDIA, has made the announcement on the floor of the Parliament promising the constitution of a Wage Board for the Iron and Steel Industry.

The A. I. T. U. C. and its affiliated unions in the Steel Industry, as well as the Metal and Engineering Workers' Federation had been for long demanding the constitution of such a Wage Board, because the Government of India had accepted the principle of a Wage Board as long back as the 1957 Tripartite Conference itself. The TISCO workers in Jamshedpur had to go on Strike in 1958 because the Government refused to appoint a Wage Board. Burnpore workers had also been voicing this demand and the workers in the three State Sector Plants had to conduct many a struggle for the most elementary wage demands and other problems.

It has taken the Government of India four years to take the first steps towards the implementation of what was accepted in 1957. Therefore though belated, we welcome the announcement made about a Wage Board for the Iron and Steel Industry.

We welcome it because, the living and working conditions of the Steel Workers continue to be extremely un-satisfactory. If the wage Board is properly constituted covering vital issues affecting the Workers and if a powerful movement of the Steel Workers is built to place their demands, most of the problems can be solved.

We, the Steel Workers in five Steel Plants of JAMSHEDPUR, BURNPORE, DURGAPUR, ROUREKELA and BHILAI number about eighty thousand and our labour and toil is turning out 2½ Million tons of Steel. We play a proud role in the industrial development and national re-birth of the country, which is so much dependent on Heavy Industry and Steel production.

But we have not received a fair deal. The minimum living wage is not guaranteed to the Steel worker in any Centre; even in Jamshedpur where TISCO Workers, after their heroic Strike struggle won an improvement in grades, which are comparatively higher than in other Centres, the norms accepted by the 15th Indian Labour Conference have not been accepted. In Burnpore, there has not been any revision of grades since 1949; in the State Sector, the wage structure is at a ridiculously low level. The Dearness Allowance is not commensurate with the rise in prices and nowhere in the Steel Plants is there a sliding scale of D. A. linked up with the cost of living Index. Security and Permanency of jobs is not secured for anybody. A large number of workers are also either kept as Temporary, Casual or Muster Roll and work charge. In some centres, workers are employed only on the basis of one year's or three year's contract. Trade Union and democratic liberties are circumscribed and victimization for participation in Trade Union activities has become the common feature.

Against all this the A.I.T.U.C. unions have been conducting struggles in one plant or the other but they had been separated and isolated. Today we have succeeded in securing definite promise of a Wage Board.

However, let us not forget that the employers in the Private Sector and the Management of the State Sector will try their best that the wage Board is not turned into good account by the workers. Tatas would want to prevent any rise in the Pay Scale of their workers and if possible to effect some retrenchment; the Burnpore employers are also interested in reducing the number of their workers and preventing any wage rise; the State Sector management would like to keep the wages and strength of workers at the present level and not allow it to go up to the level of the Private Sector, particularly that of the TISCO.

This is a serious threat and as against this, we, the Steel Workers and our unions must mobilise and build up a powerful mass movement to convince the Wage Board of our demands and make it concede them.

An attempt is being made in the State Sector Steel Plants to apply Central Pay Commission Scales and Service Conditions to some category of workers. Such an application of Pay Commission Scales to any section of workers will be against their interests. The Pay Commission recommendations were in many respects so bad that the Central Government Employees had to go on Strike against them. These recommendations cannot be helpful to the Steel Workers and we must therefore refuse to be bound down by the retrograde recommendations of the Pay Commission in this respect.

Right now the question is of the constitution of the Wage Board and its terms of reference.

We Demand that

- 1) The personnel of the Wage Board should be immediately announced and the Wage Board should be asked to submit its final report within six months.
- 2) The Wage Board should include within its purview not only the Six Steel Plants in the country but also the Iron ore mines etc. connected with these Plants.
- 3) The terms of reference should be wide enough to cover wages and emoluments in all its forms and other facilities for the workers. The terms of a reference should also include the question of Interim Relief.

Brothers : In order to build up a powerful movement round these demands and to effectively place our demands before the Wage Board, we have formed a Co-ordinating Committee of the representatives of the various Iron and Steel Unions, with its Centre at Jamshedpur.

Let us then go forward for a mighty united movement of all the Eighty Thousand Steel Workers for living wage for higher grades, for a sliding scale of D. A. linked up with the cost of Living Index commensurate with the rise in prices and for other facilities.

Observe 21st May 1961 as the Day for Wage Board Demands in all Iron and Steel Centres by holding meetings, Rallies and Demonstrations.

- ★ Long Live the All India Trade Union Congress !
- ★ Long Live the Unity of Steel Workers !

Sudhir Mukherjee,
Working President,

Hamid Khan,
Vice - President

Sambal Chakraborty
General Secretary.

Bhilai Steel Majdoor Sabha

Camp 2, Nandini Road, BHILAI.

Kedar Das, M.L.A.
President

Ali Amjad
Gen. Secretary

Bala Krishna Panda,
Working President

Jamshedpur Majdoor Union

Rourkela Steel Majdoor Union

Ajit Roy,
Secretary

Nitish Seth,
Vice-President

Tahir Hussain, M.L.A.
Gen. Secretary

Durgapur Steel Majdoor Union

**United Iron Steel Workers Union
BURNPUR**

S. K. Ganguly, *Secretary*

Steel Workers' Co-ordination Committee

JAMSHEDPUR



C. 38

268-A



A. I. T. U. C.
Received 15/1/25 5.12
Delivered.....



7
616

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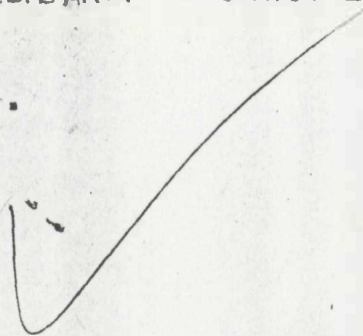
No.

Received here at — H. — M.

O IA IO BHILAI 25
D. NGE MP ND ...

SHEONARAYAN PANDEY ARRESTED ON 17TH FEBRUARY SERIOUSLY ILL REQUEST
EARLY ACTION

?, BRIJDEVI



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.

MOIPAL.—CGO—4.7.29—82,210 Bks.

BHILAI STEEL MAJDOOR SABHA

REGD. NO. (445)

President : Com. **S. A. DANGE, M. P.**

Vice-President : Com. **HOMI DAJI, M. L. A.**

★ On the Eve of the May Day Rally more Closer Round the banner of the Bhilai Steel Majdoor Sabha, for more effective struggle to win your just Demands. ★ March in thousands to the Mass Meeting on Sunday 30th April, on the ground near Power House Motor Stand at 6-30 P. M.

Dear Comrades,

75 Years ago, in the year 1886, brutal massacr of workers took place, in the American City of Chicago, killing thousands of workers. It was wanton firing on the peaceful assembly of workers, who had assembled to demand 8 hours working Day !

From the soil soaked with the blood of the Martyars, Red Banner of the proleteriat emmerged. Since then 1st of May, became an International day of working class all over the world. On this day workers of every section and every country — remember their martyars, make a stock taking of their achievements and failures of the past year; and chalk out their future programme of action.

Past 75 years have been years of glorious advance of working class towards Socialism almost in every country, and years of steady retreat of capitalist and reactionary forces.

Comrades ! following the best traditions of A.I.T.U.C. (to which our Union is affiliated) Bhilai Steel Majdoor Sabha has the honour to stand by your side in the periods of weal and woe alike. Within a short period of 4 months life, with your support, Bhilai Steel Majdoor Sabha successfully raised the demands of — proper monetary benefits to work-charged-workers; Priority to scheduled cast, scheduled tribe workers and ex-service men for appointment in the operation side; Priority of appointment to Chhatisgarh Labour; ensuring benefits of lawful amenities to "Rejas", timber shop and A. D. M. garrage employees etc. We achieved some success.

Above all you have now achieved the wage Board. A. I. T. U. C. led Unions of Tata and Kulti-Bumpur were the first to struggle for the Wage-Board, to ensure uniform and proper pay scales and other amenities. Bhilai Steel Majdoor Sabha was the only Union here, which was agitating for Wage-Bord for all the steel workers.

All this agitation and the constant pressure exerted by the A.I.T.U.C. representatives in the Parliament and the Labour-Standing Committee, made the Government to appoint the Wage - Board. It is the first round of victory of the Steel Workers of India.

Comrades ! on this May Day and onwards let us March ahead with greater confidence in greater victories.

★ Rally in thousands round the banner of the Bhilai-Steel-Majdoor-Sabha to achieve the following immediate demands :-

★ Government should immediately announce the names of the personel of the Wage-Board and the terms of reference. Representative of the A.I.T.U.C, should be appointed in the Wage-Board as the representative of the Workers. Wage Board should submit early recommendations.

★ Grant interim relief to workmen till such time the final recommendations are made and accepted.

★ Difference of real wages for all catagories of workers, who are entrusted with responsible duties of higher category, should be paid forthwith. (Recently in coke-oven workers engaged in batteries were paid an absured and funny acting allowance of only 9 nP.)

★ All workers be paid bonus to neutralise the effects of industrial hazards.

★ Again we assert that the scandalous position of payment of Rs. 38/- and 48/- as pay to many workers must end forthwith Minimum should not be below Rs. 75/- P. M.

★ Enforce immediatly all required safety measures. It was the criminal negligence of the management which cost the life of a refractory mason on 19-4-61 who was forced to push railway wagons. Management should immediately inspect coke - ovens, blast - furnace, Steel Melting Shops rolling mills etc., where workers are forced to work with tornout gloves and rotten boots. Inspect the extra heavy asbestos clothing of blast furance workers.

This scandalous position must end forthwith.

Comrades ! enroll yourselves in thousands as members of the Bhilai Steel Majdoor Sabha and help us to fight more effectively,

Rally in thousands to the mass meeting, On Sunday, 30th April '61, on the Ground Near Power House Motor Stand, at 6-30 P. M.

Sudhir Mukherjee,
Working President.

Hamid Khan,
Vice President.

Sambal Chakraborty
General Secretary.

Bhilai Steel Majdoor Sabha

Nandini Road, Bhilai Camp No. 2, Bhilai.

Rathor Press, Raipur.

प्रेसिडेंट कामरेड— ए. ए. डांगे, संसद सदस्य

वाइस प्रेसिडेंट कामरेड— होमी दाजी, विधान सभा सदस्य

★ मई दिवस के उपलक्ष में, अपनी मांगों को हासिल करने के लिए व असरदार संघर्ष के लिए भिलाई स्टील मजदूर सभा के झंडे के नीचे हजारों की तादाद में इकट्ठे होइए।

★ तारीख ३० अप्रैल इतवार, शाम को ६।। बजे, पावर हाउस मोटर स्टैंड के मैदान में, हजारों की तादाद में ग्राम सभा में उपस्थित होइए।

कामरेड्स, ७५ साल पहले, १८८६ में, अमेरिका के शिकागो शहर में, पूजिपतियों की फौज द्वारा हजारों मजदूरों का कत्ले आम किया गया था। हजारों मजदूरों का प्रदार्शन शांति पूर्ण था। उनकी मांग थी— काम का दिन आठ घंटे का हो। उन के शान्ति पूर्ण प्रदर्शन पर अमानुषिक गोली बारी की गई थी।

उन हजारों मजदूर शहीदों के खून से मजदूरों का लाल झंडा पैदा हुआ, जो आज दुनिया के हर कोने पर लहरा रहा है।

दुनिया के मजदूरों के लिए उस समय से १ मई का दिन अंतर्राष्ट्रीय मजदूर दिवस बन गया। दुनिया के हर मुल्क में और मजदूरों के हर तबके में यह दिन अपने शहीदों की स्मृति का दिन बन गया। इस दिन पर मजदूर अपना भिन्न-भिन्न साल की कामयाबियों और नाकामयाबियों का लेखा जोखा करता है और आगे साल के लिए अपना कार्यक्रम निर्धारित करता है।

पिछले ७५ सालों में, करीब-करीब हर मुल्क का मजदूर वर्ग समाजवाद की ओर आगे बढ़ा है और तमाम दकयानूसी ताकतों को पीछे हटने पर मजबूर किया है।

कामरेड्स ए. आइ. टी. यू. सी. की स्वस्थ परम्परा के मुताबिक, भिलाई स्टील मजदूर सभा को आप्ने सुख एवं दुःख में एक-सा साथ देने का गौरव प्राप्त हुआ है। भिलाई स्टील मजदूर सभा की कुल ४ माह का जिन्दगी में ही हमने निम्नलिखित मवालों पर काफी हद तक कामयाबी के साथ आन्दोलन किया है:—

वर्क चार्ज मजदूरों को उचित आर्थिक मुआवजा दिलाना, अनुसूचित जातियों के मजदूरों को आपरेशन में प्राथमिकता दिलाना; छत्तीसगढ़ी मजदूरों को नौकरी में प्राथमिकता दिलाना; रेजा, टिम्बर शॉप व ए. डी. एम. गैरेज के मजदूरों को कानूनी हक दिलाना आदि।

सबसे बड़ी जीत— वैज बोर्ड की मांग हासिल करनी रही।

ए. आइ. टी. यू. सी. के नेतृत्व में, टाटा व कुल्टी वर्नपुर के मजदूर संठगनों द्वारा, वैज बोर्ड के लिए सबसे आगे संघर्ष किया गया था। भिलाई में, एक मात्र भिलाई स्टील मजदूर सभा ने ही, वैज बोर्ड के लिए आंदोलन करते रहा है।

इन तमाम आंदोलनों के साथ-साथ ए० आइ० टी० यू० सी० के प्रतिनिधियों द्वारा, संसद सभा में एवं लेबर स्टेडिंग कमेटी में लगातार वैज बोर्ड के लिए मांग किया जाता रहा है। इन सबों का नतीजा था— वैज बोर्ड की स्थापना।

कामरेड्स, आइये इस मई दिवस से हम अपनी जीत पर ज्यादा विश्वास के साथ आगे बढ़ें।

आइये हजारों की तादाद में भिलाई स्टील मजदूर सभा के झंडे के नीचे एकत्रित होवें और निम्नलिखित फौरी मांगों को हासिल करने के लिए आगे बढ़ें:—

★ शासन फौरन वैज बोर्ड के सदस्यों का नाम ऐलान करे। वैज बोर्ड में मजदूरों के प्रतिनिधि के नाते ए. आइ. टी. यू. सी. के प्रतिनिधि को नामजद किया जाय और वैज बोर्ड का फैसला जल्दी हो।

★ वैज बोर्ड का फैसला होने और उस फैसले पर अमल होने तक तमाम मजदूरों को अन्तरिम सहायता दी जाय।

★ कम तनखा वाले मजदूरों से जब कभी भी ऊँचे दर्ज का काम लिया जावे, उन्हें ऊँचे दर्ज की सही तनखा दी जावे। (हाल में कोक ओवन के वेटरी में काम करने वाले मजदूरों को; एक्टिंग अलाउन्स के बतौर ६ न. पै. दिया गया। अलाउन्स के नाम पर यह उनमें मजाक करना था।)

★ तमाम मजदूरों को बोनस दिया जावे।

★ फिर से हम मांग करते हैं कि ३८ और ४८ सप्ताह माहवार तनखा देने की शर्माक स्थिति फौरन खतम की जाव। कम से कम तनखा ७५ हो।

★ हर डिपार्टमेंट में फौरन मजदूरों को शारीरिक सुरक्षा के उपायों का उचित प्रबंध हो। हाल ही में तारीख १६-४-६१ को रिफ्रेजेटरी मिस्ट्री का रेल्वे वेगन टूटने लगे हुए जो मृत्यु हुई वह मेनेजमेंट की शर्माक लापर-वाही का नमूना था। फौरन मजदूरों को सही सही ग्लोव्स (Gloves) व बूट दिये जावें।

कामरेड्स, हजारों की तादाद में सदस्य बनकर भिलाई स्टील मजदूर सभा को आपकी मांगों के लिए ज्यादा असरदार तरीके से लड़ने में मदद किजिये।

इतवार तारीख ३० अप्रैल १९६१, शाम को ६।। बजे, पावर हाउस के मोटर स्टैंड के पास के मैदान में, हजारों के तादाद में, ग्राम सभा में उपस्थित होइये।

सुधीर मुकर्जी
(वर्किंग प्रेसिडेंट)

हमीद खान
(वाइस प्रेसिडेंट)

सम्बल चक्रवर्ती
(जनरल सेक्रेटरी)

भिलाई स्टील मजदूर सभा

(नन्दिनी रोड, कम्प नं० २; भिलाई)

To, The General Manager,
Bhilai Steel Project,
Bhilai -I

A. I. T. U. C.
Received... 16/5/16-61
Replied.....

Sub:- REGARDING PROMOTION.

Ref:- Your Order No. PFP/OMC/15(14)/61 Dt.17.2.61.

Respected Sir,

I humbly invite your kind attention to the following few lines and beg your early action.

I am working in Prosp. Divn^s, Camp, Rajhara under the kind control of Senior Geologist., since 1958 March 28th and have completed more than 3 years service in this Project. I was a candidate interviewed through Employment Exchange and appointed to Prospecting Division vide order No OMC/II(1)/4/58/583, dated 26-2-'58 with sanction No. CV(S)/E/252/58 Dt.7-2-'58, as a Driller Helper; Since now I am working in the same capacity.

In view of my previous experience I would like to say as follows:-

1. Served as a Driller-Cum-Pipe Fitter for ^{about} ~~almost~~ three Years in M/S.Durga Mines, Nagapur.
2. Worked as a Driller and Pipe fitter nearly one year in M/S Hindustan Construction Co., Ltd Nandini.

Thus I have earned Four years Experience in various line prior to my joining in this Project.

The details of my works during my service in this division (Prospecting Division) are as follows:-

1. Worked as a Driller in Hirri Prospecting Division for eight months.
2. Worked as a Driller in Danitola Prospecting Camp for about six months.
3. Worked in the ^{about} said capacity at Nandini Mines for about six months.
4. Worked as a Driller for about six months at Rajhara Prospecting Camp.
5. Worked as a Shift -in-Charge(Jack Hammer Operating) in this Division vide order No Nil Dt.26.11.'59, nearly five months.
6. Worked in Diamond Drilling Operation in the same division by verbal order.
7. Now, I am working in this division as a Transporting Checking squad since 26th April 1961 by the Official Order of the Mines Manager, Dalli Pahar.

Those who have ^{appointed} ~~completed~~ with me vide order No. OMC/II (a)/4/58//583 dt.26.2.'58 (for instance Sri ^{Nayagam} ~~Nayagam~~, Gulabrao, and Ramdas Gupta) have been selected for the permanent set up in the Mines. But, in my case, they have not given any chance for an interview for permanent set up in Mines.

Those who joined in this Department (Prospecting Division) very recently in N.M.R have been Promoted to higher Post (Drill Man- Rs.60/-) for reference shri Sukh+Doo and Shri Mansaram, SriMansaram, Drill Helper ^{has} been appointed with me vide order No. OMC/II(a)/4/58/583 Dt.26-2-'58. These two individuals joined

after me and have worked under me. Shri Suddh Deo, who has been promoted as a Drillman from N.M.R. vide order No. OMO/II(b)/5/VII/60/(E)/6593 Dt. 10-10-1960, has been worked under me in N.M.R., in the same capacity. This, I have more seniority than the above said individual.

Shri Hamilton, Rigman, who has been appointed by the Senior Geologist vide order No. OMO/PW/I/58/84 Dt. 24-10-58, has been selected by the M.M. Dalli Pahar as a Drilling Supervisor (Jack Hammer) vide Selection No. MMD/EST/61/4/844 Dt. 11.5.61.

The above mentioned individual appointed as a Rigman on the Scale of Pay Rs. 40-2-20 D.A. There is no scope to get this ~~any~~ chance to the same individual as his designation is Rigman and also he is working in Diamond Drill Operation. His promotion would be made only in the ~~same~~ line (Diamond Drilling) and not in this line (Jack Hammer Operation). Both works are entirely different.

I have sent applications in several times to S.O.M.O and Senior Geologist, but I have not got any reply for those applications. I have also sent one petition to G.M. vide his receipt Dt. 27.3.'61, even though I have not got any reply so far.

There are so many juniors have been selected for promotion by M.M. Dalli Pahar to the higher Posts vide selection

Order No. MMD/Est/61/4/844 Dt. 11.5.61 for ref. Sri. R.C. Das, ~~Shankarappa~~, H.G.K. Pillai, ~~Shankarappa~~, K.L. Sengupta, ~~Shankarappa~~, ~~Shankarappa~~, etc., ~~Shankarappa~~.
Shankarappa

*S.L. Pashine
P.N.P. Kaimal*

Gopinath

Maden Khan, Kunjappan

I am a poor man who have to look after a big family.

Thus, in various capacity, I have, earned Four Years service in this Project (in Prospecting Division) as well as 4 years service in out side centers. But, upto now, I am getting a poor salary - Rs. 37/- + D.A. and also I have not provided any suitable promotion.

Under the Circumstances of above, I hope that the concerned authorities may take necessary steps to avoid such kind of mishappenings and partialities done by the officer concerned (Prospecting Division) and I once again request to give a guidance for my brilliant future, for which act of kindness I shall ever grateful to you

Thanking You,
Sir,

Yours Faithfully,
R.P. HAMZA
R.P.H.

Copy to:-

1. M.M. (Dalli), Proso. Divn. Rajhara.
2. General Manager, Bhilai.
3. Labour Officer.
4. S.O.M.O. through Senior Geologist, P.D.
5. Reg. Labour Commissioner, Jabalpur.
6. *S. A. Danke, General Secretary, A.I.T.U.-e, Delhi.*
7. *The Secretary Samyuktha Khadan Magdoor Sangh, Dalli-Rajhara.*

26
M E M M O R A N D U M

Dear Sirs,

Kindly excuse us for encroaching in your valuable time by drawing your attention to the following few lines. You will be quite aware of the fact that hundreds of thousands of employees of the three Steel Projects of Public Undertaking were retrenched in an inhuman way. Neither Government of India nor the Steel Project Authorities could do any effective measures to reinstate these persons in any of the other Public Undertakings.

In effect lot of them have been left to the brutal calamity and to the teeth of unemployment. It is an often admitted fact, that the problem of unemployees who were once employed and retrenched, are more or less severe than that of the unemployees ever. They are in between the sea and the devil to keep up the standard of life and social obligation that they had in past and they are roaming about all over India to find out alternative jobs. But to the pity this persons who had gained valuable experiences by rendering their services for three to four years and above are not at all considered to be worthwhile to recruit ^(or) the next public undertakings started later. Instances are many and lengthy but for your information we the undersigned persons of this category like to state that a bigger project "Heavy Engineering Corporation" started in Ranchi, from the very beginning its recruiting policies are avoiding us on the grounds of petty localism. Even the State Government is pressing over the Authorities of this Project only to recruit the

local people for a monthly emoluments below Rs.250/- whatever be the aspects and consideration of others. A news item appeared in the news paper "Statesman" dated 21st June, 1961 is quoted for your information.

RESERVING JOBS FOR LOCAL PEOPLE

From our Correspondent.

"Gaya - June 20, Jobs carrying a pay of less than Rs.250/- per month in Government Undertakings in Bihar will in future be given only to local People. The State Government, it is further learnt, is keen on providing more jobs for the local people and negotiations were in progress which some of the big establishments in the State in this connection".

In taking all the above many of us who are at Ranchi last six months to one year to find out alternative employment are deprived. Practically none of us (retrenched Employees of the Steel Project) could gain job in a Heavy Project like HEC.

The rights given by the Constitution of India and the speeches made by the top leaders like Shri Nehru gave us hope and confidence to compete for any selection for jobs any where in India. In ~~contradiction~~ contradiction to this we are not getting such opportunity in an open competition for the selection of jobs. Locality is probably the main feature for the recruitment of jobs in the Heavy Engineering Corporation.

We understand the ^{that} H.E.C. located in Ranchi is not in a view of developing this area but due to the natural resources and other convenience which suitably earmarks Ranchi for such a Heavy Construction. This in no way mean that the persons employed should also be from the locality. Every right should be given to every Citizens of India for recruitment nts of jobs

irrespective of his locality and community. We fear even qualifications and experiences have been waved by the HEC Authorities in order to fill up the vacancies by local people alone.

Putting it in a nut shell we submit the following few points for your consideration and ^{to} bring it into the light of Public by taking the issue in Parliament and ^{re} press the Government of India to do justice and to give instructions ^{of} the Authorities ^{to} the HEC to act an impartial manner.

- 1) Thre retrenched Employees of the Steel Projects should be given sufficient reservation of jobs in the newly started Heavy Projects, like HEC, Bokaro Steel Plant, etc etc.
- 2) No demarkation should be made for selection of jobs on local basis.
- 3) The Government should make it a point to collect statistics of the retrenched employees of the Steel Projects and elsewhere of the Public Undertakings so as to give instructions ^{re} of the authorities of the newly started projects to recruit them at length.

As Members of Opposition who are always handling the lively problems of the ordinary people we are approaching you sirs, to get our case chanced and to bring it ^{re} Government's notice in proper way.

Thanking you,

Yours faithfully,

Copy to :-


- 1) Shri A.K. Gopalan, M.P.
- 2) " S.A. Dange, M.P.
- 3) " P.K. Vasudevan Nair M.P.
- 4) " Bhupesh Gupta, M.P.

- 5) Shri T.C.N. Menon, M.P.
- 6) " P.T. Punnoose, M.P.
- 7) " Ashok Metha, M.P.
- 8) " V.P. Nair, M.P.
- 9) Sm: Parvathy Krishnan, M.P.
- 10) " Renuka Chakravarthy, M.P.

The following signatories :

S.No.	Name	Retrenched Employees of	Signature.
1.	K. M. Madhavan	Rourkela	[Signature]
2.	H. P. Babascanan	Rourkela Steel Project	[Signature]
3.	K.K. MADHAVANNAIR	B.S.P	[Signature]
4.	E. A. BOOBAKAR	Rourkela Project	[Signature]
5.	Purusothaman	Durgapur Steel project	[Signature]
6.	M. Shahul Ameen.	Rourkela Steel project.	[Signature]
7.	K. R. Unnikrishnan	Rourkela Steel Project.	[Signature]
8.	A. N. Balaraman	Bhilai steel project	[Signature]
9.	S. Krishnamurthy	Bhilai steel project.	[Signature]
10.	L. Chandrasekharan	Bhilai Steel project	[Signature]
11.	K. Daniel	Bhilai steel project.	[Signature]
12.	T.N. Parasuraman	B. S. P.	[Signature]
13.	Jayaramprasad	Do	[Signature]
14.	T.N. Sukumar Nair	do	[Signature]
15.	Feroz.	do.	[Signature]
16.	Bhadrasingh	do	[Signature]
17.	[Signature]	do.	[Signature]
18.	K. Daniel	do.	[Signature]
19.	Kopala Swamy.	Do	[Signature]
20.	[Signature]	Do.	[Signature]
21.	Koray.	Do.	[Signature]

S. No.	Name	Retrenched Employees of	Signature
22.	S. P. Sarcoma.	BSP	<u>Sarcoma</u>
23.	Dukshisyam Periah.	Do.	<u>Periah.</u>
24.	Dasom Singh	Do.	१. १२५३३६
25.	S. B. Gadhon	Do.	<u>S. B. Gadhon</u>
26.	Mohit Prasad.	do	१. ३३३३३३३३
27.	Mallayya.	Durgapur Steel Project	27
28.	Thathayya	Do.	1. 1
29.	V. N. Sathya	Rambhadrachal myan Bath	<u>cu</u>
30.	marbunder.	Do	marbunder.
31.	Bhaskaran. P. V.	Do	<u>Bhaskaran.</u> 29/6/61
32.	S. Y. T. Siva	BSP	<u>S. Y. T. Siva</u>
33.	P. Megaraj.	B.S.P.	<u>P. M.</u>
34.	M. C. Kiriyachan.	B.S.P.	<u>M. C. Kiriyachan</u>
35.	C. G. Varykhan	B. S. P.	<u>C. G. Varykhan</u> 27/6
36.	T. V. John.	do -	<u>T. V. John</u>
37.	C. K. Thantappan	do	<u>C. K. Thantappan</u> 28/6
38.	P. S. Narayana Sashidanandan Nanki (M. ES)	P. S. Narayana	<u>P. S. Narayana</u> 28/6
39.	S. Balayya	B.S.P.	<u>S. Balayya</u>
40.	B. Anand	B.S.P.	<u>B. Anand</u>
40.	P. A. Kattarathani	B.S.P.	<u>P. A. Kattarathani</u>
41.	P. M. Koshy	B.S.P.	<u>P. M. Koshy</u>
42.	K. M. Joseph.	B.S.P.	<u>K. M. Joseph</u>
43.	M. V. Thomas.	B.S.P.	<u>M. V. Thomas</u>
44.	S. G. B. R. R. R. R. R.	B.S.P.	<u>S. G. B. R. R. R. R.</u>
45.	T. D. John.	B.S.P.	<u>T. D. John</u>
46.	E. Raghun Pillay.	B.S.P.	<u>E. Raghun Pillay</u>
47.	E. J. Samuel.	B.S.P.	<u>E. J. Samuel</u>
48.	K. Kujappan	B.S.P.	<u>K. Kujappan</u>

49. K.G. Karumakarayanah B.SP, 

50 Chandrangathai T.V. B.SP Chandrangathai

51 K.K. Zachariah B.S.P. Zachariah

52 P.T. Varghese B.S.P. Varghese P.

53 K. Sukumaraj B.S.P. Sukumaraj

54 P.V. Joshi B.S.P. Joshi

55 R. K. Anand do R. K. Anand

56 Beesabachari do Beesabachari

57 Sarvam Behadur Hira... do Sarvam Behadur

58 Gorach Nalli B.S.P. Gorach Nalli

59 Prithvinalli B.S.P. Prithvinalli

60 V. Parameswaran Nair B.S.P. Parameswaran Nair

61 K. Subramaniam Nair B.S.P. Subramaniam Nair

62 Vijayan do Vijayan

63 Kamalasan do Kamalasan

64 do do do

65 do do do

66 do do do

67 do do do

68 N. Prabhakaran B.S.P. Prabhakaran

69 A.L.G. Pillai do A.L.G. Pillai

70 P. Tiwari do P. Tiwari

71 Ananda Samant do Ananda Samant

72 L. Ramachandran Nair do Ramachandran Nair

73 K.K. Kumarp B.S.P. Kumarp

74 Kanda Parasuram do Kanda Parasuram

75 Abdul Aziz do Abdul Aziz



C-3



A. I. T. U
 I. R. No. 1982 Date... 24.6.61...
 INDIAN POST AND TELEGRAPHS DEPARTMENT

2662



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

X M A 35 BHILAI 23

2662

AS A DANGE AITUONG ND

..... SITUATION GRAVE (.) RETRENCHMENT THREATENED AGAIN VIOLATING
 SECTION 25 G INDISPURF ACT (.) PRAY IMMEDIATE INTERVENTION (.)..
 SECY BHILAI STEEL MAZDOR SIBHA.

C/-T 22/50.
MISRA.

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.

MGTPAh.—660—4-7-59—59,210 Bks.

15.6.61
I.R. 1868
File No.

36-A

BSMS-10/ /61,
Dated the 11th June '61,
Bhilai.

To

Com: K.G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road, New-Delhi.

From:

Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp-2, Bhilai-2, (M.P.)

Dear Comrade,

I am in receipt of the granted subsidy and thank you for the same. Enclosing the necessary voucher for the same.

I have opened an account with the State Bank of India, Bhilai Branch. So it will be very much helpful and easy from your point of view if you may send the necessary draft instead of M.O.

In this connection it is surprising to note that how you are addressing our Union in the name of Bhilai Steel Mazdoor Union. When we have already informed you that the name of our Union is "BHILAI STEEL MAZDOOR SABHA". It is therefore essentially desired that in future all correspondence should be made in the same name. We also request you to instruct the concerned persons to note this point.

The meeting of 21st May '61 was a grand success every way. The discussions were mainly on Wage-Board. It was addressed by Com. S.M. Banerjee, Com. S.K. Sanyal and Com. Sudhir Mukherjee.

I am enclosing a copy of the leaflets for your information.

Encls.(2)

With greetings,

Comradely Yours,

Sambal Chakraborty
(SAMBAL CHAKRABORTY)
General Secretary.

No.258A/SM/G1
June 28, 1961

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No. 2,
Bhilai Steel Project, MADHYA PRADESH.

Dear Comrade,

This has reference to your discussion with Com. Dange at Coimbatore and subsequent discussion of Com. Sudhir Mukherjee with Com. K.G.Sriwastava at Jabalpur.

In regard to the subject matter of these discussions, We have to inform you that two loud speakers and a type-writer are now lying in Bombay which have been purchased for you. One of the loud speakers is for Rourkela. Another type-writer for Rourkela will be purchased shortly.

You are therefore requested to kindly arrange to send somebody to Bombay to bring these things. You should consult with Rourkela people so that they arrange to take their loud-speaker from you.

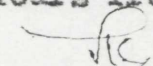
The person who would be sent to Bombay should contact Com. Chitnis, whose address is below:

Com. G.V.Chitnis,
MRTUC,
Dalvi Building, Parel, BOMBAY.12
Telephone:61602

Please let us know when you take delivery of these articles.

With greetings,

Yours fraternally,


(Sadhan Mukherjee)

C.C. Com. Chitnis, Bombay;
C.C. Com. Ponda, Rourkela.

July 6, 1961

Dear Com.Prakash Roy,

Could you arrange to send us at your earliest, a copy of the Grievance Procedure established by the BSP? We require this immediately in order to send it to a State Sector union in Kerala.

With greetings,

Yours fraternally,


(M. Atchuthan)

संयुक्त खदान मजदूर संघ

Samyukt Khadan Mazdur Sangh

Affiliated to:—

(Regd. No. 412)

ALL INDIA TRADE UNION CONGRESS

Head Office : RAJNANDGAON (M.P.)

Ref. No. _____

268-1

Date: 12.7.61 19

Dear Com. Achuthan.

Received your letter dated July 6th 61.

Enclosing two Grievance Procedure forms as required by you. The copy of the Circular by the General Manager P.S.P., in this respect is not with me. But the instructions given by him are as follows:—

- (a) An employe shall write in Details his grievances in Stage I, form and will submit to his local Labour officer.
- (b) If, he is not satisfied, then he will have to write the reasons for appeal and send the Stage II form to the Sr. Labour officer, at Bilalai.

According to G.M.'s circular, the Labour Commission (Central) or (State) will take action only after the employe had fulfilled the two stages.

Kindly ~~send~~ handover the above letter to the Com. Concerned.
With greetings yours truly
Prakash Roy.

GRIEVANCE FORM - I

Name _____ T. No. _____ Designation _____
Department _____ Section _____ Rate/Grade _____
Grievances _____

Date _____ 196 _____

Signature of Employee

Remarks of Foreman / Estate Manager / C. M. O. /
Garage Supdt. A. P. O. / A. A. O. etc.

(To be entered within 3 days from the receipt
of the form)

Date Recd. _____

Date _____

Signature of Officer.

No. _____

Date _____

Signature of Labour Officer.

STAGE 'II' FORM / Appeal to Sr. Labour Officer.

* REASONS FOR APPEAL

Date _____

Signature of Employee.

Remarks of the Senior Officer,
of the concerned department.

No. _____

Date _____

Signature of Head of Deptt.

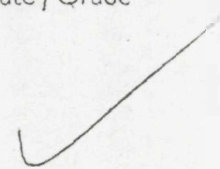
No. _____

Date _____

Signature of Sr. Labour Officer.

GRIEVANCE FORM - I

Name _____ T. No. _____ Designation _____
Department _____ Section _____ Rate / Grade _____
Grievances _____



Date _____ 196 _____ Signature of Employee. _____

Remarks of Foreman / Estate Manager / C. M. O. /
Garage Supdt. A. P. O. / A. A. O. etc.

(To be entered within 3 days from the receipt
of the form)

Date Recd. _____

Date _____ Signature of Officer. _____

No. _____

Date _____ Signature of Labour Officer. _____

STAGE 'II' FORM / Appeal to Sr. Labour Officer.

REASONS FOR APPEAL

Date _____ Signature of Employee. _____

Remarks of the Senior Officer,
of the concerned department.

No. _____

Date _____ Signature of Head of Deptt. _____

No. _____

Date _____ Signature of Sr. Labour Officer. _____

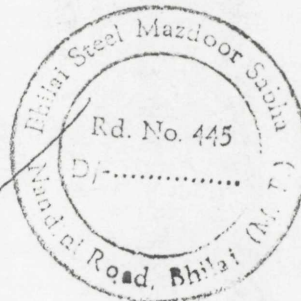
I.E. 2428 24 JUL 1961

FILE

268 14
Ref.no. BSMS/Mise/X/61.
Dated the 14th July'61.
Bhilai.

To:

The Secretary,
Samyukta Khadan Majdoor Sangh,
Rajnandgaon. (M.P.)



From:

The General Secretary,
Bhilai Steel Majdoor Sabha,
Nandini Road, Camp-2,
P.O. Khursipara, Bhilai-2, (M.P.).

Dear Comrade,

Sub:- Information, - regarding.
Ref;- AITUC's letter no. 184/MW/IOM/61.
dated 4th July'61.

I am forwarding herewith the cited letter from the Secretary, AITUC along with a proforma on the cited subject which is to be sent back to him after being duly filled in. As it concerns Ore Mines, I hope you will do the needful and furnish him with the informations as has been desired by the AITUC's Office, New Delhi.

With greetings.

Comradely yours,

Sambal Chakraborty
(SAMBAL CHAKRABORTY)
General Secretary.

Encls: (2).

Copy to:-

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

URGENT

A. I. T. U. C. Dated
I. R. No. 2354. Date 18 JUL 1961
File No..... Replied on.....

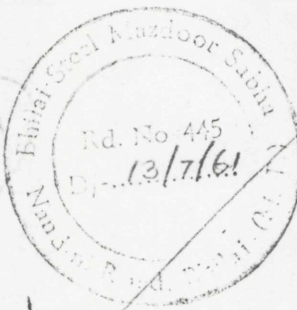
BSME-2/86/61,
the 13th July '61,
Bhilai.

To

The General Manager,
Bhilai Steel Project,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.



Sub:- Sanction to entertainment of work-charged Staff
beyond 30th June '61.

Ref:- C.E.'s Circular No. CE/E/(EXPN)/61 dated 26.6.61.

Dear Sir,

With reference to the cited circular of the C.E. your attention is drawn to the following fact for immediate and necessary action.

In the cited circular it has been clearly stated that after 30th June '61 no retrenchment of the Work-charged Staff will be effected, instead they will be retained for other expansion Scheme but surprisingly, immediately after the issue of said circular 14. Highly Skilled Artisan from Merchant Mill (MMD) Co. have been served with retrenchment notices on 6.7.61 (a.n.) vide ~~your~~ order No. CE/E/266/61 dated the 29th June 61. Mischievously the order have been dated 29th June '61 to escape the technical and legal obligation, we therefore view this with serious concern and consider it a deliberate and pre-planned design.

Under this circumstances we request you for an immediate intervention in the two faced and destructive policy of the Chief Engineer, and request you to issue or to him to reinstate this fourteen Highly Skilled Artisan, to their respective posts without any complications. As the action of the C.E. ~~is~~ subject to legal action, we hope the matter we immediately be plugged by taking back this fourteen persons back to service without any contract.

An early action is solicited.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,

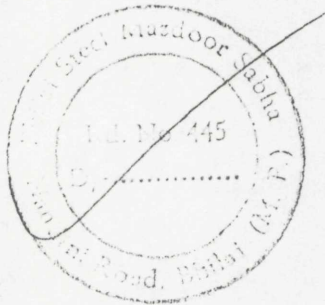
[Signature]
(SAMBAL CHAKRABORTY)
General Secretary.

Copy to:-

1. The Chairman, B.S.L., Ranchi.
2. The Director of Const. B.S.L., Ranchi.
3. The Chief Engineer, B.S.P.
4. Sr. Labour Officer, B.S.P.
5. The Asstt. Labour Commissioner, Raipur.
6. S.A. Dange, M.P., New Delhi.

-for information and necessary action.

BMS-2/87/61,
Dated the 14th July '61,
Bhilai.



To
The General Manager,
Bhilai Steel Project,
Bhilai.

From:
The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Complaint regarding retention of Appointment
letters by the Office of A.P.O. (T)

Dear Sir,

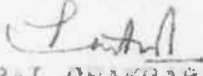
On receiving complaints from 155 (one hundred and fifty - five ~~XXIX~~) workers of the "Kulti Groups" regarding the unlawful retention of their appointment orders by the Office of the A.P.O. (T), I shall like to draw your immediate attention to the fact and request you for immediate disposal of the same.

This Groups of 155 persons submitted their appointment letters as per your order No. Estt. (ROP) 5(b)(-)/59 dated 9.2.59, but till now they have not been given back the same. Though they were verbally assured that the said appointment letters will be returned to them after some time, but unfortunately the assurance have not been adhered too.

I therefore request you kindly to instruct Shri. Trehan, P.O. (T) to return these appointment letters of these 155 Kulti workers immediately.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,


(SAMBAL CHAKRABORTY)
General Secretary.

Copy to:-

1. The Secretary, H.S.L., Ranchi.
2. The Senior Labour Officer, B.S.W.
3. The Asstt. Labour Commissioner, Raipur.
4. S.A. Dange, M.P., New Delhi.

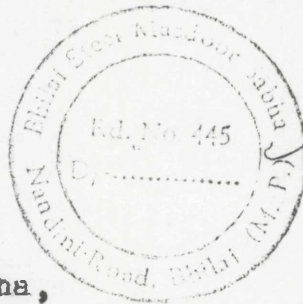
- for information and necessary action.

CONFIDENTIAL

BSWS-2/88/61
Dated the 14th July, '61,
Bhilai.

To

The General Manager,
Bhilai Steel Works,
Bhilai.



From:

The General Secretary;
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Departmental Promotion, - regarding.

Dear Sir,

It has been brought to our notice that some mischievous activities of some persons are playing a role in making the promotion list of the Blooming & Billet Mill to which we invite your immediate attention.

The promotion list of the Operational and Maintenance Staff have been made long before and is delayed to make out finally for some mysterious reasons. As we have come to know certain interested persons are responsible for this delay and are trying to place their own men discarding the legal rights of highly recommended and efficient workers. In this connection the part played by Shri. Garg, confidential assistant to C.S.R.M. and Shri. Daya Shankar, Section Officer B.B.M. are not only objectionable but subject to enquiry. We have come to know that Shri. Garg is interfering in fixing the grade of some workers as per their trade ignoring the recommendations made by the departmental officers.


We view this with serious concern and invite your attention to the high handedness of this man.

We have also received number of complaints with regard to the activities of Shri. Garg and Shri. Daya Shankar. It is as we consider high time rein these two persons who are exceeding their jurisdiction and interfering in all official matters.

An early action is an immediate necessity.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,


(SAMBAL CHAKRABORTY)
General Secretary.

Copy to:-

1. The Secretary, H.S.L. Ranchi,
2. The Sr. Labour Officer, B.S.W.,
3. The Asstt. Labour Commissioner, Raipur.
4. S.A. Dange, M.P., New-Delhi.

-- for information and necessary action.

A. I. T. U. C

I.R. No. 2332 Date: 17 JUL 1961

File No. Registered.

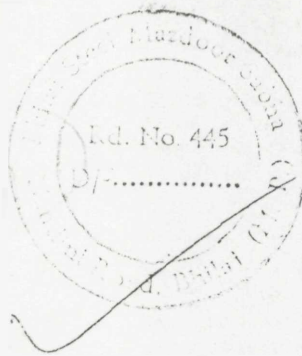
BSMS-2/80/61.
dated 1st July 61,
Bhilai.

To

The General Manager,
Bhilai Steel Works,
Bhilai

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.



Sub:- Assault on a Bus Driver by the security Force-
regarding.

Dear Sir,

We are in receipt of a serious complaint from a Bus Driver, Shri. Ittup who has been severely beaten by the Security Force at Sector X on the 30th June at 7.30. A.M. For some time past we have often received complaints regarding the ill treatment of Bus Drivers and workers by the Security Force. This is not only callous, but a matter of grave concern. It is incredible that the department which is meant for maintaining peace and order, is virtually turning to be a ~~breach~~ ^{breach} of miscreants. We vehemently protest this objectionable behavior of the security force.

In view of the aggrieved feeling of the Bus Drivers that have thus been created by the incident of 30th June I request you to enquire into it immediately to punish the culprits who are responsible for the incident.

An immediate action will be very much appreciated to pacify the situation.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,

S. Sambal
(SAMBAL CHAKRABORTY)
General Secretary.

Copy to:-

1. The Secretary, H.S.L., Ranchi.
2. The Sr. Labour Officer, B.S.W.
3. The Asstt. Labour Commissioner, Raipur.
4. S.A. Dange, M.P. New Delhi.

- for information and necessary action.

D.S.-80.

To

The Editor,
Trade Union Record,
Publication dept. "AITUC"
H Ashok Road, New-Delhi.

268-A

A. I. T. U. C.
I. R. No. 2355. Date. 1.8. JUL. 1961.
File No. Replied on.

From:

Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha, Nandini Road,
Bhilai-2, (M.P.)

Dear Sir,

I shall be obliged if you kindly publish this letter in your esteemed News Paper and give us a Chance to appreciate Shri. L.N. Misra, Union Deputy Minister who has expressed his opinion to take the Labour Laws of the Public sector Steel Plants from the state under the centre.

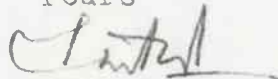
The timely suggestion of Shri. L.N. Misra, Union Deputy Minister regarding the take over from the relevant state Govts. the responsibility for maintaining sound labour-Management relations in the Public sector Steel Plants under the centre deserves appreciation from all quarters. Specially the working class of Bhilai and Rourkela feel deeply appreciative to Shri. Misra for thinking in this line.

The Labour-Management relations specially in Bhilai is worsening day by day germinating the seed of agitation and disturbance in near future if not intervanced without any further delay. The points raised by Hon'ble Deputy Minister who said, "People were not being paid according to the work they did; persons doing the same job got different wages; there was no system of assessing the suitability of a person either for appointment or promotion; no grievance procedure was laid down; and safety precautions were neglected; " were long before been pointed out by us in our bulletins. The Managements indifference, corruption and nepotism are at their peak in Bhilai. The growing attitude of the management to ignore the elementary Labour Laws indirectly brewing the ground of unrest among the the workers which may some day explode into a violent and irrepressible agitation

Secondly, with regard recognising the Labour Union, the management is acting contrary to the labours' interest. The question of giving recognition to an Union should be decide by votes of the workers through Ballot Box is reasonable and justified. But in Bhilai the Union which has been given recognition for their (Managements) own interest is one of the factors which is responsible for workers dissatisfaction and unrest.

We therefore feel that Shri. Misra will definitely act according to his statment and will bring relief to the thousands of workers who will anxiously look forward to the out-come of the high level conference began in Ranchi on June 26th, '61.

Yours



SAMBAL CHAKRABORTY,
General Secretary.

Date.
The 6th July, '61.

D.S.

Bhilai Steel Mazdoor Sabha

REGISTRATION No. 445.

NANDINI ROAD, BHILAI.

July 31st. '61.

To

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

From

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.



Dear Comrade,

I am in receipt of the granted subsidy that you sent on 26th July, '61. Please accept my thanks for the same. Enclosing the necessary voucher's as you desired.

Hope this will find you in good health and fine cheers.

Comradely Yours,

Encls:- (2)

Sambal Chakraborty
(SAMBAL CHAKRABORTY)
General Secretary

Industrial
Bhilai Steel Mazdoor Sabha

REGISTRATION No. 445.
NANDINI ROAD, BHILAI.

BSMS-2/100/61,
Dated 3rd August, '61,
Bhilai.

To

The General Manager,
Bhilai Steel Works,
Bhilai.

From

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Shri. S.M. Banerjee, M.P.'s visit to the
Works Site, -regarding.

Dear Sir,

Your attention is invited to the following case of
a bluffing on the part of the P.R.O., B.S.W. and with request
to take immediate action to enquire into the matter.

On 20.5.61 Shri. S.M. Banerjee, M.P. alone with his
wife, Our Working President and me went for a visit to the
works site accompanied by the Public Relation Officer and
another gentleman. At the end of visit while sitting in the
P.R.O.'s Room, P.R.O. introduced with us the gentle who accom-
panied him as his Asstt. P.R.O.

But we have now been shocked to learn that said man
was none but the Asstt. Security Inspector (Intelligence),
Shri. Bali. We wonder that when he could have safely intro-
duced the said man in his original introduction why then he
lied to us for this simple reason. It is definitely a matter
of shame and disgust that a man of his position as P.R.O.
should lie for no reason at all. And on our part, we view
it with all seriousness and demand an immediate enquiry in-
to it.

Thanking You,

Yours Faithfully,
for Bhilai Steel Mazdoor Sabha,

S. Chakraborty
(SAMBAL CHAKRABORTY)
General Secretary.

Copy to:-

1. Sarder Swarn Singh,
Hon'ble Minister for Iron & Steel, New Delhi.
2. The Chairman, Hindustan Steel Ltd., Ranchi.
3. S.A. Dange, M.P. New Delhi.
4. S.M. Banerjee, M.P. New Delhi;
5. The Asstt. Labour Commissioner, Raipur.
6. The Sr. Labour Officer, B.S.W.

-for information and necessary steps.

August 16, 1961

Com. Sambal Chakravarty,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No.2,
BHILAI

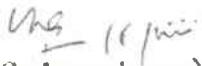
Dear Comrade,

A typewriter meant for your ~~union~~ union has been sent by our Bombay office to Nagpur, so that it would be easy for you to collect the same.

The machine is with Com. G.K. Kelkar, (258) 258 East Central Road, Near Dhantoli Park, Dhantoli, Nagpur. Please arrange to collect the same at your earliest and advise us when you have done so.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

A. I. T. U. C.
I. R. No. 234. Date. 1. 6. AUG. 1961.
File No. Replied on.....

Bombay
Aug. 13th 1961

Dear Com. K.G.,

One Typewriter meant
for Bhilai Union has been
sent to Com. G.K. Kelkar
of Nagpur.

So please ask the
Bhilai Union to collect
the same from Com. Kelkar
at the earliest.

His address is,
Com. G.K. Kelkar
258, East Central Road
near Dhantoli Park
Dhantoli, NA GPUR

Please let me know
after the Bhilai Union
arranges to collect the
machine.

Mdhe lalut

yours,
Shilpi

PS: Your Com Sarwanjit
is quite hale and
 hearty - and of course
quite engrossed in
his studies.

Plse write to
Com: Sarwanjit
to collect the typewriter
Ne. 16/11/61

A REPORT ON THE EXISTING PUTRIDE CONDITION
OF THE BHILAI STEEL PROJECT.

With the materialisation of the three Steel Plants in the Public Sector. India has stepped into an new era of industrialisation as well as to the path of glorious prospects. The immense importance of the Steel Projects at this age is undenyng and unquestionable. And smooth running of these three Steel Plants will mean more and more prospect for the people of India. More production will obviously mean more Steel for home consumption and more for export to raise the foreign exchange. In the foundation of all these hopes and prospects the welfare of the workers who are toiling all day and night sustaining terrible heat and under great risk of life have to viewed with atmost importance and deep sympathy. It was desirable and expected. But unfortunately we are having rude and shocking picture of the condition of the workers. It is not only alarming but if not enquired into just now may well mean, a great failure of these great Projects. The service condition and pay scales of these projects are actually worse than those of private plants.

In the perspective of this view let us have a X-rayed view of the condition prevailing now in one of these giagantic Steel Plants, viz. Bhilai Steel Works.

THUS WE EXPOSE - UNDER THE FOLLOWING HEADINGS:-

1. On violation of Industrial Dispute Act. section 25-G, "FIRST IN LAST OUT",
2. On Frustration of Displaced persons, Scheduled Caste and Ex^s Servicemen;
3. On Victimisation for no reason;
4. On Mal Administration;
5. On Nepotism and Corruption;
6. On Departmental Chaos;
7. On Atrocity of Departmental Heads;
8. On Objectionable Clause No. 39 in B.S.W's Standing Order;
9. On Security of Service ;

10. On Fixation of Lowest Pay Scale;
11. On delay in forming a Works Committee;
12. On Unsatisfactory arrangements of quarters, Medical Facilities, Safety Measures;
15. On Rising Prices and Construction Allowance;

I. ON VIOLATION OF INDUSTRIAL DISPUTE ACT SECTION 25-G "FIRST IN LAST OUT."

The thousands of workers who were responsible for laying the foundation and successful finishing of this Great and Gigantic Project had been retrenched without any consideration. These trained hands who have assembled and finished the erection of each and every machinery could definitely have manned these with more perfection and zeal, had been retrenched violating the cited section. The fundamental of section 25-G have never been followed anywhere with respect. In spite of our recent telegram to the Ministry to interfere in the matter the retrenchment continued under the same procedure of indiscrimination. Even when Sardar Swarn Singh have declared that trained personnel will always to be retained in service, it is a shocking surprise then that how these skilled and highly skilled persons of workcharged Establishment are being retrenched without being offered any alternative employment.

It is surprising that when retrenchment is going on in thousands of the Constructional staff recruitments for the regular set up in simultaneously going on through the Employment Exchange. It is incredible how trained hands are being made jobless when fresh and inexperienced persons are being recruited for manning the factory. It could have been more logical and rational if direct recruitment had been made from the workcharged personnels then through the Employment Exchange. It is wonder that some departments of the Construction have been closed before completion of their purpose and rendering

hundreds of persons jobless, and again the same work has been entrusted with some private concerns for completion. Corruption and nepotism are prevailing at their peak in the mock interviews for absorption in the permanent set-up. It has been observed that mostly relatives and known persons of high Officials have always been preferred in selection, depriving the deserving candidates of Work-charged Establishment.

2. ON FRUSTRATION OF DISPLACED PERSONS,
SCHEDULED CASTE AND EX-SERVICEMENT.

i) The local Chattisgari people who sacrificed their land for the interest of the Steel Project have had high hopes that they will be given preference in recruitments for job. They were also given to understand by the management that with regard to preference they will always be first. But mockingly enough the number of local displaced persons in the factory to-day will be not more than 5%. In G.M.'s order No. 38 dated 25th May 1960, it has been stated that "ABSORPTION OF DISPLACED PERSONS OWING TO ACQUISITION OF THEIR LAND FOR THE B.S.P." but absolute reluctance have been shown to translate this order in to practice. And no definite reason could be ascertained for it.

ii) It has been specified in G.M.'s order No.9 dated 18th June 1961 that persons belonging to Scheduled Caste and Scheduled Tribes will be given 15% and 12% employment respectively in the permanent set-up but in-practice we find that instead of absorbing those who were already in the construction side, are being retrenched without any reason. And knew no leniency had been shown towards most of their inspite of their utmost attempt to come to the regular set-up.

iii) As per G.M.'s order No. 149 dated 29/9/60 Ex-servicemen are to be preferred in absorption and retention in service, but in reality no such step is being followed. As a result of which many Ex-service men are already out of service due to retrenchment, and no action has been taken to stop it.

3. ON VICTIMISATION FOR NO REASON.

The atrocity of the B.S.F. authorities in victimising its workers without any reason has become a common and usual practice in Bhilai.

The Cases of -

- a) Shri. Sambal Chakraborty, Asstt. Roller, Rolling Mills.
- b) " O.N.Bazaz, Asstt. Heater, Soaking Pits.
- c) " M.L.Droknar, Asstt. Heater, Soaking Pits.
- d) " M.N.K. Pillai, Works Supervisor, W.C. Estt.
- e) " A.N.Wahid, Asstt. Chemical, C.R.C.(Lab)
- f) Ten Drivers, Fire Brigade Station, B.S.P.
- g) Eleven Mazdoors, Rly. Division, B.S.P.

- may well be cited as ghrowing examples.

The services of these aforesaid persons have been terminated without any reason and without being given any chance to "SHOW CAUSE". This dictatorial attitude of the authorities has threatened the security of job of every worker. And the workers are just in state of frenzy and fear, to loose their job at any moment at the whim of the authorities. But this state of affair should never be permitted to continue and positive step is prayed to stop this vulgar atrocity immediately.

4. ON MAL ADMINISTRATION.

Chaos is prevailing in all Official procedures and it demands and immediate enquiry. Management does not come to reply to the letters from the employees regarding their grievances and complains. And all cases are unnecessarily delayed and lingered and no proper records are maintained.

1) An enquiry may please be made into the case of Shri. Trehan Personnel Officer. Shri Trehan came in deputati as H.A.(?) and was subsequently promoted to P.O. without havi any deserving merit or qualification. And he is one of them who is mainly responsible for all mismanagement and breeding corruption.

ii) Shri. Daya Shankar an U.D.C. may be taken as an example who came on deputation, have been promoted to Office Superintendent and subsequently to Section Officer Rolling Mills without having any justification. Even though this man is absolutely unpopular and undeserving and harrasing to the workers he is keeping the lader of promotion due to some responsible persons tricky favouratism.

iii) A recent case regarding some taking of bribes by Shri Warsi, A.P.O. has been exposed in a local News Paper --- "BHILAI SAMACHAR" dated 24.6.61. It is stated that "The A.P.O. Shri Warsi have accepted a brabe of Rs. 50/- from each of the two persons assuring to secure jobs for them. The matter was reported to the G.M. by the said persons, who in turn called Shri Warsi and have setteled the matter privately to avoid further scandal." It is a wonder that such an ellegation against an A.P.O. has neither been contradicted nor been protested by the authorities, giving room for a different apprehension.

From this instance it will be crystal clear what is going on under the veil of a boasted administratiob, and how deeply the corruption have thrusted its root. If the Officers of such cadre are involved in these dirty scandals like these less we talk about the junior owes far the better.

Many such cases may easily be found in the Ministerial side.

5. ON NEPOTISM AND CORRUPTION.

Nepotism and Corruption have been bet loose in Bhilai in such a wide scale that a long list can be furnished as burning examples. But to make it short we are citing here some concret cases for example.

Cases of :-

- a) Shri. Trehan, Asstt. Roller, Billet Mill.
- b) " Sukdeo Singh, Asstt. Roller, Billet Mill.
- c) " Mathur, Asstt. Roller Billet Mill.
- d) " Sashi Singh, Manipulator, B&ooming Mill.

- e) Shri Bhatia, Chergeman (MM) Blooming Mill.
Blast Furnace
- f) " G.N.Singh, Asstt. Foreman, Coke-Oven.

It may be taken here.

- a) Shri. Trehan brother of Shri Trehan, Personnel Officer.
Qualification ; Matriculate, past experience Nil
Age about 26 years - India trained, in Coke-Ovens at TISCO, Soviet Trained in Rolling Mills as Asstt. Roller.
Grade Rs. 250 - 400
- b) Shri Mathur :- Son of Ex Administrative Officer,
Qualification :- Matriculate
Past experience :- Nil.
Age :- 23 Years (Approx)
India trained :- In Coke-Oven at TISCO.
Soviet Trained :- In Rolling Mill, Asstt. Roller.
Grade : 250-15-400.
- c) Shri Sukdeo Singh :- S/o Ex- C. Foreman, Yodh Singh,
Qualification:- Matriculate
Past Experience:- Few months' experience in TISCO.
Age :- 26 years (Approx).
Designation :- Asstt. Roller, Billet Mill.
Grade:- Rs. 250-15-400.
- d) Shri Sashi Singh :- Son of Shri T.N.Singh a member of
Planning Commission.
Qualification:- Matriculate,
Past experience:- Nil.
Age:- 23 years (Approx)
Designation:- Manipulator, Blooming Mill.
Grade:- Rs. 200-300.

None of these four persons have had any experience in Rolling Mills nor do they possess any necessary diploma for the posts which they have now been posted. In addition Shri Trehan and Shri Singh were originally for Coke-Ovens and were ultimately transferred in Rolling Mills, this being more prospective. And for this transfer, string play of their respective brother and father is responsible.

- (e) Shri Bhatia :- S/o Accountant of H.B.L. in Ranchi
Qualification:- Matriculate (?)
Past Experience:- (?)
Designation:- Chergeman,
Age :- 28 years (Approx)
Grade :- Rs. 200-300.
- (f) Shri G.N.Singh:- Nephew of Shri T.N.Singh a member of planning Commission
Qualification:- Matriculate (?)
Past experience :- Nil.
Age :- 25 years (Approx)
Apptt. in B.S.P.:- As. Skilled Worker
Trained in USSR.
Present Designation:- Asstt. Foreman, Blast Furnace.
Grade :- Rs. 300-500.

6. ON DEPARTMENTAL CHAOS.

1) Change of Designation:-

The designations given to the persons at the time of

Contd.... . 7.

recruitment by the H.S.L. was changed by the authorities of the B.S.P. without any warrant or reason. Many have not only been looser but their entire carrer has been spoiled by this autonomous behaviour of the B.S.P. authorities. Even persons trained in Soviet Russia at such an enormous expenditure of H.S.L. in a particular trade was posted in an entirely new trade hampering thereby the interest of the Project and absolutely suffe--mullifying the perpose. For the interest of certain parties B.S.P. authorities have not given proper designation to certain persons and instead have demoted them to such a position from which it will take years for them to come up.

S.No.	Name	Original Designation	Present Designation	Department.
1.	Sri.L.M.Dashera	Guide Setter.	Asstt.Guide Setter.	R&S Mill.
2.	" G.G.Babaskar,	-do-	-do-	-do-
3.	" V.L.Pandey.	-do-	-do-	-do-
4.	" Soman.	-do-	-do-	-do-
5.	" S.C.Sengupta	Manipulator.	Control Operator.	Rolling Mill.
6.	" E.V.G.Nair.	-do-	-do-	-do-
7.	" K.G.Pillai.	-do-	-do-	-do-
8.	" Trilok chand	-do-	-do-	Blooming-Mill.
9.	" Kitappe	Chargeman.	Fitter.	-do-
10.	" M.P.Verma	Guide Setter.	Asstt. Guide Setter.	R & S Mill.

may be cited as glowing examples in hand.

The cases of not posting a man according to his designation is a common affair in Ballai.

1) ROLLING MILLS.

With regard to promotions the criteria followed is a problem to understand. Some-times promotions are based on seniority, sometimes on basic pay - and effeciency is not counted as a factor. A person acting in the next higher position for more than six months is neither given any acting allowance nor is he considered for confirmation.

ii) Grades have been fixed differently for the same designation in different Mills. The following cases may be taken up for instance as below :-

- (a) The Asstt. Rollers of Billet Mills have been given the Grade of Rs. 250-15-400. Whereas the Asstt. Rollers of Rail and Strul. Mill and Merchant Mill have been fixed in the Grade of Rs. 200-12½-300 even though their job is more precision than that of Billet Mill.
- (b) Persons Trained on Heat treatment and furnaces are not properly fixed on their own trades. Heaters trained on Soaking Pits have been placed on re-heating furnaces as re-heaters and vice versa. This has created a chaotic situation causing their by much concern for the heating side. Grades also have not been fixed uniformly.
- (c) Manipulators and Guide setters recruited by H.S.L. and trained in India and abroad have not been given their proper designation and pay, instead of other persons from work-charged Estt. and lower posts who have never even seen a Rolling Mills have been posted as Manipulators and Guide setters.
- (d) Shear In-Charge :- Presently three shear In charges working in three shift are all placed in different Grades even though their nature of job and responsibilities are same. They are in the Grades of Rs. 80/- 120 and Rs. 150/- respectively. This is callus and a strange situation.
- (e) Control Operators :- In this age of automation when the responsibilities of control operators are of extrem importance their most unjustifyingly placed in a comparatively much lower grade. Though the number of persons working as Control Operator are much less as per requirement even then their cases are left without any consideration.
- (f) Crane Operators:- Even though the responsibilities of Tongs Crane drivers and Finger Cranes Operators are same and even though both of this categories of drivers shers equal responsibilities in the production and even though they sustain equal heat while on work - their scales of pay differ by a fair margin. The Grades of Tongs Crane and Finger Crane Operators are Rs. 150-10-250 and Rs. 120-8-200 respectively.

Again the persons who had been working as Finger Crane Operator since long are in the grade of Rs.80-5-120 but the persons who had been put under them for training have been given the scale of Rs. 120-10-200. This incredible and scandalas.

OPEN HEARTH.

(I) In this department in which every job is definitely a tough one, Grades have been fixed at a comparatively low scale. One glowing case may be taken up to summarise the situation prevailing in this department and that is of Shri Sukla Asstt. Melter. This man has been deprived of the grade of Asstt. Melter only he is under the category of skilled worker. This is violation of H.S.L's order by the B.S.P. authorities who have

placed him in a grade not according to his trade. When the grade of Asstt. Melter is Rs. 250-15-400 his grade has been fixed in the scale of Rs. 120-3-200 against all reasonable reasons and justification.

(II) In Foundry Shop promotions has strangely been effected from Moulder to Moulder without fixing any specific grade. This is a ridiculous situation to understand, and demands an immediate enquiry.

In the pattern shop "Pattern Makers" are being recruited from out side deceiving the original persons trained on the trade.

Also in Refractory no grade fixation has yet been done, when grade fixation has been completed in all departments it is difficult to understand how this particular department has been left out. An enquiry may be made immediately to the relief of the workers of this department;

BLAST FURNACE.

Even though in the production of pig irons Blast Furnace has already earned much credit but the condition of its employees are no better than the other departments. Injustice with regard promotion and grade fixation are prevalent in this section at their peak. To illustrate the situation two cases of two employees may be cited here.

(a) One Shri C.S. Ramchandran was recruited by the H.S.L. under the designation of Asstt. Stove Operator and was trained in Iron and Steel Works, Bhadravati for the same. But on his return to Bhilai he was not given the designation and grade as because he was a skilled worker. Under the circumstances he had no other alternative but to resign and go. As his service was not utilised even after his training for which Govt. had to incur the expenditure - who may be held responsible? heinous treatment to differentiate the Skilled worker and Operatives deserves immediate abolition and intervention. Merely for this reason a poor employee have had to leave the service after being trained on the trade.

(b)

Shri. P.T. Kurian, Asstt. Blower was sent for training at RISCO after being recruited by H.S.L. but on his return to Bhilai after completion of training was told by the authorities here that no such post exists in Bhilai. It is ridiculous that when the same post is in existence in all other Steel Plants how the same does not in Bhilai. Strange it is that how then H.S.L. recruited and trained him under the designation of Asstt. Blower. The Atrocity of the authorities exelled the limit, when Shri Kurian put up a fight through

correspondence to get his designation and grade, was discharged without any warrant.

These two cases will suffice to illustrate the internal position of the Blast Furnace which with all other sister Department requires a judicial enquiry at the earliest.

~~XXXXXXXXXXXX~~

C O K E & O V E N S.

Asstt. Heaters recruited by the H.S.L. for B.S.P., found after training that there was no post as such in Bhilai Coke-Oven whereas the same post are in existence in Durgapur, Rourkela, TISCO and ISCO but peculiarly the assistance of such post have flatly been denied here in Bhilai. It is scandalous.

- i) Workers are forced to work in a higher places which carries higher grades without paying any acting allowance of fixing them in that place i.e. a Khalasi with a basic salary of Rs. 30/- are asked to work as Oven top man which post carry a basic salary of Rs. ~~20/-~~ 60-3-90 and for which he neither gets any acting allowance nor is he considered for any promotion.
- ii) Oven top man are asked to work as door men which post carry a basic salary of Rs. 80-5-120.
- iii) When these workers demanded that they should either be confirmed to the post where they were acting since Decr. 1960 or acting allowance be paid, they were given chargesheets and threatenings.
- iv) The Coke-Oven battery No. 3 came into operation on 26.12.60 the promotion order for the personnel working there was issued with effect from 1.4.61. This should be made from 26.12.60 itself.
- v) The number of personnels have been reduced when the third battery came into Operation i.e. when there was only No. 1 battery working each machines had on e operator and one Asstt. Operator for example there were 5 door men and 5 oven top men per shift, when the battery No. 2 came into operation one Asstt. Operator was promoted for two sets of machines and there were ten door men and oven top men accordingly.
- vi) Manning position in Coke Ovens have been curtailed below minimum requirements, increasing thereby work load on the less No. of workers without any reshuffling of the grades. This is scandalous and deserves immediate attention.

ADMINISTRATIVE GARRAGE.

That the ADM. Garage started in 1956 and almost all the workers of it are working since then. These employees were taken as regular in the begining, but strangely in 1958 services of some of the employees have been regularised and some have been declared as Work-charged. With discretion the drivers, checkers, and ministerial staff have been put to regular Esstt. whereas rest

of the staff have been declared is to be workcharged without any reason. It is strange that when this garage has to stay as long as the vehicles of B.S.P. will run then on what ground have the other staff been declared as workcharged. It is therefore an immediate necessity that services of all of these staff be regularised without any further delay.

T I M B E R - W O R K S H O P .

A Timber workshop is a definite necessity for a Steel factory. But strangely this important Department instead of being made permanent is now going to be abolished, rendering thereby all its employees unemployed.

As the rumor goes it has been known that the department will be reorganised with fresh recruitments from outside. If a fraction of it is correct then the situation should be viewed with concern and such step should immediately be put to a stop.

7. ON ATROCITY OF DEPARTMENTAL HEADS:-

The dictatorial attitudes of the Departmental Heads are prevalent in each and every branch of this Steel Plant. No regular procedure is followed to deal the cases of the workers, and no grievance of the workers are considered ever with sympathy. Strangely, applications of the workers are never even considered for a reply and the function of Labour Officers in this connection have become a show and vague. Even Office Supts. in some cases behave no less than the Head of the Departments. and have made it a rule not to entertain the workers. And if any time workers need to see them, they (workers) have to write that in slips and have to leave it to their mercy to reply. A judicial enquiry should immediately made to such shady and repugnant situation.

8.

8. On objectionable clause No. 39 in B.S.P.'s Standing Order. - regarding G.M.'s special power in certain cases.

In this connection it may be mentioned that in clause No. 39 of the B.S.P.'s Standing order states "Notwithstanding anything contained in Standing Order No.38, where a penalty is imposed on any- employee on the ground of conduct which has led to his conviction on a criminal charge, or where the General Manager/Residential Director is satisfied, for reasons to be recorded in writing, that

it is not expedient or in the interest of security to follow the procedure laid down in that Standing order, he may consider of the circumstances of the cause and pass orders thereon as he deems fit"

It is, from all points of views highly objectionable and contrary to the fundamental of Democracy. It is a wonder wh how such a clause could be inserted in the standing Order of a concern owned by the Government. This clause, empowering the G.M. to victimise any person without showing any reason is not only dangerous but violation of the Indian Constitution. This clause should therefore be abolished immediately to the relief of thousands of workers, who are practically threatened and subdued to the extreme at its fright.

The popular demand is for certified Standing Orders replacing the existing draft one as required under the law.

9. ON SECURITY OF SERVICE.

Even though all the sections of the Steel Plant have already been commissioned, but no guarantee of service to the workers or the regular cadre have yet been assured. This has given rise to state of uncertainty and mixed feeling amongst the workers. To ensure prospective future and smooth running of the Plant an order should immediately be passed for confirmation of service of every worker who ever have completed one year.

10. ON FIXATION OF LOWEST PAY SCALE.

The minimum pay scale in this gigantic Project has been fixed at Rs. 48/- and 38/- consolidate, contrary to the prescribed minimum pay scale of Rs. 25-1-35 plus D.A. This is against justice and deserves immediate intervantion. To fix the minimum pay scale at Rs. 25-1-35 plus D.A. shall have to be implemented immediately and due arrears have to be given to the suffering workers without any further pretext.

11. ON DELAY IN FORMING A WORKS COMMITTEE.

No Works committee has yet been formed in the Factory as required under the Industrial Dispute Act. General demand of the workers is for immediate election of Works Committee both Departmental and Central, in the manner prescribed in the Industrial Disputes Rules. Also, the Standing Orders and Rules that are in force at present are not certified and workers' opinion was not sought in regard to the provisions of the Standing Orders before these were brought into force.

12. ON UNSATISFACTORY ARRANGEMENTS OF QUARTERS, MEDICAL FACILITIES, AND SAFETY MEASURES.

The arrangements for quarters, Medical Facilities and Safety measures are far below then satisfactory.

- a. No. of quarters in Bhilai has fallen much short than the number of employees, as a consequence most of the employees are yet to get a shelter of protection. This acute problem of accomodation has not been meet with equal urgency and a result the fate of most of the employees to obtain a full unit accomodation is an absolute uncertainty. And in allotting the accomodation the cases of bribery are soundly prevalent in the Estate Section. Strangely enough even the persons who have joined the Operation in 1958 have still now not been provided with an accomodation.

It is therefore desired that to meet this problem of absolute necessity matter should be pressed on authority concerned for building more Quarters within a specified time.

- b. Medical facilities are confined only on the outer show of some ultra modern buildings known as Health Centres. Practically much stress have been laid on the architecture of these buildings neglecting the necessity of equipping these with bare requirements.

for examples:-

- i) No. of Doctors are much less, No. of Ambulances equally not good and the medicines are always in the list of "Anticipation". Under such hopeless ~~sentien-~~ condition, often the patients donot get proper attention for treatment nor do they get the necessary medicines.
- ii) Strangely enough there is no public Telephone booth in any Sector of the Town-ship to make emergency call either for Ambulance or for Fire-Brigade. This is incredible in a modern Township like Bhilai.

iii) Another peculiar aspect of the Medical facilities is that only the employees, their wives and children are entitled for free medical treatment, whereas his dependents are not allowed for the same. The right of medical facilities to the dependents of an employees should immediately be enforced.

c) With regard Safety measures even the elementary steps are being neglected in all Departments.

For Examples :- A) All most all the Departments are dimly lighted endangering the lives of the workers on duty. No action has been taken with regard proper lightening of the Departments at night.

B) Shoes, Gloves, and Coloured glasses are not being provided to the workdrs as per necessity.

A minor enquiry about the Safety - measures will reveal the prevalent gross negligence in the Departments of the Works.

13. ON RISING PRICES AND CONSTRUCTION ALLOWANCE.

i) The dearness Allowance paid to the workers a such an important Industry is not linked with rise in cost of living for months and years, while prices kept going up the D.A. remained the same. This compels the average workers to eat less and less and suffer more and more. Here, in different sectors find different prices in the market for the SAME ARTICLE OF SAME QUALITY. There is no fixed price specially for the grocery articles. Price lists are not exhibited properly in every shop which they are supposed to do. Similar is the case with Cloth Merchants, who are charging abnormal prices even when the Government of India has fixed a definite price for each variety. Under the existing circumstances pressing demand is that D.A. should be linked with the cost of living index.

ii) Even though the phase of Constructions is already over, but privilege of lamsun construction allowances is being enjoyed by the Big Officers connected with the Construction only. Though the workers of Work-charged and the Operation are living in the identical condition but they are not being privileged thus. It

is a peculiar situation. This should immediately be enquired into.

In a nutshell we have thus tried to furnish an exhaustive report about the existing conditions of the Bhilai Steel Project which requires immediate attention of the Govt. The situation instead of showing any improvement is deteriorating day by day, and may some day burst into a violent agitation and may be so irrepressible as to go beyond control. In this perspective, the role of INTUC is very interesting to study. Strangely enough the State Government has given the recognition to the INTUC neglecting outright the claim of any other Trade Union without even judging the merit of doing so. Without putting the issue of recognition to the vote of workers, to recognise a Union as the only representative union is not only illegal but undemocratic and unconstitutional. The said union instead of the meeting the grievances of the workers have become a tool in the hands of the management to linger the issues and ultimately to live these in the air unsolved.

Such activities of a so called recognised union is by all means against the interest of the workers and some day will jeopardise the entire co-ordination between the workers and the management causing thereby unsurmountable crevasse.

All well wisher of the Country wants to see this Steel Plant flourish and throb with the pulsation of Country's fast development but under the present condition if it is allowed to persist in the same state will mean a great failure. It is high time that attention of all thinking persons of the Country should be focussed to the points. We have discussed thus for immediate redress and firm handling.

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Bhilai Steel Mazdoor Sabha

REGISTRATION NO. 445.
NANDINI ROAD, BHILAI.

BSMS/3/1-A/61,
Dated the ~~15/8~~ July, 61,
Bhilai.

To

The Chairman,
Hindustan Steel Ltd,
Hinoo, Ranchi, (Bihar)

From:-

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai- 2, (M.P.)

Sub : A report on the putride condition
of the Bhilai Steel Project.

Dear Sir,

We are enclosing herewith a report on the cited subject for your immediate attention and firm action.

The points that we have tried to emphasize in the report are based on sound grounds and concrete proofs. It is desired and high time that you take immediate step to stop the situation which leading for an unpleasent repurcu-ssion very fast. An enquiry committee to enquire into the points that we have raised will be so welcome before it is too late.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,


(SAMBAL CHAKRABORTY)
General secretary.

Encls: [15 Pages report]

Copy forwarded to :-

- 1) The Hon'ble Minister for Iron and Steel,
Govt. of India, New Delhi.
- 2) The Hon'ble Minister for Labour & Employment,
Govt. of India, New Delhi.
- 3) General Manager, Bhilai Steel Project, Bhilai.
- 4) The Sr. Labour Officer,
Bhilai Steel Project, Bhilai.
- 5) The Asstt. Labour Commissioner,
Govt. of Madhya Pradesh, Raipur.
- 6) Shri. S.A.Dange, M.P. New Delhi.
- 7) Shri. S.M.Hanerjee, M.P. New Delhi.

Bhilai Steel Mazdoor Sabha

REGISTRATION No. 445.
NANDINI ROAD, BHILAI.

A. I. T. U. C.	
I. R. No. 2785	Date: 4 AUG. 1961
File No. 4	Replied on.....

To

Comrade S.A. Dange, M.P.,
General Secretary,
All India Trade Union Congress,
4. Ashok Road, New Delhi.

From:

Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
P.O. Khursipar, Nandini Road, Camp-2,
Bhilai-2, (M.P.)

- Sub:- A report on the putride condition of
Bhilai Steel Project.

Dear Comrade,

We are enclosing a report on the cited subject as per the discussion with Com. S.M. Banerjee, M.P. who proposed to have a detail report about Bhilai Steel Plant to be raised to Parliament Level, and to form an enquiry committee for findings into the points which we have emphasized in the report.

It is desirable that you initiate and raise it in the Parliament for an open discussion on the points. Entire working class of Bhilai will anxiously look forward to you and Com. Banerjee for the out come.

With greetings,

Yours fraternally,

Encls: [15 Pages Report]

Sambal 10/8/61
(SAMBAL CHAKRABORTY)
General Secretary,

Copy to:-

Comrade S.M. Banerjee,
- for information.

*We should check
up this matter thru
our friends there
act, if necessary.*

SMB
2/1/61

Bhilai Steel Mazdoor Sabha

REGISTRATION NO. 445.
NANDINI ROAD, BHILAI.

Nandini Road, Camp-2,
P.O. Khursipar, Bhilai-2.

To

August 31, 1961.

Com. K. G. Sriwastava,
Secretary, "AITUC"
4 Ashok Road, New Delhi.

From

Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

A. I. T. U. C.	
I. B. N. (512) Date	7 SEP 1961
File No.	Replied on

Dear Comrade,

We are in receipt of your last letter dated 16.8.61 and thank you for the same. As per your direction we sent a man to Nagpur to get the said Typewriting Machine and the same has been received at this Office to-day. We have received the machine in a very good condition and thank you for the favour.

very much

Receiving a letter from Com. Sadhan Mukherjee on 30th June, '61 (Vide his letter no. 268/SM/61 dated 28th June, '61) we sent one of our Comrade to Bombay to get the mentioned typewriter and loud speaker from there. But I am sorry to write that the comrade has back with empty hand, and when we went to enquire about those two things to Com. Chitnis he was told that no Loud Speaker was there for Bhilai Office.

We have been very much disappointed and have felt it a great harrasment. If we would have been informed earlier about this total unnecessary wastage of Rs. 65/- could have easily been saved. As Election is near at hand the necessity of Mike is easily imaginable. Under this circumstances all the comrades of this Office feel that either an early arrangement for a Loud Speaker be made or equivalent amount be granted to us for local purchase of the set.

This is all for to-day. I shall anxiously looking forward for reply.

With greetings,

Fraternally yours,

Encls:- [13 Pages report]

S. Chak.

(SAMBAL CHAKRABORTY)

NB. Com. Sadhan Mukherjee has already left for Delhi and the report of the Steel Co-ordination Committee of Bhilai has also been sent along with him. And to-day I am enclosing a copy of the same for your information.

S. Chak.

REPORT ON BHILAI STEEL WORKS .

1. Name of all Departments:-

- A. Coke Ovens:- (i) Bye Products Plant,
(ii) Coal Crashing Plant,
(iii) Coke Plant,
- B. Blast Furnace:- (i) Sintering Plant,
- C. Steel Melting Shop:- (i) Foundry & Pattern Shop,
(ii) Refractory Material Plant
- D. Rolling Mills:- (i) Blooming Mill,
(ii) Billet Mill,
(iii) Rail & Structural Mill,
(iv) Merchant Mill,
(v) Roll Turning Shop,
- E. Auxillary Shop.
- F. Power Generation Plant.
- G. Water Supply Plant.
- H. Machine Shop.
- I. Instrumentation.
- J. Economy & Electric Energy Plant.
- K. Control Research Laboratory.
- L. Rail and Transport Department.
- A. COKE OVENS consisting of three sets of batteries

Commissioning Dates:-

No. of Ovens each

Battery No. 1.	31/ 1. 1959.	65
Battery No. 2.	22. 12. 1959.	65
Battery No. 3.	27. 12. 1960.	65

Contd.....2.

PRODUCTIONS

Coke Ovens.

<u>Year</u>	<u>Product</u>	<u>in Tons</u>
1959	Total B.F. Coke :	35476K
1960	-do-	617804
1959	Total Breeze :	30080
1960	-do-	70134
1959	Total Gress Coke :	384841
1960	-do-	687938

Bye Product.

1959	Total Crude Tar :	14182
1960	-do-	28235
1959	Sulphuric Acid :	Nil
1960	-do-	7243
1959	Ammonium Sulphate :	324
1960	-do-	7242
1959	Crude Benzol :	Nil
1960	- do -	1058
1959	Nitration Gr. Benzol :	Nil
1960	-do-	291

<u>Bye Products.</u>	<u>Commissioning Dates.</u>	<u>No. of Plants</u>
Sulphuric Acid Plant :	5. 12. 1959.	1
Ammonium Sulphate Plant:	5. 12. 1959.	1
Benzol Recovery Plant :	21. 11. 1960.	1
Benzol Rectification Plant:	28.11.1960.	1
Tar Distillation Plant :	28. 12. 1960.	1

B. BLAST FURNACE

	<u>Commissioning Dates.</u>	<u>Capacity.</u>
Furnace No. 1.	4. 2. 1959.	250 Tons of Pig Iron.
Furnace No. 2.	23.12. 1959.	-do-
Furnace No. 3.	28.12. 1960.	-do-
Pig Casting Machine No.1.	4. 2. 1959.	

Contd.....3.

PRODUCTIONS

<u>Year.</u>	<u>Product.</u>	<u>In Tons.</u>
1959	Pig Iron	307844
1960	-do-	668377
1959	Basick Pig Iron	77092
1960	-do-	268850
1959	Foundry Pig Iron	213231
1960	-do-	337881
1959	Grade Pig Iron	11421 51 51646
1960	-do-	

Maximum Production for a day.

Furnace No. 1.	23. 11. 1960	1355 Tons.
Furnace No. 2.	31. 12. 1960	1324 Tons.

Stock Position.

Opening Stock as at	1. 1. 1960	Total	21142 Tons.
Closing Stock	3. 12. 1960	Total	2791 Tons.

C. STEEL MELTING SHOP.

<u>No. of Furnace.</u>	<u>Commissioning Dates.</u>	<u>Capacity.</u>
Furnace No. 1.	11. 10. 1959	250 Tons.
Furnace No. 2.	17. 12. 1959	250 Tons.
Furnace No. 3.	23. 3. 1960	250 Tons.
Furnace No. 4.	15. 10. 1960	250 Tons.
Furnace No. 5.	27. 12. 1960	250 Tons.
Furnace No. 6.	14. 10. 1960 (Mixer)	

PRODUCTIONS

<u>Year.</u>	<u>Product.</u>	<u>In Tons.</u>
1959	Steel Ingots.	28930
1960	-do-	318301

<u>Year.</u>	<u>Product.</u>	<u>In Tons.</u>
1959	Gross Production of Steel.	29320
1960	- do -	321489

Maximum Production in a day 1307 Tons on 21.12.1960.
(for the Shop)

Maximum Production
from one Furnace (Furnace.1) 787 Tons on 12. 9.1960.

Stock Position.

Opening Stock as at 1. 1. 1960	16311 Tons.
Closing Stock as at 31.12. 1960	3366 Tons.

D. ROLLING MILLS.

Commissioning Dates.

Blooming Mill :	(1.150 mm)	12. 11. 1959.
Billet Mill :	(700/500 mm)	24. 12. 1959.
Rail Struct Mill :	(900/800 mm)	27. 10. 1960.
Merchant Mill :	(350 mm)	2. 2. 1961.

Soaking Pits

Total No. of Ingot Charged :

<u>Year</u>	
<u>1959</u>	<u>1960</u>
Data not available.	

Blooming Mill:

In Tons.

Total No. of Ingots Rolled	10670	-	327499
Production of hot rolled blooms:	10670	-	302042 (includes 1135 Tons of Slabs)

Billet Mill:

Blooms Rolled :	1432	-	288425
Production of hot rolled billet :	1432	-	279068

Rail Structural Mill:

Blooms Rolled :	Nil	-	7949
Total Production :	Nil	-	6317

Merchant Mill:

Billet Rolled :	Nil	-	Nil
Production :	Nil	-	Nil

Stock Position.

Opening Stock as at 1. 1. 1960	
Blooms	9208 Tons.
Billets	773 Tons.
Finished Structuralals	Nil.
Merchant Mill Products	Nil.
Closing Stock as at 21. 12. 1960.	
Blooms	10675 Tons.
Billets	11359 Tons.
Beams	5378 Tons.
Rails	Nil.
Merchant Mill Products	Nil.

Production Records.

Blooms rolled for R & S Mill dated 26. 11. 1960 -1406Tons
For Continuous Billet Mill dated 21.12. 1960 -1830 Tons.
Billet Rolled for Meret. Mill dated 21. 12. 1960 -1809 Tons.

Refractory Material Plant.

Production of Materials	<u>Year</u>	
	<u>1959</u>	<u>1960</u>
		<u>in Tons</u>
Sintered Dolomite	Nil	15875
Dolomite Chips	-	50701
Raw Dolomite	-	14111
Lime	-	2379
Lime Dust	-	768
Open Hearth Slag Powder	-	45
Coke Dust	-	1367

P and B Station.

Date of Commissioning.

P.B.S. Boiler No. 1.	14. 1. 1959.
-do- No. 2.	15. 2. 1959.

P & B Station.

	1960	1959
Chemically wager.	58567 M ³	283094 M ³
Steam Generation Total :	1303896 Tons.	714187
Electricity Generated :	80732 MWH.	52298
Total Air Blast Generated:	2555605 103M ³	1133473 103M ³

Date of Commission.

P.B.S. Boiler No. 1	14.1.59
-do- No. 2.	15.2.59.
-do- No. 3.	20.1.60.
W.H.Boiler No. 1.	28.11.59.
-do- No. 2.	30.4.60.
-do- No. 3.	16.7.60.
-do- No. 4.	10.11.60.

Water Chemical Treatment Plant.

Turbo Generator. No. 1.	1.1.59.
-do- No. 2.	4.6.59.
-do- No. 3.	25.1.59.
Turbo Blower. No. 4.	25.1.59.
-do- No. 5.	17.12.59.
-do- No. 6.	29.12.59.

Sales Statistics.

<u>Pig Iron.</u>	1960	1959.
Total.	397188	269302
Steel Rolled Products.	264073.33	660.00
Coke Oven Products	994.45	Nil.
Breeze.	2602.96	2602.96 305.00
Sulphuric acid.	131.976	Nil.
Ammonium Sulphate.	9870.28	113.00
Sintered Dolomite.	4744.79.	Nil.

APPROXIMATE SALE VALUE.

Pig Iron.	Rs. 8,37,723 000	} 1960
Steel Rolled products.	Rs. 13,36,70,000	
Coke Oven Product.	Rs. 47,51,000	
Approximate total value. Rs. 22,21,44,000		
Total Pig iron dispatched during 1960		
	397187.737 Tons	
----- do ----- 1959 269031 Tons		
		Contd. 7.

PERSONNEL STATISTICS. 1960.

Officers.

Non-Technical, (Average)		76.
Engineers.	"	784
G.As.	"	139.
Supervisory.		
Technical.	"	2776
Non-Technical.	"	485
Non-Supervisory.		
Clerks.	"	2495
Others.	"	738
Operatives.	"	633
Skilled Workers.	"	16848.
Trainees .	"	186

Lower Category Staff.

Semi Skilled	(Average)	6550
Unskilled.	"	17777
Class IV.	"	2214
Foreigners :	"	607
Total Strength:	£	52308.

Total average in 1960 December 31931 only

+ + + + +

REGULAR.

Member of Workers in each Departments:-

Departments.	Position at present.
Coke Ovens & Bye Product:-	2,500
Blast Furnace:-	1,100
Steel Melting Shop :-	1,300
Foundry & Pattern Shop :-	500
Rolling Mills :-	2,500
Rail & Transport :-	2.00
Machine Shop Sintering Plant Forge Shop Etc:-	1.50

Total Strength. 10,500 (Approx:)

No. of Catagories and scale of Pay for Permanent set up.

	Scale of Pay.
Asstt. Foreman Cogger:-	300-500
Operatives Gr. I.	250-400
-do- Gr. II.	200-300.
-do- Gr. III.	150-250.
Skilled Workers Gr. I.	120-200.
-do- Gr. II.	100-3-160.
-do- Gr. III.	80-5-120.
-do- Gr. IV.	60-3-90.
Helpers.	40-2-60.
Khalashi.	35-1-40.
Mazdoors (Male & Female)	55/- Consolidated.
Sweepers . -do-	1

No. of Workcharged Employees for Expansion Scheme:-

Total Strength :- 6,400.

Contd..... 9.

Designation.	Scale of Pay.
1. Sub Overseer.	90-5-125-5-250.
2. Head Work Supervisor	90-5-125-5-185.
3. Highly Skilled Artician. 100-6-160-8-184.	
4. Driller Gr. I.	-do-
5. Air Conditioned Mechanic Special Gr. Welder/Head Welder	150-10-250.
6. Skilled Worker. Gr.I.	120-8-200.
7. -do- Gr.II.	100-6-160.
-do- Gr.III.	80-5-120.
-do- Gr.IV.	60-3-90.
7. Helper.	40-2-60.
8. Khalasi.	25-1-30.
9. Mazdoor. (Male & Female)	25-1-30.
10. Sweeper. (Consergency)	55 Consolidated.
11. Female Mszdoors.	48 Consolidated.
12. Railway Mate. Gr.III.	65 Consolidated.
13. Other Mates.	60 Consolidated.

+ + + + +

MEDICAL FACILITIES IN BHILAI NAGAR.

Two Hospitals, Six Dispensaries, Two Maternity Centres and Two Health Centres are at present functioning. The construction of a 270 bedded Hospital at Amdi Bhata is expected to begin very soon. A Nurses' Hostel near the Main Hospital site together with doctors quarters are already under construction.

But the Medical facilities are confined only on the outer show of some ultra modern buildings known as Health Centres. Practically much stress have been laid on the architechire of these buildings neglecting the necessity of equipping these with bare requirements.

No. of X Dactors are much less. No. of Ambulance equall not good and the Medicines are always in the list of " Anticipation". Under such hepless condition, often the patents dont get proper attention for treatment nor do they get the necessary medicine.

Strangely enough there is no public Telephone booths in any Sector of the Town Shbp to make emergency call either for Ambulance or for firebrigade.

Another peculiar aspect of the Medical facilities is that only the employees, their wives and childzen are entitled for free medical treatments, whereas his dependents are not allowed for the same.

PUBLIC HEALTH.

There is a separate Public Health Department under a well qualified Senior Health Officer. Public

Health Department arranges for Sanitation of the Township and the labour camps, anticalaria and anti-epidemic campaigns.

EDUCATIONS

Education for the Children of the Project employees is well provided and is free upto the age of fourteen years. Four sets of Uniforms and one pair of shoes are given to each student of primary school free of cost.

OTHER WELFARE AND OTHER ACTIVITIES.

The Mahila Samaj, an organisation of Women is working for the welfare of women and children. The Mahila Samaj runs Udyog Kendra for the purpose of training in stitching and knitting and undertakes orders for making uniforms for Schools, Security Guards, Peons etc.

A Club for the Workmen is running in Sector IV is getting quite popular.

PROVIDENT FUND :-

According to Contributory Provident Fund Scheme the Project contributes 8½ %. This Scheme is compulsory for all the employees in Regular Establishment after completion of one year's Service. But nothing is followed.

T R A N S P O R T.

Only Ten or twelve Buses are being run by the Project for transporting the workers from their residence to the worksite and vice - versa though the total number Busses are quite plenty. Bus fare of Rs. 6.25 np. per month is also paid by the workers.

C A N T E E N S .

C A N T E E N S.

For the Welfare of Workers working in the Plant site, employees Canteens are being organised. Eleven decent spacious Welfare buildings have been built all over the Steel works. But for nothing has so far been done workers' rest rooms, lunch rooms etc.

S A F E T Y : -

The Safety Department is responsible for training workers and exercising proper vigilance at work, make, than safety conscious deliver lectures on Safety measures and use of Safety appliances for workers. For Workers who have to work with hot equipments or in front of hot furnaces, gloves, shoes, goggles and aprons nothing is provided as per existing rules. Salt tablets are not distributed to the workers in the summer season. No safety committee have been constituted for the departments. No accidents are properly investigated into and no suggestions made and steps taken to check their recurrences at the works. In the Steel Works, there are a number of first aid posts and two full time dispensaries under the charge of qualified Doctors for immediate medical aid, Unfortunately without adequate medicines.

" To look lookafter the welfare of workers and other statutory obligations withing the Plant, there is one Senior Labour Officer, one Senior Labour Welfare Officer 5 Labour Officers, 8 Labour Inspectors and 9 Labour Supervisors" Without much benefit to them for whom they are meant.

H O U S I N G

Upto the end of December, 1960, 5,471 houses for the Steel Township have been built and occupied. But

the existing demand of quarters is much higher and is not in par with the Number of quarters built and the construction in hand.

House rent is charged at the rate of 10% of the basic wage and 5% on D.A. Plus Electric charges and Rs. 2/- sanitary charge from April 1961. Electricity is charged @ 0.18 nP. per Unit.

L E A V E ..

The workers are eligible for following categories of Leave.

- 1 day earned leave on every 20 working days.
- 7 days casual leave in a year.
- 5 Festival leave in a year.
- 3 days National Holidays in a year.
- 20 days leave on Half average Pay.
- No sick leave is being granted.
- Dearness allowance as per Central Govt. Rules.

URGENT

To

The General Manager,
Bhilai Steel works,
Bhilai

From

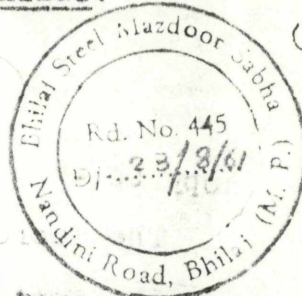
The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Sub:- Accidental Death of a P.W. Mate of Rail & Transport
Deptt. On 11.8.'61 while on duty, -regarding.

BSMS-2/102/61

Dated the August 23, '61

Bhilai.



Dear Sir,

Shri. Gokul Singh S/o. Milap, -P.W. Mate of Rail & Transport (opr) met with a fatal injury while on duty on 11.8.61. at about 4.30 A.M. Rly. line No.18 (near Coke-oven) He was subsequently removed to the Main Hospital, Sector-I and scumbed to his injuries at about 6 A.M. the same day. As the matter concerns with the death of an employee while on duty, we, with all seriousness demand an immediate official enquiry on the following points:-

(1) Shri Singh was on a 12 hours duty from 6 P.M. (10.8.61) to 6 A.M. (11.8.61.) and he met with accident almost at the end of the shift. Two critical points thus obvious, (i) on what Factory Law a worker is made to work within the factory employees in a 12 hrs shift day after day and (ii) in what fatigued condition may he remain at the fag end of the shift?

(2) Shri Singh was a Mate and how he therefore and on what particular job was he sent to the Rly track so that he met with such fatal accident?

(3) Why was his wife not officially informed about this accident when her/where-about could easily be known from Shri Singh's Co-worker/s?

(4) When knowing her husband's accident shri. Singh's wife went to see him at the Hospital at about 7.30 A.M. (11.8.61) Why did the Hospital authority not allow her to see him? Instead of permitting a visit they asked her to come at 4-30 P.M. and falsely assured her about the non-severity of the injuries. What explanation does the authority have to not allow a wife to see her husband in a death bed?

(5) Why was, he not sanctioned Rs.50/- for his funeral as per practice when an employee dies of accident while on duty?

(6) What "Safety Rules" are observed to prevent such accidents in what condition Shri. Singh deid.

We demand a thorough enquiry on the aforesaid points by an official committee immediately and the publication of the findings of the same.

You are also requested to see that all due compensations are paid to the deceased's wife without much delay, and necessary care may be taken for his children as a moral duty of the Democratic Governments concern.

An early action will be more human than a long nonchalant official procedure.

Thanking you,

Yours faithfully,
for Bhilai Steel Mazdoor Sabha,

(SAMBAL CHAKRABORTY)

P.T.O.

To

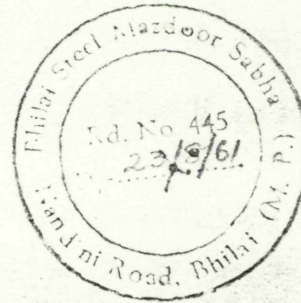
I.R. No. 2975 Dated 25 AUG. 1961.
File No. Replied on.....
28-8-61

BSMS-2/101/61,
Dated the 23 Aug. '61.
Bhilai.

The General Manager,
Bhilai Steel Works,
Bhilai.

From:

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai



Sub:- Assault on a Female Mazdoor by the Security Guard
-regarding

Ref:- Our letter to you No. BSMS-2/91/61 dated 27th July '61

Dear Sir,

With reference to our cited letter, I regret to inform you that no action has so far been taken with regard to our complaints against the Security Guards. As the case deserves immediate attention, it is therefore requested that the necessary action should be taken without any further delay. And understand, the Security Inspector are still harrasing the said woman visiting her quarter and threatening her with more assault if she does not withdraw the complaint and submit a withdrawal letter. This should be immediately be enquired into and needful be done.

Thanking you,

Yours faithfully
Sambal Chakraborty
(SAMBAL CHAKRABORTY)
General Secretary.

Copy to:-

- (1) The Sr. Labour Officer, B.S.W.
- (2) The Asstt. Labour Commissioner, Raipur.
- (3) Shri. S.A. Dange, M.P., New Delhi
for information and necessary action.

D.S.17.8.61.

To

Sardar Swaran Singh,
Minister for Steel, Mines & Fuel,
Government of India,
New Delhi

Sub: Immediate and pressing problems of the steel workers of Bhilai, requiring your urgent attention and redress.

Ref: Our representation dated 10th August 1961 and also some replies given on the floor of Parliament on 14.8.60 to some questions of Shri S.M.Banerjee, M.P.; and Shri Indrajit Gupta, M.P.

Dear Sir,

In continuation of our above representation and with reference to the above, we beg to submit the following for your urgent attention and orders:

1. Victimisation of workers without any charge-sheet or show-cause notice:

The Minister for Steel, Mines and Fuel, replied on 14.8.61, to a question by Shri S.M.Banerjee, M.P., that from 1958 to 1960, 215 workers of Bhilai steel works have been discharged under Special Orders of the General Manager. It was further stated in reply that the grounds of such discharges were:

" . . . suppressing facts, criminal charges, security reasons and acts of sabotage."

We again draw your honour's attention to the 27 cases mentioned in our earlier representation, as follows:

- (a) Sambal Chakrabarty, Asst. Roller, Rolling Mills;
- (b) O.N.Bazaz, Asst. Heater, Soaking Pits;
- (c) M.L.Dronkar, Asst. Heater, Soaking Pits;
- (d) M.N.K.Pillai, Works Supervisor, W.C.Estt.,
- (e) A.N.Wahid, Asst. Chemical, C.R.C.(lab);
- (f) Bhoi, Krishnan, Menon and other seven drivers of the Fire Brigade Station, BSP;
- (g) Naidu, Rajaiya and other 9 workers of Railway Division, B.S.P.

Against none of them, there was ever any criminal charge, none suppressed any fact, they were never involved in any sabotage. And as far as security reasons are concerned,

many (like Chakrabarty, Dronkar, etc.) worked for years in Defence Industries, they were taken up from there, trained by spending B.S.P. money and appointed in Operation. Never was there anything against them. Many of the above list came from Army, Railway, etc.

Security reasons did not apply against them in employments like Defence, Army and Railway. How is it abruptly applied in Bhilai?

Only on the basis of an unverified police report or report of an official, without giving the persons concerned an opportunity to explain even, such discharges are most unjust and unfair labour practice.

Further, the General Manager is using special powers under a Standing Order, which is not yet legally framed, as is admitted by the Government.

Pray therefore liberal review of their cases and early reinstatement.

2. MINIMUM PAY OF Rs.90/- per month. It is really scandalous that as yet in Public Sector, the minimum pay (including D.A.) of thousands of unskilled workers, regular, work-charge, etc., in Bhilai is Rs.38/-; Rs.48/- and Rs.55 or Rs.60/-. In Rourkela and Durgapur, minimum of all regular workers is Rs.75/- while minimum in private sector (Tata) is Rs.95/-.

Immediate orders may kindly be issued to pay minimum of Rs.90 to all workers in lowest category, whether regular or work-charge.

3. Elected Works Committee: It is replied in Parliament that in Bhilai, a Joint Committee is being formed. The said Joint Committee is going to be formed by the INTUC Union, nominating workers' representatives in it.

The INTUC union, having not even one thousand genuine membership, is to nominate for 25 thousand workers, without any voice of the workers. This attempt to force a leadership on the workers, without any democratic voice of them, will only create dissatisfaction and unrest.

We demand that Works Committee, or Joint Committee should be formed on the basis of elected representatives of workers.

4. Take-over of labour relations in Steel Industry under Union Government: With the growth of Public Sector in steel industry, under a Central Plan, financed by Central Government and employees liable for transfer from one State to another, labour relations must be uniform and centrally administered. We demand immediate taking over of labour relations in steel industry by Central Government under Central Law.

5. Grant of rights to carry on normal trade union work to all registered Trade Unions in Bhilai: Bhilai Steel Works has acquired huge area, many square miles of land. There is no private land nearby. And except the INTUC union, no other registered trade union is allowed to have their office, or to make publicity, to hold demonstration or public meeting in the Project Area. It means denial of all normal functioning to a trade union, except the INTUC. This is utter discrimination in a Public Sector industry.

We therefore request that immediate orders be issued allowing all trade unions to have their offices, have publicity, hold processions and public meetings in the HSL area. Because, otherwise, there is no private area within miles from Bhilai.

6. Request early action on other issues of discriminations, etc., raised in our previous representation of 10.8.61.

Sudhir Mukerjee

(Sudhir Mukerjee)
Working President,
Bhilai Steel Mazdoor Sabha;

Nandini Road,
BHILAI.

September 6, 1961.

Copy forwarded to:

1. Shri G.L.Nanda, Minister for Labour & Employment, New Delhi
2. Shri S.A.Dange, General Secretary, AITUC, New Delhi
3. Shri S.M.Banerjee, M.P., Shri Indrajit Gupta, M.P., Shri Vithal Rao, M.P., Mrs Renu Chakravartty M.P., for favour of information and taking early necessary action and reply.

Sudhir Mukerjee

(Sudhir Mukherjee)
Working President,
Bhilai Steel Mazdoor Sabha

Bhilai,
September 6, 1961

Sept 8, 1961

Com. Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Dear Comrade,

Your letter of August 31 and the enclosed report reached us only yesterday. We do not know if this is due to mischief in postal transit.

One loudspeaker set has been sent to your union through Com. Sudhir Mukherjee who was here for the General Council meeting. Please let us know about the performance of the set, if it is working satisfactorily.

With greetings,

Yours fraternally,

U.S.
(K.G. Sriwastava)
Secretary

CONFIDENTIAL

HINDUSTAN STEEL LIMITED
Bhilai Steel Project

No. IR-3(23)A-61/5899.

Dated: 11th September 1961

CIRCULAR

At present in the Bhilai Steel Works, the Registrar of Trade Unions has recognised the Steel Workers' Union (SINTUC) as the Representative Union. In addition to the Representative Union, we have several registered Unions also. So far, the practice in the Bhilai Steel Works has been that though we do not recognise the registered Unions and we do not send any reply to them regarding the grievances which they put forth either in writing or bring personally, we have been regularly investigating their Complaints/Representations and if found correct, rectifying the same. Our Industrial Relations Section has also been telling orally to these registered Unions as to the decision taken in those complaints.

2. The Representative Union had objected to this practice. This objection was upheld by the Minister of Labour also when he was on tour to Bhilai on 20th and 21st August 1961. According to him, this practice is illegal. The employees can either represent their grievances personally or through the Representative Union. Such grievances cannot be taken up by the registered Unions nor the management should have any contact with registered unions regarding the grievances of individual employees.

3. A formal reference, therefore, was made to the Labour Commissioner, in this respect, as to how the registered unions who bring their grievances, should be treated. The relevant portion of the letter of the Labour Commissioner is reproduced below:

"With reference to your demo-official letter No. IR-3(23)/A/61/5197, dated 10th August 1961 addressed to Shri Birbal, Labour Commissioner, on the subject, I have to state that as per section 27 of the Madhya Pradesh Industrial Relations Act, 1960, read with Section 26, the representative Union has an exclusive right to represent all the employees including non-members in an Industry in a Local area. Accordingly, no representative character can be conferred on a trade union other than the Representative Union. By proviso (ii) of sub-section (6) of the Section 30, even a labour officer cannot take up the grievances of the individual employees with an employer without a request from the representative union. Therefore, care should be taken to see that no representative status is conferred either formally or informally on a Union which is not a representative union. To elaborate my point, in case a grievance is represented by a union other than a representative union, it would be in accordance with Law for you to inform the union that it has no right to the grievances of the workers, as such the same could not be entertained. It will be perfectly legitimate for you to look into the grievances of individual employees when brought to the notice of the management directly by the employees concerned. But in no circumstances, any negotiations or consultations in respect of individual or collective matter may be conducted with a union other than a representative union.

CONFIDENTIAL

HINDUSTAN STEEL LIMITED
BHILAI STEEL PROJECT?

No. IR-3(23)A-61/5899.

Dated: 11th September, 1961.

C I R C U L A R

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Contd...2.

"As per criteria 6 for recognition of unions under the 'Code of Discipline', any union other than the representative union also has no locus standi for representing the grievances of the workers, as to my knowledge, no such union has more than 50% membership in your undertaking."

4. It is, therefore, requested that in future the provision of the law in this respect should strictly be followed and the registered unions should not be permitted to bring the grievances of individual employees nor any replies orally or in writing may be given to them for such grievances, if brought forth by them. In case, they raise any objection, the point of law as explained by the Labour Commissioner, should be elucidated.

Sd/ R.C.ROY
Deputy General Manager

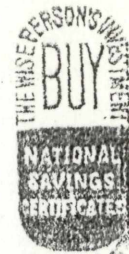
Copy to: All Heads of Departments/Sections/Offices

True Copy

D.S. 17.9.61



0.3



2331

INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

Received here at

H.	M.
A. I. T. U. C.	
I. R. No. 2227	Date 18/7
File No.	Replied on

X ML A 43 BHILAI 13.

DANGE AT TUONG NEW DELHI.

SITUATION ALARMING STOP RETRENCHMENT OF SIX HUNDRED SKILLED TECHNICIAN
 AGAINST NEXT MONTH STOP VIOLATING CHIEF ENGINEERS ORDERS DATED THIRTIETH
 JULY ABOUT EXPANSION SCHEME STOP ~~BY~~ PRAY IMMEDIATE INTERVENTION STOP.

.. GENERAL SECY BHILAI STEEL MAZDOOR SABHA.

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.

ACIPPAh.-660-4.7.59-89,210 Bka.



A.L. Handa,
Under Secretary

D.O. No. 23/35/61-LRII

A. I. T. U. C.
I.P.N. 3227 Date 2/9
MINISTRY OF LABOUR AND EMPLOYMENT.
No. Replied on

Telegrams :-
"LABOUR"

New Delhi, the 21st Sept. 1961.

Dear Shri Sriwastava,

Kindly refer to your D.O. No. 172/A/(RM)/61, dated the 10th July, 1961, to the address of the Union Minister for Labour, and Shri Teja Singh Sahni's D.O. No. 23/35/61-LRII dated the 4th August, 1961.

The Regional Labour Commissioner (Central) Jabalpur, who looked into the question of dismissal of 80 workmen by the raising contractors under the Bhilai Steel Project, has reported that all the workmen were taken back into service by the contractors and the Samyukta Khadan Mazdoor Sangh Rajnandgaon have agreed to close the dispute.

Yours sincerely,

A.L. Handa
(A.L. HANDA)

Shri K.G. Sriwastava,
General Secretary,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Am for copy to file
mi. no. 21/8

Copy of the letter No. 4/30/61-E&I, dated the 20th September, 1961 from the Ministry of Labour & Employment, E.&I. Division, New Delhi, addressed to the Secretary, All-India Trade Union Congress, 4, Ashok Road, New Delhi.

Sub:- Enforcement of General Labour Laws, violation of Code of Discipline and Unfair Labour practices at Bhilai Steel Plant.

I am directed to refer to your letter No. 172/BSP/61 dated September 5, 1961 to the Deputy Labour Minister on the above subject and to say that the question of taking over industrial relations in the Steel Plants is already under the consideration of Government.

1. Under the Madhya Pradesh Industrial Relations Act, 1960, Joint Committees, instead of Works Committees, have to be set up in industrial undertakings. The Bhilai Steel Plant would naturally follow the provisions of this Act while constituting their Negotiating Committee. In case there is any violation of the provisions of the Act, or the Rules thereunder, you may kindly take up the matter with the State Implementation Machinery.

2. This Ministry has not yet received the letter dated July 8, 1961 from the Bhilai Steel Mazdoor Sabha regarding victimisation of 27 workers including the General Secretary of the Sabha. While we will no doubt look into the matter if a copy of the letter is sent to us. I would suggest that as industrial relations in the Bhilai Steel Plant fall in the State sphere, it would be better if you took up the matter with the State Implementation Machinery also.

Sd./-XXXXX
for Joint Secretary.

NEWS AND VIEWS

FROM THE

BHILAI STEEL MAZDOOR SABHA.

Registration No. 445

Vice-President

(Affiliated to "AITUC")

President

Homi. F. Daji. M.L.A.

S. A. Dange. M. P.

Dear Comrades,

We share the pride of Bhilai Steel Works' great success as compared to the other two Steel Plants in Public Sectors along with the people of India. But behind the curtain of Success and Publicity, the workers of the project are under the most suffocating, aggrieved and wretched condition and are slowly drifting to the brink of tolerance and limit of patience. At this moment of utter hopelessness your Union has taken the lead and have exposed the putride condition of the administration in the form of a fifteen pages report and have submitted the same to the Loke Sabha on 10th August 1961 for an exhaustive enquiry and immediate interference

The report covers the following points:-

1. ON VIOLATION OF INDUSTRIAL DISPUTE ACT, SECTION 25-G, "FIRST IN LAST OUT", 2. ON FRUSTRATION OF DISPLACED PERSONS, SCHEDULED CASTE, AND EX-SERVICEMEN, 3. ON VICTIMISATION FOR NO REASON, 4. ON MAL ADMINISTRATION, 5. ON NEPOTISM AND CORRUPTION, 6. ON DEPARTMENTAL CHAOS 7. ON ATROCITY OF DEPARTMENTAL HEADS 8. ON OBJECTIONABLE CLAUSE NO 39 IN B.S.W'S STANDING ORDER, 9. ON SECURITY OF SERVICE, 10. ON FIXATION OF LOWEST PAY SCALE, 11. ON DELAY IN FORMING A WORKS COMMITTEE, 12. ON UNSATISFACTORY ARRANGEMENTS OF QUARTERS, MEDICAL FACILITIES, SAFETY MEASURES, 13. ON RISING PRICES AND CONSTRUCTION ALLOWANCE.

The action of the said report is already effective and the Management has also become busy to settle the departmental chaos and disorders as early as possible before an enquiry takes place at High Level. In spite of all these again Six hundred Skilled Technicians are threatened with retrenchment next month in Violation of Chief Engineer's Order dated 30th July, '61.

Therefore: Comrades, unite under the banner of the Bhilai Steel Mazdoor Sabha and strengthen it to fight your causes with success and to stop this retrenchment immediately.

"STEEL WORKERS UNITY ZINDABAD"

Yours;

Sudhir Mukherjee
Working President.

Hamid Khan
Organising Secretary.

Sambal Chakraborty
General Secretary.

Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No. 2,
BHILAI (M. P.)

Rathor Press-5K

**अधिकारों की रक्षा अपनी सुरक्षा, अपनी सुरक्षा - देश की सुरक्षा
आइए सुरक्षा के लिए कंधे से कंधा मिलाकर चलो**

साथियों,

स्वप्न कल्पना नहीं साकार है और इसका प्रमाण मिलाई इस्पात कारखाना है। विश्व के सामने आज हमारी छाती गर्व से फूल उठती है। जब हम उसे प्रगति और उत्पादन की दृष्टि से अन्य दो कारखानों को देखते हैं ! असंख्य हाथों ने खून पसीना एक कर, गर्मी की चिल-चिलाती धूप को बसन्त का अनुभव कर विश्वास और आशा की उस मंजिल को जिसे सफलता कह सकते हैं आज तय कर ली है। आज हमने हमारे मेहनत पर, हमारे खुद पर और हमारी एकता के बुनियाद पर उसे जमा दिया है। पर उस कामयाबी के पर्दे जरा उठा कर देखिये, दिखेगा जीवन का नग्नरूप अर्थात् उन मजदूरों की जिन्दगी जिन्होंने भूख को भूख और नींद को नींद न महसूस करते हुए कर्तव्य को निभाया, आज जो बद से बतर परिस्थिति में पहुँचकर धैर्य की सीमा पार कर चुके हैं।

ऐसे संगीन अवसर पर आपकी एकता जो यूनियन के रूप में है उस कटु सत्य का पर्दाफाश किया एवं उस नग्न चित्र को लगभग १५ घण्टों में अंकित कर लोक सभा, चेयरमैन एच एस एल के सम्मुख १० अगस्त को 'स्मरण पत्र' के रूप में प्रस्तुत किया तथा मांग की है कि शिद्दातिशीघ्र जांच कर रोक थाम की व्यवस्था की जावे।

उक्त स्मरण पत्र निम्न मुद्दों पर है।

१. औद्योगिक विवाद कानून की धारा २५ पहले आओ बाद में जाओ की अवहेलना २. अनुसूचित जन जाति, एक्स सर्विस मैन की नौकरी की व्यवस्था ३. बिना कारण बरखादिगी (Victimisation) ४. प्रबंध में भाई भतिजावाद एवं अव्यवस्था। ५. भ्रष्टाचार। ६. विभागीय अव्यवस्था एवं मतभेद। ७. अधिकारियों की निर्दयता एवं बर्बरता। ८. सी एस पी के स्थाई आदेश की आपत्तिजनक धारा ३६। ९. नौकरी में सुरक्षा एवं रक्षा। १०. सुरक्षा के लिए। ११. बर्बरता। १२. पत्रिका, विचार, सुरक्षा आदि की अव्यवस्था एवं सुरक्षा १३. वस्तुओं के मूल्य एवं मंहगाई भत्ता।

प्रबन्ध द्वारा इस पर यह कोशिश की जा रही है कि शिद्दातिशीघ्र विभागीय अव्यवस्था मतभेदों को उच्चस्तरीय जांच के पहले ही दूर कर दी जावे इसलिये दौड़ धूप प्रारम्भ कर दिया गया।

फिर भी आश्चर्य इस बात की है कि चीफ इंजिनियर ३० जुलाई ६१ के आदेश का उल्लंघन करते हुए प्रबंध द्वारा ६०० दक्ष श्रमिक (Skilled Technician) को पुनः छुटनी की अग्नि में भोके जाने की साजिश चल रही है

अतः ऐसी परिस्थिति में साथियों, ★ अपनी आवाज को बुलन्द करने के लिये ★ अपने अधिकारों को पाने के लिये ★ अपनी समस्या एवं अन्यायों पर विजय पाने के लिए ★ छुटनी रोद्धने के लिए ★ तथा अपना अस्तित्व रखने के लिए

मिलाई स्टील मजदूर सभा के झंडे के नीचे एकत्र हो हजारों की संख्या में सदस्य बनकर अपना हाथ मजबूत कीजिए।

“ इस्पात श्रमिक एकता जिन्दाबाद ”

आपके विश्वासनीयः—

होमी० एक० दाजी
एम० एल० ए०
उपाध्यक्ष
कार्यवाहक अध्यक्ष
सुधीर मुखर्जी

एस० ए० डांगे
एम० पी०
अध्यक्ष

सम्बल चक्रवर्ती
जनरल सेक्रेटरी
हमीद खान
अर्गनाइजिंग सेक्रेटरी

मिलाई स्टील मजदूर सभा

(रजि० नं० ४४५ ए० आ० टी० यू० सी० सं संलग्न)

मदनी रोड, कैम्प नं० २, मिलाई (एम० पी०)

A. I. T. U. C.
I.R. No. 3280. Date. 21/9
File No. Replied on.....

Bhilai, September 15, 1961.

To

Com. K.G. Sriwastava,
Secretary, "AITUC",
4. Ashok Road,
New Delhi.



From

Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp-2,
P.O. Khursipar, Bhilai-2, (M.P.).

Dear Comrade,

I am in receipt of the granted subsidy that you sent on 7th September, 1961. Please accept my thanks for the same. Enclosing the necessary voucher as you desired.

On 10.8.61 a Memorandum regarding Bhilai affairs has been sent to you by Registered post A/D. Surprisingly no A/D has been received at this Office till this date. It will therefore be much relieving if you please let me know wheather you have received the same alright or not.

We are for a good piece of Land to have the proposed permanent Union Building here in Bhilai, and we will let you know about that as soon as we select on finally. We will also let you know then the required amount to acquire the land.

With greetings.

Encls. 2.

Fraternally yours,

S. Chakraborty
(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

L.R. No. 3288 Date 2/9/61
File No. No.4/30/61-E&I

Government of India
Ministry of Labour & Employment

From

The Joint Secretary to the Govt. of India,
E. & I. Division.

To

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

Dated New Delhi, the

Subject:- Enforcement of Central Labour Laws, violation of Code
of Discipline and Unfair Labour practices at Bhilai
Steel Plant.

Dear Sir,

I am directed to refer to your letter No.172/BSP/61 dated September 5, 1961 to the Deputy Labour Minister on the above subject and to say that the question of taking over industrial relations in the Steel Plants is already under the consideration of Govt.

2. Under the Madhya Pradesh Industrial Relations Act, 1960, Joint Committees, instead of Works Committees, have to be set up in industrial undertakings. The Bhilai Steel Plant would naturally follow the provisions of this Act while constituting their Negotiating Committee. In case there is any violation of the provisions of the Act, or the Rules thereunder, you may kindly take up the matter with the State Implementation Machinery.

3. This Ministry has not yet received the letter dated July 8, 1961 from the Bhilai Steel Mazdoor Sabha regarding victimisation of 27 workers including the General Secretary of the Sabha. While we will no doubt look into the matter if a copy of the letter is sent to us. I would suggest that as industrial relations in the Bhilai Steel Plant fall in the State sphere, it would be better if you took up the matter with the State Implementation Machinery also.

Yours faithfully,


for Joint Secretary

A. I. T. U. C.
I. R. No. 3204 Date... 21/9...
File No. URGENT Replied on.....
REGISTERED A/D.

To

✓ Com. K.G. Sriwastava,
Secretary, "AITUC",
4, Ashok Road, New Delhi.

✓
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp-2,
P.O. Khursipar,
Bhilai-2. (M.P.)

September 18, 1961.

Dear Comrade,

I am enclosing a " Confidential Circular" issued by the Dy. General Manager of Bhilai Steel Works to all its heads of the Section/Offices. The Circular has come as a Bomb Shell to us threatening our usual functioning rights. In view of the dire consequence that will spring up now, I request you for an immediate consultation with Com. Dange regarding the same. And also request Com. Dange to take up the issue with G.L. Nanda, Labour Minister personally and to do according to situation. As any waste of time will mean a complete collapse of our machinery, immediate suggestions and advice should reach our Office without wasting a day.

Anxiously awaiting your reply and advice of the Head Office for next move.

With greetins,

Fraternally Yours,

* Enclosed Two Pages
Confidential Circular.


(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

Copy to:-

1. Com. S.M. Banerjee, M.P.
113. North Avenue, New Delhi.
2. Com. Homi. F. Dajii, M.L.A.
General Secretary, " MPTUC",
24. Mahatma Gandhi Road, Indore.

- for information and immediate suggestion and action.

N.B.

If possible please send a draft or points to Publish as a leaflet to be distributed amongst the worker for their immediate intimation of the same.

September 25, 1961

Com. Sambal Chakravorty,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Dear Comrade,

Thanks for your letter of September 18.

The para 3 of the Circular which quotes the letter of the Labour Commissioner is not correct and wrongly interpretes the Code of Discipline.

The question of representation of at least 50% workmen is applicable only when the recognised union is of an industry and certainly not of an establishment.

Bhilai Steel Project is an establishment and the INTUC union there is not a recognised union for the entire industry.

So you challenge that and build up a campaign against this circular. According to Code of Discipline, your right to represent is not curtailed.

We are representing the matter to the Labour Ministry and also consulting others. We shall let you know about it very soon.

With greetings,

Yours fraternally,


(Satish Loomba)
Secretary

IMMEDIATE

No.172/BSP/61

September 26, 1961

Dear Shri Nandaji,

I presume you are already aware of the recent developments in the Bhilai Steel Project arising out of the new stand taken by the management of the Project in dealing with the grievances raised by the 'unrecognised' trade unions.

So long they had been looking into the matters without of course giving written replies. But according to their latest stand, taken as per the advice of the Madhya Pradesh Government, they have decided that: ".the registered unions should not be permitted to bring the grievances of individual employees nor any replies orally or in writing may be given to them for such grievances, if brought forth by them. In case, they raise any objection, the point of law as explained by the Labour Commissioner, should be elucidated."

And what is the elucidation as per the interpretation given by the Labour Commissioner? According to the Labour Commissioner, no union other than the so-called representative union has any locus standi to represent the grievances of the workers as to his knowledge no such union has more than 50% membership in the undertaking. The Labour Commissioner claims that his judgement on this point is based on "criteria 6 of Code of Discipline for recognition of unions".

As you would agree that such a position is completely untenable as this provision applies only case of a union recognised for an industry and not for an establishment. Obviously, the Bhilai Project is not an industry for the purpose of this interpretation and nor the INTUC union which has been recognised there is a recognised union for the entire industry. This recognition which has been awarded under the M.P.Act declares the INTUC union as the representative union and in pursuance of that, the Labour Minister and the Labour Commissioner of Madhya Pradesh are taking all steps to thwart all our trade union activities and compelling the management of Bhilai Project not to take cognizance of the grievances brought forth by the other registered unions.

This stand is against the Code of Discipline and we would request you to take immediate steps and advise the management of Bhilai Steel Project to correct their attitude. This is an urgent matter and we solicit your personal attention in the matter.

With kind regards,

Yours sincerely,

(Satish Loomba)
Secretary

Shri Gulzai Lal Nanda,
Union Minister for Labour & Employment,
New Delhi.

EXPRESS TELEGRAM NEWS

Comrades,

The Danger of Retrenchment is again at your Door-Step and it is high time for action and unity. Your Union has again come up with it to face the challenge squarely basing on your sound support.

Here is a copy of the cable sent to the :—

1. Hon'ble Prime Minister, Iron and Steel Minister, Labour Minister, and S. A. Dange M. P. President Bhilai Steel Mazdoor Sabha — for necessary action.

= " SITUATION ALARMING (.) RETRENCHMENT OF SIX HUNDRED SKILLED TECHNICIAN AGAIN NEXT MONTH (.) VIOLATING CHIEF ENGINEER'S ORDER DATED THIRTIETH JULY ABOUT EXPANSION SCHEME (.) PRAY IMMEDIATE INTERVENTION (.) " =

= GENERAL SECRETARY =
= BHILAI STEEL MAZDOOR SABHA --

STEEL WORKERS UNITY ZINDABAD
STRENGTHEN YOUR UNITY AND JOIN
BHILAI STEEL MAZDOOR SABHA
NANDINI ROAD, CAMP-2

NEWS AND VIEWS

FROM THE

BHILAI STEEL MAZDOOR SABHA.

Registration No. 445

Vice-President

(Affiliated to "AITUC")

President

Homi. F. Daji. M.L.A.

S. A. Dange. M. P.

Dear Comrades,

We share the pride of Bhilai Steel Works' great success as compared to the other two Steel Plants in Public Sectors along with the people of India. But behind the curtain of Success and Publicity, the workers of the project are under the most suffocating, aggrieved and wretched condition and are slowly drifting to the brink of tolerance and limit of patience. At this moment of utter hopelessness your Union has taken the lead and have exposed the putride condition of the administration in the form of a fifteen pages report and have submitted the same to the Loke Sabha on 10th August 1961 for an exhaustive enquiry and immediate interference

The report covers the following points:-

1. ON VIOLATION OF INDUSTRIAL DISPUTE ACT, SECTION 25-G, "FIRST IN LAST OUT", 2. ON FRUSTRATION OF DISPLACED PERSONS, SCHEDULED CASTE, AND EX-SERVICEMEN, 3. ON VICTIMISATION FOR NO REASON, 4. ON MAL ADMINISTRATION, 5. ON NEPOTISM AND CORRUPTION, 6. ON DEPARTMENTAL CHAOS 7. ON ATROCITY OF DEPARTMENTAL HEADS 8. ON OBJECTIONABLE CLAUSE No 39 IN B.S.W'S STANDING ORDER, 9. ON SECURITY OF SERVICE, 10. ON FIXATION OF LOWEST PAY SCALE, 11. ON DELAY IN FORMING A WORKS COMMITTEE, 12. ON UNSATISFACTORY ARRANGEMENTS OF QUARTERS, MEDICAL FACILITIES, SAFETY MEASURES, 13. ON RISING PRICES AND CONSTRUCTION ALLOWANCE.

The action of the said report is already effective and the Management has also become busy to settle the departmental chaos and disorders as early as possible before an enquiry takes place at High Level. In spite of all these again Six hundred Skilled Technicians are threatened with retrenchment next month in Violation of Chief Engineer's Order dated 30th July, '61.

Therefore:Comrades, unite under the banner of the Bhilai Steel Mazdoor Sabha and strengthen it to fight your causes with success and to stop this retrenchment immediately.

"STEEL WORKERS UNITY ZINDABAD"

Yours;

Sudhir Mukherjee
Working President.

Hamid Khan
Organising Secretary.

Sambal Chakraborty
General Secretary.

Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No. 2,
BHILAI (M. P.)

एकता जिंदाबाद

दो शब्द

एकता जिंदाबाद

अधिकारों की रक्षा अपनी सुरक्षा, अपनी सुरक्षा - देश की सुरक्षा
आइए सुरक्षा के लिए कंधे से कंधा मिलाकर चलें

साथियों,

स्वप्न कल्पना नहीं साकार है और इसका प्रमाण भिलाई इस्पात कारखाना है। विश्व के सामने आज हमारी छाती गर्व से फूल उठती है। जब हम उसे प्रगति और उत्पादन की दृष्टि से अन्य दो कारखानों को देखते हैं ? असंख्य हाथों ने खून पसीना एक कर, गर्मी की चिल-चिलाती धूप को वसन्त का अनुभव कर विश्वास और आशा की उस मंजिल को जिसे सफलता कह सकते हैं आज तय कर ली है। आज हमने हमारे मेहनत पर, हमारे खुद पर और हमारी एकता के बुनियाद पर उसे जमा दिया है। पर उस कामयाबी के पर्दे जरा उठा कर देखिये, देखेगा जीवन का नग्नरूप अर्थात् उन मजदूरों की जिन्दगी जिन्होंने भूख को भूख और नींद को नींद न महसूस करते हुए कर्तव्य को निभाया, आज जो बद से बतर परिस्थिति में पहुँचकर धैर्य की सीमा पार कर चुके हैं।

ऐसे संगीन अवसर पर आपकी एकता जो यूनियन के रूप में है उस कटु सत्य का पर्दाफाश किया एवं उस नग्न चित्र को लगभग १५ पृष्ठों में अंकित कर लोक सभा, चेयरमैन एच एस एल के सम्मुख १० अगस्त को 'हमरण पत्र' के रूप में प्रस्तुत किया तथा मांग की है कि शिद्दातिशीघ्र जांच कर रोक थाम की व्यवस्था की जावे।

उक्त स्मरण पत्र निम्न मुद्दों पर है।

१. औद्योगिक विवाद कानून की धारा २५ पहले आओ बाद में जाओ की अवहेलना २. अनुसूचित जन जाति, एक्स सर्विस मैन की नौकरी की व्यवस्था ३. बिना कारण बरखादिगी (Victimisation) ४. प्रबंध में भाई भतिजावाद एवं अव्यवस्था। ५. अष्टाचार। ६. विभागीय अव्यवस्था एवं मतभेद। ७. अधिका-
रियों की जिन्दगी में अस्थिरता। ८. नौकरी के अर्थ में देश की क्राणतिजनक धारा ३६। ९. नौकरी में सुरक्षा एवं स्थायिता। १०. न्यूनतम वेतन निर्धारण। ११. वर्क कमेटी विलम्ब गठन। १२. मकान, चिकि-
त्सा, सुरक्षा आदि की अव्यवस्था एवं सुरक्षा १३. वस्तुओं के मूल्य एवं महंगाई भत्ता।

प्रबन्ध द्वारा इस पर यह कोशिश की जा रही है कि शिद्दातिशीघ्र विभागीय अव्यवस्था मतभेदों को उच्चस्तरीय जांच के पहले ही दूर कर दी जावे इसलिये दौड़ धूप प्रारम्भ कर दिया गया।

फिर भी आश्चर्य इस बात की है कि चीफ इंजिनियर ३० जुलाई ६१ के आदेश का उल्लंघन करते हुए प्रबंध द्वारा ६०० दक्ष श्रमिक (Skilled Technician) को पुनः छुटनी की अग्नि में भोके जाने की साजिश चल रही है

अतः ऐसी परिस्थिति में साथियों, ★ अपनी आवाज को बुलन्द करने के लिये
★ अपने अधिकारों को पाने के लिये ★ अपनी समस्या एवं अन्यायों पर विजय पाने के लिए
★ छुटनी रोकने के लिए ★ तथा अपना अस्तित्व रखने के लिए

भिलाई स्टील मजदूर सभा के भंडे के नीचे एकत्र हो हजारों की संख्या में सदस्य बनकर अपना हाथ मजबूत कीजिए।

“इस्पात श्रमिक एकता जिन्दाबाद”

आपके विश्वासनीयः—

होमी० एफ० दाजी

एम० एल० ए०

उपाध्यक्ष

कार्यवाहक अध्यक्ष

सुधीर मुखर्जी

एस० ए० डांगे

एम० पी०

अध्यक्ष

सम्बल चक्रवर्ती

जनरल सेक्रेटरी

हमीद खान

अर्गनाइजिंग सेक्रेटरी

भिलाई स्टील मजदूर सभा

(रजि० नं० ४४५ ए० आ० टी० यू० सी० सं संलग्न)

नंदनी रोड, केम्प नं० २, भिलाई (एम० पी०)

258-1
I.P. 3406
- 2 OCT 1961
BHILAI STEEL MAZDOOR SABHA

Nandini Road, Camp-2,
P.O. Khursipar, Bhil-2.

Dear Comrade,

ms
file
the
3/2

You might have been received the "Confidential" letter which I sent along with a letter. We are anxiously awaiting the reply. The effect of the telegram that I sent to Com. Dange regarding the retrenchment is very hopeful and it seems nothing is going to happen in near future. The Managements letter to the Ministry concerned stated that " had a definite plan to retrench some of the workers which has presently been dropped and they have also specified that as the Union which has sent the telegram is not a Recognised body and hence no reply is need to be given to them ".

We have now started vigorous drive for membership and hope maximum strength very soon. Enclosing along with copy of the bulletines issued by us so far.

With greetings,

Fraternally yours,

Sambal Chakraborty

(SAMBAL CHAKRABORTY)
General Secretary.

September 29-9-61.

To
Com. K.G. Sriwastava,
Secretary, "AITUC" New Delhi.



R. L. Mehta,
Joint Secretary.

Telegrams :-
D.O. No. 4/27/61 "LABOUR"
MINISTRY OF
LABOUR AND EMPLOYMENT.

A. R. Mehta	
I.R. No. 3296	New Delhi, the 30th Sep. 1961.
File No.	

Dear Shri Satish Loomba,

Kindly refer to your d.o. letter No. 172/BSP/61, dated September 26, 1961, regarding the stand taken by the management of Bhilai Steel Project to deal with grievances raised by un-recognised unions.

We have already taken up the matter with the State Government and I shall let you know the position as soon as we hear from them.

As the Minister for Labour & Employment is on tour, I am sending this reply on his behalf.

Yours sincerely,

R. L. Mehta
(R. L. Mehta)

Shri Satish Loomba,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

*See copy of this letter
to our Bhilai unit
I also please P.P.*

26/9/61

COPY of letter from
Shri R.L.Mehta, Joint Secretary,
Ministry of Labour & Employment, New Delhi

D.O.No.4/27/61-E&I dated Sept 30, 1961

Dear Shri Satish Loomba,

Kindly refer to your d.o. letter
No.172/BSP/61 dated September 26, 1961,
regarding the stand taken by the management of
Bhilai Steel Project to deal with grievances
raised by un-recognised unions.

We have already taken up the matter with
the State Government and I shall let you know
the position as soon as we hear from them.

As the Minister for Labour & Employment
is on tour, I am sending this reply on his behalf.

Yours sincerely,

Sd.

(R.L.Mehta)

Shri Satish Loomba,
Secretary,
All-India Trade Union Congress,
4 Ashok Road, New Delhi



October 2, 1961

General Secretary,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp 2,
P.O. Khursipar,
BHILAI 2, M.P.

Dear Comrade,

We have received the enclosed
reply from the Labour Ministry with
regard to the "confidential" circular
of the BSP management.

We will write to you again
on hearing from the Ministry further.

With greetings,

Yours fraternally,

Encl: ^{Vtg.} (K.G.Sriwastava)
Secretary
Copy to: Com.Prakash Roy

CONFIDENTIAL

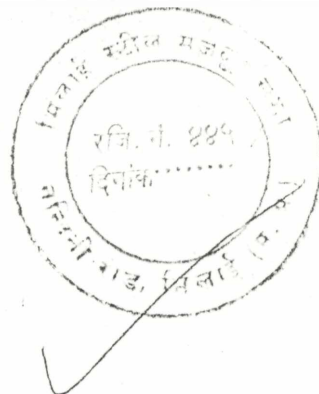
D.O. No. BSMS-2/GS/61,
Bhilai, October 3, 1961.

To

The General Manager,
Bhilai Steel Works,
Bhilai.

From

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.



Dear Sir,

Your immediate attention is drawn to the following facts for a definite clarification with regard to recent direction to the Sr. Labour Officer in entertaining the cases represented by us.

Since 25th Sept. '61 the Sr. Labour Officer is refusing to entertain the cases represented by us stating that as per your direction no other trade union except the INPUC is to be entertained any further. Referring to some other direction from the Labour Commissioner, he stated that as per "Code of Discipline" we are not authorised to represent the cases of the workers of this Project any more.

We challenge this direction (as per Sr. L.O.'s statement) on the following points:-

1. The Labour Commissioner's note as quoted by the Sr. L.O. is not correct and his interpretation of the Code of Discipline is absolutely wrong.
2. The question of representation of at least 50% workmen is applicable only when the recognised union is of an industry and certainly not of an establishment.
3. Bhilai Steel Project is an establishment and the INPUC union there is not a recognised union for the entire industry.

We thus vehemently protest such autocratic step and specifically state that according to the "Code of Discipline" our right to represent is certainly not curtailed. A reply from you to this effect is anxiously awaited so that we may move the issue to the Ministry concerned for safeguarding our trade union rights in par with the correct interpretation of the Code of Discipline.

Thanking you,

Yours faithfully,

(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

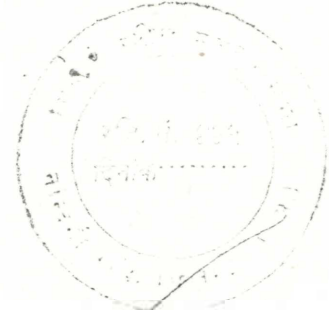
Copy to:-

1. The Sr. Labour Officer, B.S.W.
 2. The Asstt. Labour Commissioner, Raipur.
- for information and necessary clarification.

367
5 Oct 1961
October 3, 1961.

To ✓ Com. Satish Loombe,
Secretary, "AITUC",
4, Ashok Road, New Delhi.

From
Sambal Chakraborty,
General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai-2.



Dear Comrade,

Your letter of 25th Sept. '61 is in hand and thank you for the same. Immediately after receiving your letter we have sent a D.O. letter to the General Manager for his clarification, the copy of which is enclosed herewith. Direction from the Hd. Qr. about the next move is anxiously awaited.

With greetings,

Fraternally yours,

S. Chakraborty
(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

Copy to:-

Com. Homi.F. Dajji,
General Secretary, "MPTUC",
Indore.

-for information.

To

The Editor,
New-Age,

Dear Sir,

I shall deem it a favour if you please publish this letter in your esteemed newspaper so that the attention of the thinking class of people is drawn to the autocratic step of the M.P. Govt. with respect to its labour relations Act.

As compared to the other two steel Plants in the Public Sector Bhilai Steel Project has achieved the distinction of a great success. In this new era of industrialisation, industrially backward Madhya Pradesh have had a wonderful chance for experimenting a better labour relations act in this gigantic project with a capacity of producing 2.5 million tons Iron & Steel a year. But instead of an experiment for betterment the State Govt. is indirectly breeding a ground for violent agitation and unrest by issuing a recent directive to the Management of the Project not to entertain any other Trade Union except the I.P.T.U.C. This will obviously mean the gagging of the Trade Union Rights of the registered unions and unleashing mass-disturbance. The inevitable danger of this promulgation may easily be anticipated with a little foresightedness. For smooth running of an industry the idea of recognising only one trade union officially may be understood with ease, but the same should be a representative one in its proper sense. This in no case an obligation of the Government to direct the workers of the industry to join a certain union against their wish and choice. The delicacy of the issue may be solved comfortably by means of ballot, so that workers may decide which union to get official recognition. But the attitude of the M.P. Govt. in forcing the issue on the workers by recognising a union of their own selection is directly against the Central Labour Act and Constitution. The outcome of such an unwise and hasty step on the part of the State Govt. will only ferment a labour unrest. In this perspective of a callous policy pursued by the State Govt. it is desirable that Centre intervene in time and take all these major Projects in Public Sector under Central Labour Act to the relief of thousands of workers. Under the Central Labour Act and as per its provisions it may safely be expected that democracy will thrive and a improved labour Management Relations will devlope for wider interests of the Country and Nation.

Yours faithfully,

S. Chakraborty

(SARDAJ CHAKRABORTY)
OFFICIAL SECRETARY.

Bhilai Steel Mandor Saha.

September 30, 1961,
Bendini Road, Bilai-2.

To

The Editor,

Trade Union Record,
4. ASHOK Road, New-Delhi.

A. I. T. U. 8-001 1961
I.P. 3470 Date.....
No.....

Dear Sir,

I shall deem it a favour if you please publish this letter in your esteemed newspaper so that the attention of the thinking class of people is drawn to the autocratic step of the M.P. Govt. with respect to its labour relations Act.

As compared to the other two Steel Plants in the Public Sector Bhilai Steel Project has achieved the distinction of a great success. In this new era of industrialization, industrially backward Madhya Pradesh have had a wonderful chance for experimenting a better labour relations act in this gigantic project with a capacity of producing 2.5 million tons Iron & Steel a year. But instead of an experiment for betterment the State Govt. is indirectly breeding a ground for violent agitation and unrest by issuing a recent directive to the Management of the Project not to entertain any other Trade Union except the I.S.P.U.C. This will obviously mean the gagging of the Trade Union Rights of the registered unions and unleashing mass-disturbance. The inevitable danger of this promulgation may easily be anticipated with a little foresightedness. For smooth running of an industry the idea of recognising only one trade union Officially may be understood with ease, but the same should be a representative one in its proper sense. This in no case an obligation of the Government to direct the Workers of the industry to join a certain union against their wish and choice. The delicacy of the issue may be solved comfortably by means of ballot, so that workers may decide which union to get official recognition. But the attitude of the M.P. Govt. in forcing the issue on the workers by recognising a union of their own selection is directly against the Central Labour Act and Constitution. The outcome of such an unwise and hasty step on the part of the State Govt. will only ferment a labour unrest. In this perspective of a callous policy pursued by the State Govt. it is desirable that Centre intervene in time and take all these major Projects in Public Sector under Central Labour Act to the relief of thousands of workers. Under the Central Labour Act and as per its provisions it may safely be expected that democracy will thrive and a improved labour Management Relations will develop for wider interest of the Country and Nation.

Yours faithfully,

Sambal Chakraborty

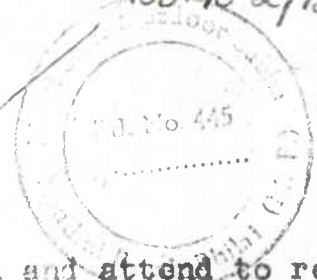
(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

Bhilai Steel Mazdoor Sabha.

September 30, 1961,
Nandini Road, Bhilai-2.

360/1
To

BSMS 2/129/61



The General Manager,
Bhilai Steel Project,
Bhilai.

Sub:- Refusal to entertain and attend to representation of All Trade Unions except the INTUC Union, by the the Labour Department of the Bhilai Steel Works.

Dear Sir,

Regarding the above mentioned subject and incontinuation of our letter dated 3rd Oct, '61 concerning the same, we want to bring the following further facts to your notice for necessary orders :-

1. That it is alleged that such orders to refuse to entertain all representation of Trade Unions other than recognised one, is on the basis of various sections of the M.P. Industrial Relations Act. It is further stated that under the " Code of Discipline " as well any other union other than representative union has no locus standi for representing grievances of the workers unless such union has more than 50% membership in your undertaking.

2. Regarding above we submit :-

(a) Labour Officers of the B.S.W. are Officers appointed under the Factories Act. 1948. They are not Labour Officers for the purposes of Section 30 of the M.P. Industrial Relation Act.

Such Labour Officers are governed under relevent sections of factories act. 1948 and M.P. factories rules 1952.

The factories act and the rules makes it obligatory for Labour Officers in factories to deal with all Trade Unions and not only recognised unions.

(b) Under the Code of Discipline the requirement of a minimum of 50% membership in a particular establishment, is incumbent a union, only when their is a recognised Trade Union for an Industry as a whole.

The Steel Workers' Union, Bhilai is recognised for the Bhilai Steel Project. As such under the Code any such requirement of a minimum of 50% membership does not arise.

3. As mentioned above from any angle it is completely illegal for the Labour Officers of B.S.W. to refuse to entertain and attend to representation of other registered Trade Unions dealing with grievances of workers, individuals and collective.

4. Expect early review of such orders restricting the Labour Department of B.S.W. from dealing with representation of all Registered Trade Unions except the Recognised one.

This is most essential and urgent to undo and illegal act and also to prevent labour relations from deteriorating.

Contd.....2.

Expecting an early action and reply.

Yours faithfully,

October 2, 1961,
Nandini Road, Bhilai-2,
Madhya Pradesh.

Sudhir Mukherjee
(SUDHIR MUKHERJEE)
WORKING PRESIDENT?
BHILAI STEEL WAREHOUSE LABOUR. *SJM*

Copy to :-

1. The Secretary,
Labour & Employment,
Govt. of India, New Delhi.
2. Sr. Labour Officer, B.S.W.
3. ✓ The Secretary,
All India Trade Union Congress,
4. Ashok Road, New Delhi.

Sudhir Mukherjee
SJM

STATEMENT SHOWING QUALIFICATIONS FOR APPOINTMENT TO THE POSTS BY DIRECT RECRUITMENT

DEPARTMENTAL PROMOTION IN THE STORES ORGANISATION,

BHILAI STEEL PROJECT.

S.No.	Name of Post	Scale of Pay	Qualification for direct appointment	Qualification for Departmental Candidates.
1.	D. P. S.	1300 - 1600	APPOINTMENTS TO THESE POSTS ARE TO BE MADE BY THE BOARD.	
2.	D. D. S.	1000 - 1400		
3.	Stores Supdt.	350 - 850		
4.	Stores Supdt.	275 - 800		
5.	Movement Officer	350 - 850		
6.	Store Keeper Gr. I	300-20-400	1. Degree of a recognised University. 2. Sound practical knowledge of Stores Keeping Electrical, Mechanical and Civil Engineering 3. 7 Years experience in a responsible capacity in Stores Organisation like Ordnance, Railways, Port Trust etc	Store Keeper II with One years Seniority.
7.	Store Keeper Gr.II	260-10-350	1. Degree of a recognised University 2. Five Years practical experience of Store Keeping in a responsible capacity in a Stores Organization like Ordnance, Railways, Port Trust etc.	A. S. K. with 3 years experience.
8.	Asstt. Store Keeper	160-10-330	1. Graduate of a recognised University with 2 years experience or Matriculate with 5 Years experience in responsible capacity in a Stores Organisation like Ordnance, Railways, Port Trust etc.	WARD KEEPER/Ledger Keeper I with Four years experience.
9.	Ward Keeper/Ledger Keeper Gr.I.	80 - 220	Graduate with 1 year experience or Matriculate with 2 years experience in a Stores Organisation like Ordnance, Railways, Port Trust etc.	Ledger Keeper II/Stores Clerk with 5 years experience.
10.	Ledger Keeper II/ Stores Clerk	60 - 130	Matriculate with 1 year experience in Stores Organisation. (TO BE ABOLISHED. To be replaced by UDC/LDCs.	Store Hand/Store Attendant with 5 years Experience.

BSAM-3/2/61,
Bhilai, October 29, 1961.

To
The Chairman,
Hindustan Steel Ltd.,
Hirao, Ranchi, (Bihar).

From
The General Secretary,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp-2,
Bhilai-2, (M.P.).

Sub:-NORMAL CHANNEL OF PROMOTION TO VARIOUS POSTS
IN PURCHASE/STORES/PRINTING DEPARTMENT,
-regarding.

Dear Sir,

I am enclosing herewith a copy of the order issued by the Dy. Director of Stores regarding the normal channel of promotion in department of Purchase/Stores and Printing for your information. The order is a controversial one and we request you for your interference in the matter.

It may be seen that for various posts men to be recruited from outside require lesser experience and qualification than that of department people. This is obviously an injustice to the departmental suitable persons and deliberate deception.

A wide spread frustration and dejection has already engulfed the workers of the said department and a timely intervention will be of extreme relief to all. As the said order is highly objectionable I request you to enquire into the matter and cancel it at an early date.

Thanking you,

Yours faithfully,

Encl.-1.

(*S.A.*)
(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

Copy forwarded to:

1. The Hon'ble Minister for Iron & Steel, New Delhi
2. The Director of Stores, Ranchi.
3. The General Manager, Bhilai Steel Project.
4. The Sr.Labour Officer, Bhilai Steel Project.
5. ✓ Shri. S.A. Dange, M.P.
General Secretary, "AITUC",
4, Ashok Road, New Delhi.

-for information and taking necessary early
action.

Bhilai Steel Mazdoor Sabha, 31
Nandiji Road, Camp No. 2,
Bhilai-2, (M.P.)

A. I. T. U.
I. R. No. 282 Date 28 Oct 1961
File No. To..... Replied on.....

October 23, 1961.

Com. K. G. Sriwastava,
Secretary, "AITUC"
4, Ashok Road, New-Delhi.

Dear Comrade,

Thanks for your letter dated 2nd Oct, '61. We have in the meantime written to G.M. once again for his clarification without any reply from him so far.

All have been done as per your (Loomba's) direction communicated through the last letter. The situation in Bhilai is absolutely discouraging and we are practically at a loss to scheme anything till necessary instructions are received from you. A Public Meeting may have a big impact at this tense moment, and please write whether it will be possible for you to arrange for any M.P. for the same purpose.

If you have received any communication from the Ministry regarding the same, please intimate us about it with your directions. An early reply will be very helpful and encouraging.

" WITH VIJOYA GREETINGS TO YOU AND ALL COMRADES "

Yours Fraternally,

(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

Notes to Com:
A.K. Bhandari name
T.C. W. name
Point with
2 1/2 can of ...
...

9
REGISTERED WITH A/D.

BSMS/5/GS/61/001,
Bhilai, November 3, 1961.

To

The Joint Secretary,
Ministry of Labour & Employment,
E & I Division, Govt. of India,
New Delhi.

From

The General Secretary,
Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp-2,
Bhilai-2, (M.P.)

Ref:- Your letter no.4/30/61-E & I dated the
30th September '61 addressed to the
Secretary "AITUC" New Delhi.

Dear Sir,

The copy of the cited letter has been
forwarded to us by the Secretary, "AITUC" for our
comments on the para no.3, to which we submit the
following for your information.

We have sent you the 15 pages report
concerning the Bhilai Steel Project on the 10th
August '61, and not on 8th July '61 as stated by
you, by Registered Post A/D, registration number
being 13, received by Asstt. Private Secretary to
Minister for Labour on 7-9-1961.

Presuming that the same has been lost
or misplaced, we are sending you herewith another
copy of the said report submitted by our Working
President to the Hon'ble Minister of Iron & Steel
on 6th September '61 (a copy of which has already
Been forwarded to the Hon'ble Minister of Labour).

I hope that now you will please take
up the matter as per assurance in your cited letter
and deal it with urgency. Awaiting a reply at your
convenience.

Thanking you,

Yours Sincerely,


(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.

Copy forwarded to the:

Secretary,
All India Trade Union Congress,
4, Ashok Road, New-Delhi.
- for information.

Hope you are
all in good
health. Here
I am keeping
well. My
Brother.

186
पोस्ट कार्ड
POST CARD
साथ का कार्ड जवाब के लिए
THE ANNEXED CARD IS INTENDED FOR THE ANSWER
केवल पता
ADDRESS ONLY



Dr. M. K. Pandey

4. Ashoke Road

NEW DELHI

28.11.61

Bhila

My dear friend

Received no
letter since long.
You might have
received my
letters. I would
like to see Bāhani,
ujjain and Malindra.
Now I can't say
when that time
will come.
However my
work is going on.



November 8, 1961

Com.Parvathi Krishnan, M.P.,
13/21 Periaswamy Road,
Coimbatore, Madras State

Dear Com.Parvathi,

Will you be able to drop at Bhilai on
your way to Delhi for the Lok Sabha session?
In the situation that is developing there, your
visit at this stage would be very helpful.
If it is convenient to you, please confirm to us
as well as to:

Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No.2,
BHILAI 2, (M.P.)

With greetings,

Yours fraternally,

(K.G.Sriwastava)
Secretary

Copy to: Bhilai Steel Mazdoor Sabha

We have sent similar letters to
Com.P.K.Vasudevan Hair as well as to
Com.T.C.N.Menon

Nov 9, 1961

Dear Com. TCN Menon,

Will you be able to drop at Bhilai on your way to Delhi for the Lok Sabha session? In the situation that is developing there, your visit at this stage would be very helpful. If it is convenient to you, please confirm to us as well as to:

Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No.2,
BHILAI 2

With greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)

Nov 9, 1961

Dear Com. Vasudevan Nair,

Will you be able to drop at Bhilai on your way to Delhi for the Lok Sabha session? In the situation that is developing there, your visit at this stage would be very helpful. If it is convenient to you, please confirm to us as well as to:

Bhilai Steel Mazdoor Sabha,
Nandini Road, Camp No.2,
BHILAI 2

With greetings,

Yours fraternally,

K.G.
(K.G. Sriwastava)

From:

Under Postal Certificate
Personal Attention

Labh Singh, Ex-Subedar,
Gr.No. 10A, W M R, Sector No IV,
B.S.P. P.O. Bhilai - 1,
Durg, (M.P.)

✓
Reminder III

To

5 NO. 196

The Ministry of Steel, Mines and Fuel,
Department of Iron & Steel),
Govt. of India, New Delhi

Subject: Victimization and illegal acts of General Manager
Bhilai Steel Project - for consideration.

Reference: Your letter No. BH 1-27(53)/60 dated 31.8.60
and my reminder II dt. 7.9.'61.

Dear Sirs,

Kindly refer Reminder II submitted to you on 7.9.'61 in connection to the above referred matter. In connection to this I again beg to mention that vide your above referred letter, you had informed me that the matter has been referred to the Chairman, Hindustan Steel Ltd., Ranchi, for taking necessary action. I am sorry to mention that inspite of my best efforts and reminders to all concerning authorities, no action has so far been taken. As a long period has already passed, I would request you for the immediate disposal of the case, so that I may not be put to more worries and sufferings.

Hope you will realise my position and favour me with the immediate action.

Thanking you,

Yours faithfully,

Dt. 11.11.'61

Labh Singh
(LABH SINGH)

copy to:

- 1/ The Prime Minister, Govt. of India, with reference to my letter dt. 21.5.60, 20/21.10.'61 & 7.9.'61.
- 2/ Shri Swaran Singh, Minister of Steel Mines & Fuel along with the application dt. 21.5.60 submitted to the Prime Minister of India & subsequent reminders Oct. 21, Nov.7th.
- 3/ Shri T.M.Shri Nagesh Chairman, H.S.L. Ranchi
- 4/ Shri K.G.Srivastava, Secretary, Defence Workers Federation, 4, Asoka Road New Delhi.
- 5/ Shri S.Sen, General Manager, Bhilai Steel Project.
- 6/ Senior Labour officer, BSP.
- 7/ Law Officer, Bhilai Steel Project, Bhilai.

9117

REPORT ON BHILAI STEEL WORKS .

1. Name of all Departments:-

- A. Coke Ovens:- (i) Bye Products Plant,
(ii) Coal Crashing Plant,
(iii) Coke Plant,
- B. Blast Furnace:- (i) Sintering Plant,
- C. Steel Melting Shop:- (i) Foundry & Pattern Shop,
(ii) Refractory Material Plant,
- D. Rolling Mills:- (i) Blooming Mill,
(ii) Billet Mill,
(iii) Rail & Structural Mill,
(iv) Merchant Mill,
(v) Roll Turning Shop,
- E. Auxillary Shop.
- F. Power Generation Plant.
- G. Water Supply Plant.
- H. Machine Shop.
- I. Instrumentation.
- J. Economy & Electric Energy Plant.
- K. Control Research Laboratory.
- L. Rail and Transport Department.
- A. COKE OVENS consisting of three sets of batteries;

Commissioning Dates:-

No. of Ovens each:-

Battery No. 1.	31/ 1. 1959.	65
Battery No. 2.	22. 12. 1959.	65
Battery No. 3.	27. 12. 1959.	65

Contd.....2.

PRODUCTIONS

Coke Ovens.

<u>Year</u>	<u>Product</u>	<u>In Tons</u>
1959	Total B.F. Coke :	35476K } 617804 }
1960	-do-	
1959	Total Breeze :	36080 } 70134 }
1960	-do-	
1959	Total Gress Coke :	384841 } 687938 }
1960	-do-	

Bye Product.

1959	Total Crude Tar :	14182 } 28285 }
1960	-do-	
1959	Sulphuric Acid :	Nil
1960	-do-	7243
1959	Ammonium Sulphate :	324
1960	-do-	7242
1959	Crude Benzol :	Nil
1960	- do -	1058
1959	Nitration Gr. Benzol :	Nil
1960	-do-	291

<u>Bye Products.</u>	<u>Commissioning Dates.</u>	<u>No. of Plants.</u>
Salphuric Acid Plant :	5. 12. 1959.	1
Ammonium Sulphate Plant:	5. 12. 1959.	1
Benzol Recovery Plant :	21. 11. 1960.	1
Benzol Rectification Plant:	28.11.1960.	1
Tar Distillation Plant :	28. 12. 1960.	1

B. BLAST FURNACE

	<u>Commissioning Dates.</u>	<u>Capacity.</u>
Furnace No. 1.	4. 2. 1959.	250 Tons of Pig Iron.
Furnace No. 2.	23.12. 1959.	-do-
✓ Furnace No. 3.	28.12. 1960.	-do-
Pig Casting Machine No.1.	4. 2. 1959.	

Contd.....3.

PRODUCTIONS

<u>Year.</u>	<u>Product.</u>	<u>In Tons.</u>
1959	Pig Iron	307844
1960	-do-	658377
1959	Basick Pig Iron	77092
1960	-do-	268850
1959	Foundry Pig Iron	219431
1960	-do-	337881
1959	Grade Pig Iron	11421
		51
		51646
1960	-do-	

Maximum Production for a day.

Furnace No. 1.	23. 11. 1960	1355 Tons.
Furnace No. 2.	31. 12. 1960	1324 Tons.

Stock Position.

Opening Stock as at	1. 1. 1960	Total	21142 Tons.
Closing Stock	3. 12. 1960	Total	2791 Tons.

C. STEEL MELTING SHOP.

<u>No. of Furnace.</u>	<u>Commissioning Dates.</u>	<u>Capacity.</u>
Furnace No. 1.	11. 10. 1959	250 Tons.
Furnace No. 2.	17. 12. 1959	250 Tons.
Furnace No. 3.	23. 3. 1960	250 Tons.
Furnace No. 4.	15. 10. 1960	250 Tons.
Furnace No. 5.	27. 12. 1960	250 Tons.
Furnace No. 6.	14. 10. 1960 (Mixer)	

PRODUCTIONS

<u>Year.</u>	<u>Product.</u>	<u>In Tons.</u>
1959	Steel Ingots.	28930
1960	-do-	318301

<u>Year.</u>	<u>Product.</u>	<u>In Tons.</u>
1959	Gross Production of Steel.	29320
1960	- do -	321489

Maximum Production in a day 1307 Tons on 21.12.1960.
(for the Shop)

Maximum Production from one Furnace (Furnace.1) 787 Tons on 12. 9.1960.

Stock Position.

Opening Stock as at 1. 1. 1960	16311 Tons.
Closing Stock as at 31.12. 1960	3366 Tons.

D. ROLLING MILLS.

Commissioning Date:

Blooming Mill :	(1.150 mm)	12. 11. 1959.
Billet Mill :	(700/500 mm)	24. 12. 1959.
Rail Struct Mill :	(900/800 mm)	27. 10. 1960.
Merchant Mill :	(350 mm)	2. 2. 1961.

Soaking Pits

Total No. of Ingot Charged :

<u>Year</u>	
1959	1960
Data not available.	

Blooming Mill:

in Tons.

Total No. of Ingots Rolled	10670	-	327499
Production of hot rolled blooms:	10670	-	302042 (includes 1135 Tons of Slabs)

Billet Mill:

Blooms Rolled :	1462	-	28842
Production of hot rolled billet :	1432	-	27906

Rail Structural Mill:

Blooms Rolled :	Nil	-	7949
Total Production :	Nil	-	6317

Merchant Mill:

Billet Rolled :	Nil	-	Nil
Production :	Nil	-	Nil

Stock Position.

Opening Stock as at 1. 1. 1960

Blooms	9208 Tons.
Billets	773 Tons.
Finished Structural	Nil.
Merchant Mill Products	Nil.

Closing Stock as at 21. 12. 1960.

Blooms	10675 Tons.
Billets	11359 Tons.
Beams	5378 Tons.
Rails	Nil.
Merchant Mill Products	Nil.

Production Records.

Blooms rolled for R & S Mill dated 26. 11. 1960 -1406Tns
 For Continuous Billet Mill dated 21.12. 1960 -1836 Tons.
 Billet Rolled for Merct.Mill dated 21. 12.1960 -1809 Tons.

Refractory Material Plant.

Production of Materials	<u>1959</u>	<u>Year</u> - <u>in Tons</u>	<u>1960</u>
Sintered Dolomite	Nil		15275 ✓
Dolomite Chips	-		50701 ✓
Raw Dolomite	-		14111 ✓
Lime	-		3379
Lime Dust	-		768
Open Hearth Slag Powder	-		45
Coke Dust	-		1367

P and B Station.

Date of Commissioning.

~~P.B.S. Boiler No. 1.~~

~~14. 1. 1959.~~

~~-do- No. 2.~~

~~15. 2. 1959.~~

Go ntd.....6.

P & B Station.

	1960	1959
Chemically wager.	58567 M ³ M3.	283094 M3
Steam Generation Total :	1303896 Tons.	714187
Electricity Generated :	80732 MWH.	52298
Total Air Blast Generated:	2555605 103M3	1133473 ¹⁰³ M3

Date of Commission.

P.B.S. Boiler No. 1	14.1.59
-do- No. 2.	15.2.59.
-do- No. 3.	20.1.60.
W.H.Boiler No. 1.	28.11.59.
-do- No. 2.	30.4.60.
-do- No. 3.	16.7.60.
-do- No. 4.	10.11.60.

Water Chemical Treatment Plant.

Turbo Generator. No. 1.	1.1.59.
-do- No. 2.	4.6.59.
-do- No. 3.	25.1.59.
Turbo Blower. No. 4.	25.1.59.
-do- No. 5.	17.12.59.
-do- No. 6.	29.12.59.

Sales Statistics.

<u>Pig Iron.</u>	1960	1959.
Total.	397188	269302
Steel Rolled Products.	264073.33	660.00
Coke Oven Products	994.45	Nil.
Breeze.	2602.96	269.00 305.00
Sulphuric acid.	131.976	Nil.
Ammonium Sulphate.	9870.28	113.00
Sintered Dolomite.	4744.79.	Nil.

APPROXIMATE SALE VALUE.

Pig Iron.	Rs. 8,37,723,000	} 1960.
Steel Rolled products.	Rs. 13,36,70,000	
Coke Oven Products.	Rs. 47,51,000	

Approximate Total Value Rs. 22,21,44,000/-

Total Pig Iron despatched during 1960:- 397187.737 Tonnes.
 -do- 1959:- 269031. Tonnes.

Contd..... 7.

PERSONNEL STATISTICS, 1960.

Officers.

Non-Technical (Average)		76.
Engineers.	"	784
G.As.	"	139.
Supervisory.		
Technical.	"	2776
Non-Technical.	"	485
Non-Supervisory.		
Clerks.	"	2495
Others.	"	738
Operatives.	"	633
Skilled Workers.	"	16848.
Trainees .	"	186

Lower Category Staff.

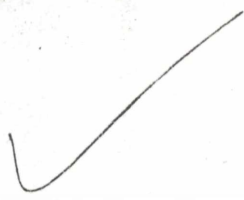
Semi Skilled . (Average)		6550
Unskilled.	"	17777
Class IV.	"	2214
Foreigners :	"	607
Total Strength:	Σ	52308.

Total average in 1960 December 31/931 only

+ + + + + + +

Contd..... 8

R E G U L A R .



Member of Workers in each Departments:-

Departments.	Position at present.
Coke Ovens & Bye Product:-	2,500
Blast Furnace:-	1,100
Steel Melting Shop :-	1,300
Foundry & Pattern Shop :-	500
Rolling Mills :-	2,500
Rail & Transport :-	2.00
Machine Shop Sintering Plant Forge Shop Etc:-	1.50

Total Strength. 10,500 (Approx:)

No. of Catagories and scale of Pay for Permanent set up.

	Scale of Pay.
Asstt. Foreman Cogger:-	300-500
Operatives Gr. I.	250-400
-do- Gr. II.	200-300.
-do- Gr. III.	150-250.
Skilled Workers Gr. I.	120-200.
-do- Gr. II.	100-6-160.
-do- Gr. III.	80-5-120.
-do- Gr. IV.	60-3-90.
Helpers.	40-2-60.
Khalashi.	35-1-40.
Mazdoors (Male & Female)	55/- Consolidated.
Sweepers . -do-	

No. of Workcharged Employees for Expansion Scheme:-

Total Strength :- 6,400.

Designation.	Scale of Pay.
1. Sub Overseer.	90-5-125-5-250.
2. Head Work Supervisor	90-5-125-5-185.
3. Highly Skilled Artician. 100-6-160-8-184.	
4. Driller Gr. I.	-do-
5. Air Conditioned Mechanic Special Gr. Welder/Head Welder	150-10-250.
6. Skilled Worker. Gr.I.	120-8-200.
7. -do- Gr.II.	100-6-160.
-do- Gr.III.	80-5-120.
-do- Gr.IV.	60-3-90.
7. Helper.	40-2-60. ✓
8. Khalasi.	25-1-30. ✓
9. Mazdoor. (Male & Female)	25-1-30. ✓
10. Sweeper. (Conservency)	55 Consolidated. ✓
11. Female Mazdoors.	48 Consolidated. ✓
12. Railway Mate. Gr.III.	65 Consolidated. ✓
13. Other Mates.	60 Consolidated. ✓

+ + + + +

MEDICAL FACILITIES IN BHILAI NAGAR. ✓

Two Hospitals, Six Dispensaries, Two Maternity Centres and Two Health Centres are at present functioning. The construction of a 270 bedded Hospital at Amdi Bhata is expected to begin very soon. A Nurses' Hostel near the Main Hospital site together with doctors quarters are already under construction.

But the Medical facilities are confined only on the outer show of some ultra modern buildings known as Health Centres. Practically much stress have been laid on the architechire of these buildings neglecting the necessity of equipping these with bare requirements.

No. of X Dactors are much less. No. of Ambulance equall not good and the Medicines are always in the list of " Anticipation". Under such hepless condition, often the patents dont get proper attention for treatment nor do they get the necessary medicine.

Strangely enough there is no public Telephone booths in any Sector of the Town Sh@p to make emergency call either for Ambulance or for fir@brigade.

Another peculiar aspect of the Medical facilities is that only the employees, their wives and children are entitled for free medical treatments, whereas his dependents are not allowed for the same.

PUBLIC HEALTH.

There is a separate Public Health Department under a well qualified Senior Health Officer. Public

Health Department arranges for Sanitation of the Township and the labour camps, anticalaria and anti-epidemic campaigns.

EDUCATIONS :

Education for the Children of the Project employees is well provided and is free upto the age of fourteen years. Four sets of Uniforms and one pair of shoes are given to each student of primary school free of cost. *No free education in Middle & High Schools. Only 2 High Schools (insufficient).*

OTHER WELFARE ~~ACTIVITIES~~ ACTIVITIES.

The Mahila Samaj, an organisation of Women is working for the welfare of women and children. The Mahila Samaj runs Udyog Kendra for the purpose of training in stitching and knitting and undertakes orders for making uniforms for Schools, Security Guards, Peons etc.

This is a hand maid org. of J. N. T. O. C.

A Club for the Workmen is running in Sector IV is getting quite popular.

PROVIDENT FUND :-

According to Contributory Provident Fund Scheme the Project Contributes $8\frac{1}{2}$ %. This Scheme is compulsory for all the employees in Regular Establishment after completion of one year's Service. But nothing is followed.

T R A N S P O R T.

Only Ten or twelve Buses are being run by the Project for transporting the workers from their residence to the worksite and vice - versa though the total number Busses are quite plenty. Bus fare of Rs. 6.25 np. per month is also paid by the workers.

C A N T E E N S.

C A N T E E N S.

For the Welfare of Workers working in the Plant site, employees Canteens are being organised. Eleven decent spacious Welfare buildings have been built all over the Steel works. But for nothing has so far been done workers' rest rooms, lanch rooms etc.

S A F E T Y : -

The Safety Department is responsible for training workers and exercising proper vegilance at work, make, than safety conscious delivor lectures on Safety measures and use of Safety appliances for wolkers. For Workers who have to work with hot equipments or infront of hot furnaces, gloves, shoes, goggles and aprons nothing is provided as per existing rules. Salt tablets are not distrubuted to the workers in the summer season. No safety committee have been constituted for the departments. No accidents are properly investigated into and no s uggestions made and steps taken to check their recurences at the works. In the Steel Works, there are a number of first aid posts and two full time dispensaries under the charge of qualified Doctors for Immediate medical aid , Unfortunately without adequate medicines.

" To look lookafter the welfare of workers and other statutory obligations withing the Plant, there is one Senior Labour Officer, one Senior Labour Welfare Officer 5 Labour Officers, 8 Labour Inspectors and 9 Labour Super- visors" Without much benifit to them for whom they are meant.

H O U S I N G

Upto the end of December, 1960, 5,471 houses for the Steel Township have been built and occupied. But

the existing demand of quarters is much higher and is not in par with the Number of quarters built and the construction in hand.

House rent is charged at the rate of 10% of the basic wage and 5% on D.A. Plus Electric charges and Rs. 2/- sanitary charge from April 1961. Electricity is charged @ 0.18 nP. per Unit.

L E A V E ..

The workers are eligible for following categories of Leave.

- 1 day earned leave on every 20 working days.
- 7 days casual leave in a year.
- 5 Festival leave in a year.
- 3 days National Holidays in a year.
- 20 days leave on Half average Pay.
- No sick leave is being granted.
- Dearness allowance as per Central Govt. Rules.

केन्द्रीय श्रम कानून लागू कराने के लिये, इन्दुक की नादिरशाही खत्म करने के लिये, सभी मजदूर एक हों

प्रेसिडेन्ट
एस. ए. डींगे एम. पी.

वाइस प्रेसिडेन्ट
होमीदाजी एम. एल. ए.

बहादुर साथियो,

भिलाई जैसे सार्वजनिक क्षेत्र के कारखाने तथा उसके मैनेजमेन्ट के बीच स्वस्थ सम्बन्ध निर्माण किये जाने की आशा थी। लेकिन ऐसा न होकर आज ठीक इसका उलटा हो गया है और मजदूर और मैनेजमेन्ट के आपसी संबंध बदतर हैं। इससे मजदूरों में गहरी निराशा तथा नाराजगी का वातावरण फैल गया है।

आज उच्चाधिकारियों की पसन्दगी और इच्छा ही कानून हो गये हैं और मजदूर अपने कानूनी हकों से वंचित किया जा रहा है। सभी ट्रेड यूनियन अधिकारों का खात्मा कर प्रान्तीय सरकार के श्रम विभाग ने बदनाम इन्दुक का संगठन की बपौती दे रखा है तथा मजदूरों को दबाव धमकी और लोभ बताकर इन्दुक का मेम्बर बनने के लिये मजबूर किया जा रहा है। अनुशासन तथा आचार संहिता की शर्तों को रद्दी की टोकरी में फेंक दिया गया है तथा इश्तहार बांटना, पोस्टर चिपकाना जैसे अत्यंत मामूली ट्रेड यूनियन अधिकार भी इन्दुक को छोड़कर दूसरे यूनियन को नहीं दिये जा रहे हैं। इस सब का नतीजा यह हुआ है कि आज बड़े पैमाने पर मैनेजमेन्ट के मजदूर विरोधी रुख के खिलाफ व्यापक गुस्सा और असंतोष पैदा हो गया है जो अपने को समाजवादी कहने वाली किसी भी सरकार के लिये अत्यंत शर्मनाक है।

इसलिये आप सब अपने बीच फौलादी एकता पैदा करो तथा संगठन और आन्दोलन के जरिये सरकार को मजबूर करो कि वह बी. एस. पी. में केन्द्रीय श्रम कानून लागू करे।

— आपके फौरी नारे —

- ★ केन्द्रीय श्रम कानून लागू करो।
- ★ वेजबोर्ड व अन्तरिम रिलीफ फौरन अमल में लाओ।
- ★ इन्दुक की मान्यता व गैरकानूनी सहायता समाप्त करो।
- ★ नामजद संयुक्त कमेटी की जगह 'वर्क्स कमेटी' का चुनाव करो।
- ★ प्रत्येक मजदूर को क्वार्टर दो।
- ★ समान काम के लिये समान वेतन दो।

आम सभा व प्रदर्शन

इतवार तारीख १६ नवम्बर समय ५ बजे शाम विशाल आम सभा

स्थान:— कैम्प नं० २, पावर हाउस मोटर स्टैण्ड के पास

हजारों की तादाद में शामिल हो अपने संगठन व एकता का परिचय दीजिये

सुधीर मुकर्जी
वर्किंग प्रेसिडेन्ट

हमीद खां
संगठन मंत्री

सम्बल चक्रवर्ती
जनरल सेक्रेटरी

भिलाई स्टील मजदूर सभा

नन्दिनी रोड, भिलाई - २

269 (H)

22/11/61

EXPRESS

BHILAI STEEL MAZDOOR SABHA

NANDINI ROAD

BHILAI

VASUDEVAN NAIR M P REACHING BHILAI EARLY HOURS TWENTYFIFTH MORNING

VIA NAGPUR STOP MEET HIM AND ARRANGE PROGRAMME

AITUCONG



To

Shri C.L. Wanda,
The Hon'ble Minister for Labour & Employment,
Government of India,
NEW DELHI.

Sub: Resolution on Industrial Relations and
Industrial Peace in Bhilai Steel Project.

Dear Sir,

Considering this to be an opportune moment, I the undersigned on behalf of the Bhilai Steel Mazdoor Sabha, Bhilai Nagar enclosing a Copy of the Resolution unanimously passed at the Mass Public Meeting held on 19th November 1951 at 8 p.m.,- for your information and necessary action.

It has also been decided to send copies of the same to the President and Primesminister of India, and also to the Minister for Iron and Steel.

We shall be anxiously waiting for a reply from you regarding the action you propose to take with regard the grave situation that has arisen due to Violation of Code of Discipline by M.P. State Govt. This is high time that this autocratic step should end for good, and as the feelings are surging high for the demand of enforcement of Central Labour Law,- an early reply from your side will be very much appreciated.

Thanking you,

Encl: 1.

Yours Sincerely,

November 20, 1951.
Mandini Road,
BHILAI-2. (M.P.)

(SUDHIR MUKHERJEE)
WORKING PRESIDENT.
BHILAI STEEL MAZDOOR SABHA.

Copy forwarded to:

1. The Hon'ble President of India, New Delhi.
2. The Hon'ble Prime Minister of India, New Delhi.
3. The Hon'ble Minister for Iron & Steel, New Delhi.
4. Shri. C.K. Chidmbe,
Former Chief Justice of Madhya Pradesh, Indore.
5. Shri. Pravid,
Hon'ble Minister for Labour, Govt. of Madhya Pradesh.
6. The Chairman of Hindustan Steel Ltd., Ranchi.
7. Shri B.A. Dange, M.P.,
General Secretary, "AITUC", 4, Ashok Road, New Delhi.
8. General Manager, Bhilai Steel Works, Bhilai.

Sudhir Mukherjee
SUDHIR MUKHERJEE
WORKING PRESIDENT.

Bhilai file

BHILAI STEEL MAZDOOR SABHA

PUBLIC MEETING ON 19-11-1961.

Resolution on Industrial Relations & Industrial Peace
in Bhilai Steel Project.

The mass public meeting of the Bhilai Steel Project employees, under the auspices of Bhilai Steel Mazdoor Sabha, an affiliate union of A.I.T.U.C. & All India Metal and Engineering Worker's Federation notes with serious concern the increasing and continued deterioration of the industrial relations between the Bhilai steel Project management and the employees of the entire Project. This meeting severely condemns the wilful and deliberate violations of the code of discipline and all involves in letter and spirit of good and cordial labour-Management relations. The meeting declares emphatically that the application of code of discipline is bilateral and its one way violation by Bhilai steel Project management does not bind the Bhilai Steel Mazdoor Sabha in its observation & implementation.

This meeting vehemently protests the unwarranted interference of the Madhya Pradesh state Labour department and the Labour Minister Shri Brajvid personally, in violating the code of discipline and the Trade Union and democratic rights of the Bhilai steel Project employees and preventing all normal channels of settlements of grievances, complaints and disputes between Bhilai Steel Project labour-management and boosting the (I.M.T. U.C.) Bhilai steel Worker's Union, and according its recognition and monopolistic authority in dealing with all industrial matters, in spite of doubtful support from the Bhilai steel Project workers and employees and contravening all the democratic processes of ascertaining the free will of the workers and employees i.e. vote by ballot. The meeting opines that it is the only correct

method to accord recognition to the Trade Unions as instrument of workers' free and collective will and can ensure proper and cordial at the same time peaceful industrial relations.

The discrepancy and contradictory character of Industrial Laws (Industrial disputes Act and Madhya Pradesh Industrial relations Act) though concurrent legislation under Indian Constitutions is proving obstacle as the Hindustan Steel Limited is inter-state organization, having its establishments in Bengal, Madhya Pradesh and Orissa governed by state and central laws at one and same time. This anomalous position is the root cause of prevailing industrial unrest in Bhilai Steel Project.

This meeting of the Bhilai Steel Mazdoor Sabha, therefore, demands 1) the Bhilai Steel Project management 2) Union Ministry of Labour & Employment and 3) the H.S.L. Board of directors that:-

i) Under the code of discipline every registered Trade Union's grievances, complaints and disputes be properly looked into and settled to ensure satisfactory implementation of the code of discipline.

ii) To remove anomaly of the application of labour legislation in H.S.L. and its establishments, the Central legislation on the subject be uniformly applied forthwith.

iii) The Trade Union and democratic rights of the employees of Bhilai steel Project be properly ensured and the recognition of Trade Union and Works Committee and other committees be established under the free and democratically expressed will of the employees and workers.

This meeting warns all the concerned authorities that the seething discontent of the Bhilai Steel Project employees because of the above mentioned state of affairs must not be allowed to bursting point and situation be improved before it is further worsened.

This meeting urges the Bhilai Steel Project employees to connect their unity and close their ranks and stand firmly and determinedly to safe guard their interests and Trade Union and Democratic rights.

P.K. Varadwan Nair M.P.
My Dear Comrade,

Trivandrum
14/11.

A. J. S. S. S.
I.P. No. G. 094 Date 11 6 NOV 1961
File No.

Your letter. I will be
reaching Delhi on 21st morning. I can
go to Bhubai from Delhi. Suppose
I start from Delhi on 23rd. I think
I will reach Bhubai on 24th. I can
stay there for one or two days. In this
way you can fix up my programme.
Please write to them that there will
be no change in this programme.
I am saying this because of the
fact that last time I had to
cancel my programme.

I may not be writing Bhubai.
You will please inform them,

with freest
Murder

Info Bhubai people.
r 77. 24th Nov.
MS. 17/101

November 17, 1961

URGENT

General Secretary,
Bhilai Steel Mazdoor Sabha,
Bhilai.

Dear Comrade,

Com.P.K.Vasudevan Nair, M.P., has informed us that he would be able to visit Bhilai on the 24th November and could devote one or two days. He would be reaching Delhi on 21st morning and could start from here for Bhilai on 23rd. Please let us know by return post if you could arrange his programme on the above date. On hearing from you, we would confirm.

With greetings,

Yours fraternally,

me.
13/11/61
(K.G.Sriwastava)
Secretary

Copy to: Com.Prakash Roy

MPTUC

10
From:

Under Postal Certificate

Labh Singh, Ex-Subedar,
Quarter No. 10-A, W.M.R.,
Sector No. - IV,
B.S.P., P.O. Bhilai - 1,
Durg, (M.P.)

Personal Attention

REMINDER NO. IV

To

The Ministry of Steel, Mines and Fuel,
Department of Iron & Steel,
Govt. of India, New Delhi

Subject: Victimization and Illegal acts of the General
Manager, Bhilai Steel Project - Bhilai.

Refn'ce: Your letter No. BH 1-27(53)/60 dt. 31.8.60 and
my Reminder No. II dt. 7.9.61 and my Reminder
No. III dt. 11.11.61.

Dear Sir,

The undersigned begs to remind you about the
above references submitted to you in connection with the
unfair treatment shown towards me by the Management of Bhilai
Steel Project.

i/ That I have been ex-army personnel, appointed
as an 'Instructor' at the Bhilai Technical Institute under
the recommendation of Sri Sudhir Ghosh, Secretary, Hindusthan
Steels, Delhi on 23.1.1959. But to my surprise, I was
served with a month's notice by the General Manager, Bhilai
Steel Project on 23.3.1960 terminating my services. There is
no mention of the reasons why my services are no longer
required by the authorities. There was no cause for the termi-
nation of my services at Bhilai Steel Project by which I have
been deprived of the previlages sanctioned under Articles 310
& 311 of the Constitution of India. As per the Standing
Orders 1946 of Industrial Employees - No employee should be
removed from services without giving a scope to defend himself
for the reason shown for removal of services in an industrial
concern. This is a clear transgresing of the powers of the
Constitution as well as Standing orders 1946.

Inspite of my repeated reminders to the authori-
ties concerned, I was not given a fair chance by disposing my
case at an early date. In order to meet the ends of Justice

I once more remind you by way of a request that my case may be taken up for early disposal.

An early reply is solicited in this regard.

Yours faithfully,

Labh Singh
(LABH SINGH)

Bhilai - 1,
12/12/'61

copy to:

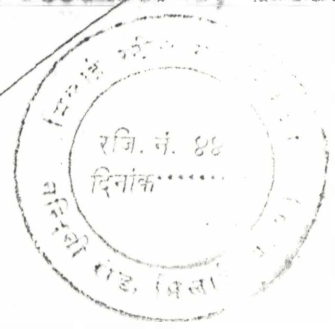
1. The Prime Minister, Govt. of India, with reference to my letter dt. 21.5.60, 20/21.10.61 & 7.9.61.
2. Sri Swaran Singh, Minister of Steel Mines & Fuel, along with the application dt. 21.5.61 submitted to the Prime Minister of India & subsequent reminders on Oct. 21st, Nov. 7th/'61.
3. Sri J.N. Nagesh - Chairman, H.S.L. Ranchi.
4. Sri K.G. Srivastava, Secretary, Defence Worker's Federation, 4, Asoka Road, New Delhi.
5. Sri S. Sen, General Manager, Bhilai Steel Project.
6. Senior Labour officer, Bhilai Steel Project.
7. Law officer, Bhilai Steel Project.

205-17

BMS-2/135/6
Bhilai, December 8, 1981.

To

The General Manager,
Bhilai Steel Works,
Bhilai.



From

The General Secretary,
Bhilai Steel Worker Sabha,
Bhilai.

Sub: Complaints of Work-Charged Employees,
-regarding.

Dear Sir,

We have received a representation from the Work Charged employees regarding some of their burning grievances which calls for immediate redressal. The five points of complaints are:-

1. Non absorption in permanent set up;
2. Blocking due increments;
3. Lack of accommodation;
4. Conveyance;
5. Sanction of due leaves;

1. The retained work charged employees have been retained only because of their seniority and it is necessary that they should be given all priority for absorption in permanent set up before any fresh recruitment is made from out side to fill in the posts of Operation.

2. Increments are not duly affected in time and as such the employees are made suffer for no reason or fault of their own. It is important that concerned authorities should be warned of this deliberate negligence and harassment of employees. At the same time necessary order may please be issued to clear off their due arrears and to effect the increments timely henceforth.

3. Till now they have not been provided with any accommodation (permanent shelter), and as such they are living in a most wretched condition imaginable. In spite of their repeated representations they have neither been given any quarter allowance nor any accommodation. Persons joining the Operation at a much later date have been provided with a permanent accommodation whereas their cases have been left deliberately neglected. As they are B.S.F. employees it is rightful for them to claim permanent accommodations. It is therefore

Cont.....2.

A. T. U. C.
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Replied on.....

extremely necessary that they be either accommodated in permanent quarters immediately or be given house rent at the rate of 10% of pay without any further delay.

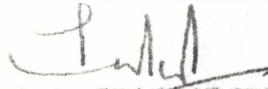
4. Previously work charged employees had the privilege of having free transport service to and from work place, but the same has been curtailed without any warrant. It is therefore requested that free transport service be effected for them to and from work place immediately.

5. As per the Standing Order of B.S.W. work charged employees are full entitled to enjoy the privileges of leaves along with the regular employees without any discretion, but unfortunately these employees are being deprived of the said leave facilities i.e. Earned leave, Casual leave, Festival leave, Compensatory leave etc. It is high time that these rightful claims of leaves be sanctioned to them.

We therefore request you to look into the aforesaid complaints and do the needful at an early date.

Thanking you,

Yours faithfully,



(BANNA L CHAKRABORTY)
GENERAL SECRETARY.

Copy forwarded to :

1. The Hon'ble Minister for Labour & Employment, Government of India, New Delhi.
2. The Hon'ble Minister for Iron & Steel, Government of India, New Delhi.
-for favour of taking early necessary action and reply.
3. The Chairman, Hindustan Steel Ltd, Ranchi.
4. The Director of Construction, Hindustan Steel Ltd, Ranchi.
-for favour of taking urgent measures and reply.
5. The Chief Engineer, Bhilai Steel Project.
6. The Sr. Labour Officer, Bhilai Steel Project.
7. The Asstt. Labour Commissioner, Raipur.
The General Secretary, "AITUC",
4, Ashok Road, New Delhi.
- for information and necessary action.



(BANNA L CHAKRABORTY)
GENERAL SECRETARY.

BHILAI STEEL MAZDOOR SABHA
(Affiliated to AITUC)

Nandini Road, Camp no.2,
Bhilai-2, (M.P.),
December 8, 1961.

To

✓ Com. K.G. Sriwastava,
Secretary, "AITUC",
4, Ashok Road,
New-Delhi.

Dear Comrade,

23rd and 24th instant have been fixed to celebrate the 1st anniversary of our Union, and in this connection we have extended our invitation to the following comrades including Com. Dange to attend the same:-

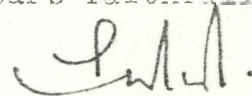
1. Com. Indrajit Gupta, M.P.
2. Com. S.M. Banerjee, M.P.
3. Com. Parvati Krishnan, M.P.
4. Com. T.C.H. Menon, M.P.
5. Com. Md. Ellias, M.P.
6. Com. T.B. Vittal Rao, M.P.

As we are not sure how many of them will be able to come over here, it will therefore be extremely helpful if you please make sure of at least three M.P.'s so that our celebration may be a grand success.

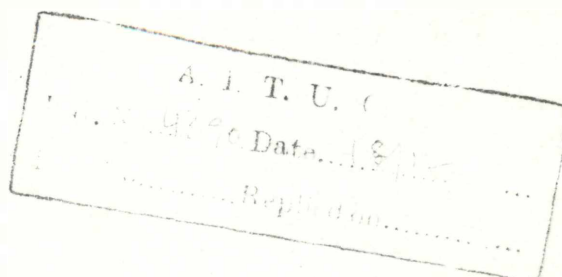
Your reply to this is expected at an early date.

With greetings,

Yours faithfully,



(SAMBAL CHAKRABORTY)
GENERAL SECRETARY.



12-12-61

268-A ✓

BHILAI STEEL MAZDOOR SABHA
NANDINI ROAD CAMP -2
BHILAI-2.

YOUNG WORKERS CONFERENCE BEGINS DECEMBER 24th BOMBAY STOP
YOUR PARTICIPATION ESSENTIAL STOP WIRE NUMBER YOUR DELEGATES
TO BOMBAY STUC DALVI BUILDING BOMBAY -12

AITUCONG

HINDUSTHAN STEEL EMPLOYEES UNION
NACHAN ROAD
DURGAPUR -4

YOUNG WORKERS CONFERENCE BEGINS ~~XXXXXXXX~~ DECEMBER 24th
BOMBAY STOP YOUR PARTICIPATION ESSENTIAL STOP WIRE NUMBER
YOUR DELEGATES TO BOMBAY STUC DALVI BUILDING BOMBAY -12

AITUCONG

JAMSHEDPUR MAZDOOR UNION
~~XXX~~
JAMSHEDPUR -1

YOUNG WORKERS CONFERENCE BEGINS DECEMBER 24th BOMBAY STOP
YOUR PARTICIPATION ESSENTIAL STOP WIRE NUMBER YOUR DELEGATES
TO BOMBAY STUC DALVI BUILDING BOMBAY-12.

AITUCONG.

December 15, 1961.

Dear Comrade S. Chakraborty,

Please refer to your letter dated December 8, 1961 addressed to Shri K.G. Sriwastava. In this connection it may be informed that Shri Sriwastava is in Moscow non-a-days. In the list of M.P.s. of your letter none of them is in Delhi at present. It is regretted that nothing can be done in view of the above position.

With greetings,

Yours fraternally,

for ~~ME~~ Secretary.



com. K. S.

REPORT ON STEEL INDUSTRY IN INDIA

After the 25th Session of our AIITUC some remarkable changes has taken place in this Industry. Steel Production in our country had developed from 2 million Pig Iron to 6.4 million. Steel production as estimated:

	<u>Present Capacity</u> (tons)	<u>Expanded Capacity</u> (tons)
TISCO	800,000	1,500,000
IISCO	300,000	800,000
MYSORE	25,000	100,000
ROURKELA		720,000
BHILAI		770,000
DURGAPUR		790,000
TOTAL ..		<u>4,680,000</u>

In our India steel, cropped country our position is far far behind. In the 3rd Draft Plan no new steel plant has taken up, uptill now. There is a talk going on for Bokharo Plant. Though some extension plan has taken up for Rourkela and Bhilai, .8 and 1.5 million respectively. Country cannot develop without the Basic Industry, and Steel is one of them. But there are some other problems in the steel industry even now. As we know chrome megnasite brick is one of the important raw material for the steel. Unfortunately we have only few industry in our country. Rajgangapur cement factory (Orissa) is only source of supplying for the state-sector steel industry. Tata have his own factory at Belpahar (Orissa). This factory owner (R.C.F.) is taking high prices for this brick at the same time they could not supply it in time. Result was once in September at Bhilai, there was a big trouble.

So it was necessary for the Government to set up one industry in Public sector for chrome magnasite brick in the 3rd five year plan so that we can avoid troubles. At the same

time we must take up another steel plant at Bokharo.

STATE SECTOR:

1st Steel Plant under Public Sector was Rourkela then Bhilai and Durgapur. For constructing the plant different method has been adopted. At Rourkela and Durgapur construction has been done by the contractors mainly. Only at Rourkela 36 German contractors were there. At Bhilai construction has been done by the Government with the help of Russians.

Because at Rourkela and Durgapur construction has been done by contractors, the defects in the plant it must more than Bhilai. Up till now there was no serious damage in the Bhilai Plant, but at Durgapur 1st Blast furnace was cracked once in 1960. At Rourkela both the Blast furnace was damaged in 1959 and 1960. Since last April 1960 Dolomite cancelling plant is stopped its production. In this way so many other example can be sited.

At Rourkela West Germans behaviour with our Indian are very bad. Some hundreds Indo-German has born in our country who will take the responsibility of them? All these nuisance were went on even in the day light. Its main centre was at Catholic Church at Rourkela. It was stopped only after some clash between adivasi workers and germans. The Germans took advantage of our poverty. Our Government remain silent for long time.

They are more interested in amusement than the work. So, the construction of Rourkela plant is full of deffective than anyother plant.

1st Iron was tapped on February 3rd, 1959 at Rourkela. In the next day on 4th February 1959 Bhilai Iron started producing. Though Rourkela construction was started earlier than Bhilai. Now at Bhilai 2 Blast furnaces are working ^{and} but at Rourkela ~~only~~ two Blast furnaces are working. According to the figures of the two plants production we can say that Bhilai is faster than Rourkela.

	Pig Iron		Steel	
	Rourkela	Bhilai	Rourkela	Bhilai
April 1960	32,787	55,539	15,625	23,761
May 1960	26,005	56,180	13,369	21,538
June 1960	26,191	46,507	14,360	22,034
July 1960	30,596	49,095	15,360	26,627
August 1960 till 29th.	31,877	50,712	16,392	23,914

It shows the difference between socialist countries help and capitalist countries help, also the type of agreement.

Productivity of Workers has grown:

Among the TISCO and Burpur workers we can find, their productivity has grown. At the time of one million capacity plant workers strength was about 28 thousands in TISCO (inside the factory). Now after completing the 2 million extension plan, workers strength is nearly 26, thousands. It is not because only machanisation of the plant of course extension part is ~~machanisation of the plant of course extension part is~~ mechanised, and some sections basicly altared. But every where basic alteration cannot be possible, nor it has done. Take for example, there are now altogether 6 Blast furnaces. One is new and another five is old one. Previously out of 5 4 were in operation and always one under construction. Among the old furnaces number of workers from each section has been reduced. Specially those who are working under casthouse or maintanance. Their strength because the half. Blast furnace machanism cannot be changed basicly because they are old model. For that it requires entire dimolish. In the same way we can see in the steel mill. Workers strength now more than half has reduced.

Before extension plan at Burnpur, workers strength was more than 16 thousands. Now after completion of 1.3 million tone extention plan workers strength is nearly 14 thousands. Here major reduction has been done in the maintanance section. Even in the steel melting shop workers strength remain same after

extension. Crain drivers of this department some time they could not find time to take their tiffin due to pressure of work. Some procedure has adopted at Keelti works. Now their strength is nearly 6 thousands instead of 8 thousands.

Production has increased at the cost of our blood and sweat. Highly mechanised steel plants are under state sector. That is why all the three steel plant requires less worker. Because all the phases of construction has not over, so now it is not possible to give exact figure. As estimated in there plants as at Bhilai it would be 10500 workers, at Rourkela 14, 500 workers, at Durgapur 13 thousands, at vadrabati neary 6 thousands.

We can say that about 85 thousand steel workers producing 6½ million pig iron and 4.6 million steel in India (these figures exclude town ship workers and other factories at Jamshedpur).

WORKERS CONDITION:

We all know that in order to build a prosperous life for all in our country, it is necessary to build industries. The basis of all industries is iron and steel. But steel workers are getting far less than other industries. Only in Jamshedpur TISCO workers are getting more (after their heroic struggle held on 12th May 1958) than other steel industry workers.

The waggs of steel industry workers are not based on any scientific basis. D.A. is not on the basis of price index. Because it is not fixed on price index. So when ever there is increase in D.A. at Burnpur or Jamshedpur, prices of commodities had gone up. Rationalisation has done in such a way that workers could not take their tiffin within 8 hours duty time. Specially in tata marsilasly reduction has been done. Housing problem in Jamshedpur and Burnpur is such that the workers are forced to stay uder unhealthy places.

Position in the State Sector:

The condition of the employees is far from satisfactory. They have to work under intolerable inhuman conditions deprived of the minimum protective measures and the facility of even

drinking water in the plant area. The worst feature in this regard is the daily occurring accidents. They occur daily but there are only rare cases of deaths. Recently in Orissa Assembly the honourable Labour Minister placed one report on Rourkela plant stating the violation of labour laws in the plant. In these sectors housing problem is still more acute. Medical facilities are not adequate. In these three steel plant workers are to pay bus fare, it includes extra expense for the workers for Rs.6.25 to Rs.7.50.

All round economic burden forcing them to mobilise themselves for fighting for Wage Board.

One comparative picture for wage and D.A.

	<u>Un-skilled</u>	<u>Semi-skilled</u>
<u>Jamshedpur.</u>	Rs.1.83 to 2.11	<u>Khalasi</u> (there are several categories) within five years
This grade introduced from 1st April '59	with in five years + Rs. 45/- D.A.	2.62 to 3.02 Rs.45/- and 47/-
		<u>Helper</u>
		3.25 to 3.69 within five years
		<u>H.Skilled</u>
<u>Skilled</u> (there are other categories also)		Rs.7.83 to 9.19
III	Rs.4.20 to 5.04	Rs.
II	Rs.5.70 to 6.54	
I	Rs.6.54 to 7.42	

apart from wage and D.A. workers are getting incentive bonus. it comes average 10%.

Consolidated Dearness Allowance on slab system.

Up to Rs. 75	.....	Rs. 45/-
Over Rs, 75 to Rs.90	.....	Rs. 47/-
" Rs. 90 to Rs.105	.....	Rs. 51/-
" Rs.105 to Rs. 125	.....	Rs. 54/-
" Rs.125 to Rs.150	.....	Rs. 56/-
" Rs.150 to Rs.175	.....	Rs. 58/-
" Rs.175 to Rs.200	.....	Rs. 62/-
" Rs.200 to Rs.225	.....	Rs. 66/-
" Rs.225 to Rs.250	.....	Rs. 69/-

Over Rs.250 to Rs.300	.....	Rs. 75/-
" Rs.300 to 350	.....	Rs. 82/-
" Rs.350 to 400	.....	Rs. 86/-
" Rs.400 to 450	.....	Rs. 90/-
" Rs.450 to 500	.....	Rs. 94/-
" Rs.500 to 550	.....	Rs. 100/-
" Rs.550 to 600	.....	Rs. 108/-
" Rs.600 to 1250	.....	Rs. 114/-

Burnpur: In every catagory wages and D.A. are less than Tata workers. D.A. is Rs.10/- less than Tata.

Bhilai, Rourkela, Durgapur.

<u>Unskilled</u>	<u>Semiskilled</u>	<u>Skilled</u>	<u>H.skilled</u>
Rs.30 to 35	40 to 60	III 60 to 90	150 to 250
Ten years	Ten years	II 80 to 120	
		I 100 to 160	

D.A. According to Government scale before pay commission.

Struggles and Gains:

After the 25th Session of our AITUC there are many struggles are taken place among the Tatanagar foundary workers in March April. TISCO workers on 12th May 1958. Burnpur workers among TISCO workers, before hand contractor workers engaged in loading and un-loading, and those who are for contractor went on strike. Later on INTUC union given call for one Day protest strike at Burnpur for profit sharing bonus, in tinplate for wage revision and TELCO for Bonus.

First biggest struggle was taken place by Burnpur and TISCO workers jointly, mainly for wage and D.A. issue with one day protest strike, headed by AITUC affiliatee J.M.U. and U.S.W. of Burnpur, Kulti union. Before going to the struggle leaders of the union meet all the Government circles including Prime Minister India. When all doors were closed for negotiation, they decided to go on strike after given duly notice. In the eve of the struggle, Sir.Biren Mukherjee announced for Rs.10/- increase in D.A. Burnpur strike was postponed. But TISCO management remain silent. Result was

12th May one day historical strike. Strike was 99% success. Seeing this result the company and the Bihar Government got pannicky and furious. On 15th May onwards they started victimizing the workers. Spontaneously workers went on sidt down strike in one after another department. On 19th company decāa-red lock-out. Government came with repression measures from 20th May. That was ended with firing, injury, death and so on. During this struggle 406 workers were victimised. Later on 75 workers were taken back rest are still moving here and there.

After this company thought that now this organization will be finished. Though J.M.U. leadere were in jain, but workers went on mobilising themselves. Ultimately company de-clared wage revision in the mon of February 1959 and it was effected from 1st April 1959.

According to the agreement increase in basic wages an average of about 15% of the existing basic wages, ranging from 33% of the existing basic wages for the lowest paid employees to 8% of the existing basic wages for the highest paid employees. Also Rs.8/- increase in D.A.

Result of tatanagar foundry workes struggle was about 800 workers retrenchment. But they got -/4/- annas increment after that struggle.

INTUC call for one day strike at Tiplat and Telco was supported by our union. Now Jamshedpur comrades are facing with victimised workers. But till there is a solution. Next important struggle was held on 21st September 1959 at Burnpur on Bonus issue led by INTUC. Here we fail to support this movement. I think we should have support. Then biggest stru-ggle took place at Kulti when about 400 workers were retrenched due to closer and later on reinstated in the three steel plant under state sector.

At Durgapur early in 1959 there was a strike among the contractor workers for wage increase led by AITUC affiliated "united contractor workers union". About 8,000 workers invol-ved in this strike. After 11 days it was ended with adjudicator

At Rourkela from the very beginning, the crucial contractors exploited the provincialisation and created some communal riots. Later on when 1st batch passed out trade trainees came and faced difficulties, they launch one strike at their own. About 480 passed out trainees were involved in it. Their demand was for revision of grades. It was started from March and ended in May 1959. Government interfered only after success of one day general strike. They form one review board go in to their wages question. In 1960 remarkable development has taken place at Rourkela. One biggest strike took place among the Hochtief Gammon workers (German contractor) on overtime issue and it was conceded by the management. Another strike took place among the masterfroll workers for overtime wages and general increment. It was ended with victory. Now we have our union there.

At Bhilai minor struggles held on safety issue, on hour biggest struggle was taken place from 10th February to 21st 1960. Though lead was in the hand of PSP union in the beginning and later on it came as spontaneous. But it ended with success. Recently one signature campaign was organised by National Federation of metal and engineering workers, India, Bhilai branch on retrenchment issue. It was good success.

Conclusion:

Jamshedpur. Workers under steel industry are facing with unfair wages, of course TISCO workers are getting more than other steel workers. But what about D.A.? After eight rupees increase in D.A. last 1959 the cost of living has increased. During this time work load has increased. In TISCO, workers are getting 26 days wages. System is no work no pay. Then why not we demand 4 days off wages for everybody and they should be treated ~~as~~ ~~xx~~ on monthly, paid worker with other facilities. Also there are other industry where the workers are getting low wages, over and above the question retrenched workers. We can consolidate the workers on the basis of above demands and go ahead. There are so many other demands which can be chalked

Burnpur: It is our experience since last 25th session that we could not be able to mobilise the workers only at the time of profit sharing bonus. It is not correct. We must start mobilising the workers on DA, as we know the Burnpur workers are getting less than even what TISCO workers are getting. At the same time prices are going up. So, we must concentrate on D.A. as a first demand and wage increase as second one. Apart from this there are so many other problems which can be added.

Durgapur: Construction is now in final phase, within some months it is going to be completed for one million tone capacity steel plant. But workers wages are not fixed up till now. Master-roll workers are facing retrenchment. Those who are working under contractors for the plant construction ~~xx~~ we must demand Bonus for them. Those who are in the operation we must form departmental committees to unite and to achieve for their minimum demands.

Rourkela. Already we have our union. ~~xxxxxx~~ We fought some struggles among the master roll and contractor workers. We led them successfully. Still there are problems. We must take them, consolidated them and fight for their demands. Already we have our departmental committee in B.F. & S.M.S. department. We must form other departmental committees as early as possible. After completing all the departmental committees we must hold once conference at their own and decide to joining Rourkela steel Mazdoor Union. Take five rupees D.A. (also in severa) increase and wage revision as central slogan.

Bhilai: We, already started agitating on retrenchment issue for the works charged employees. A quite large number of workers are involve in it. We must go on agitating for their demands. INTUC is recognised in this plant and at the same time other unions have become ~~u~~ ineffective, but the workers feeling for a strong union is developing. We must for our union immediately. At the same time for proper wage system, D.A. ~~xxxxxx~~ (specially) increase Rs.5) should be taken up immediately.

Also we should try to form departmental committees in every where.

Steel workers of India are facing with so many difficulties specially for prpper wage and proper D.A. At the same time we should not forget our acievements. It is possible to organise the workers, under different conditions prevails in different plants as I narated above.

@@@@@@@@@@@@@@@@@@@@

EXPRESS

SUDHIR MUKHERJEE

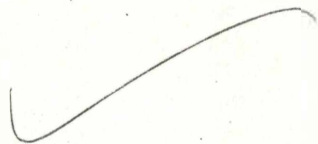
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BHILAI PROGRAMME IMPOSSIBLE STOP NO MP AVAILABLE

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1961 No.



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