

Report and Recommendations of the Committee  
appointed to examine the demands of the Rajasthan  
Electrical and Water Workers Federation.

**RAJASTHAN**  
*Elec. & Water Workers'*  
**FEDERATION.**

Certain demands had been formulated and placed before the Govt. of Rajasthan by the Rajasthan Electrical and Water Workers Federation in May, 1956 and had been under the consideration of the Government for sometime. A list of the demands is attached ( Appendix I ). Several meetings had been held between the Representatives of the Federation and the officers concerned of the Govt. and the demands had been discussed from time to time -

2. After the formation of the Rajasthan State Electricity Board, a Committee with Sri K.P.U. Nemon, IAS. Chairman, Rajasthan State Electricity Board, as Chairman and the persons mentioned below as Members was appointed to examine the demands and to submit a report together with recommendations on the various demands:-

1. Sri N.J. Balani, Technical Member - cum-Chief Engineer.
2. Sri K.N. Bhargava, Superintending Engineer, Health.
3. Sri D.K. Vyas , IAS., Deputy Secretary, Finance.
4. Sri A.D. Nag, President of the Federation representing the workers.
5. Sri V. Mudgal, Deputy Secretary, as Member-Secretary.

A copy of the order appointing the Committee together with a supplementary order, is attached ( Appendix II ).

3. The Committee held meetings on the 30th November and on 23rd, 24th and 26th Dec. 1957. Sri D.K. Vyas attended the meeting on the 30th November and the further meetings were attended by Sri D.D. Goswami, Deputy Secretary, Finance Department. A further meeting was to be held on the 27th December, 1957 which, however, could not be held owing to unavoidable absence of some of the Members. Thereafter the Committee could not meet for various unavoidable reasons till the 24th Sept. 1958. The reasons were explained

sittings on the 24th and 25th Sept. 1958. During the sittings of the Committee from the 30th November to the 26th December, 1957, the conclusions and recommendations were recorded simultaneously. During the sittings of the Committee in Sept. 1958, these conclusions and recommendations were also reviewed in the light of the latest position and the Committee's final conclusions and recommendations are contained in the following paragraphs.

4. The Committee would like to place on record its appreciation of the great help received from Shri V. Mudgal, Member - Secretary of the Committee, in examining the various demands in the light of the Rules and Regulations and the various orders and decisions of Govt. from time to time.

DEMAND NO: 1 - PROVIDENT FUND.

The main questions before the Committee in December, 1957 were whether the Employees Provident Fund Act of 1952 is applicable; the monetary limit to the emoluments of for purposes of contribution to the Provident Fund; the rate at which contributions were to be made; and whether Dearness Allowance should be included in the emoluments for purposes of Provident Fund.

By the Employees Provident Fund (Amendment) Act NO: 22) of 1958 the exemption made in the case of factories belonging to the Govt. or a local authority has been withdrawn and the amended section 16 only excludes any such establishment for a period of three years from the date on which it is set up. Thus the Act is applicable with effect from the 18th May, 1958. With the application of the Act the question whether dearness should be excluded no longer arises \* since section 6 of the Act prescribes that the " contribution which shall be paid by the employer

and the dearness allowance for the time being payable to each of the employees". Thus the contribution to be made from the 18th May, 1952 should be based on basic wages plus dearness allowance. With reference to the question of raising the limit from Rs.300 to Rs.500/- it was pointed out that by an amendment to Section 2 Subsection f(ii) of the Employees Provident Fund Scheme, 1952, the limit has already been raised from Rs.300/- to Rs.500/-. The Scheme of the Board contemplates a system of Contributory Provident Fund for all employees of the Board while the amendment, raising the limit to Rs.500/- will cover all the employees of the Water Works.

Do. and No: 2 - Revision of grades and one advance increment.

A statement is attached showing the various categories of workers in the Electrical and Mechanical Department ( now Electricity Board ) together with their existing grades as compared to the revised grades in respect of posts in other Departments of Govt. which had the same grades as indicated for the workers of the Electricity Board, the revised grades in respect of similar posts under the Govt. and revised grades in respect of similar posts in the Public Works Department ( Appendix III).

2) The categories of posts at serial Nos. 12 to 15 in the Statement Chief Wireless Operator. P.W.F.(1) and P.W.I. (II) and Wireless signallers have been omitted since there are no such posts now under the Board ( formerly Electrical and Mechanical Department ).

(3) The categories at serial Nos.19 to 23 Head Draftsman, Draftsman I and II, Assistant Draftsman and Tracer ) have not been included in the statement since the revised grades applicable to corresponding posts in the Public Works Department will apply. In regard to Head Draftsman, it is mentioned in the Rajasthan Civil Service ( Rationalisation

Similarly, serial No: 43 i.e. Chemist and Assistant Chemists has been omitted. A statement showing the revised scales of pay recommended by the Committee is attached (Appendix IV).

4. The Cycle allowance as admissible at present should continue. Educational qualifications prescribed for particular posts should also continue.

~~Demand~~

Demand No: 3. Those in employment between 1.4.1949 & 1.4.1950 be fixed and those who have completed three years service be confirmed.

Demand No: 13 & 14. Fixation anomalies and fixation Fixation Committee.

These demands relate to employees who entered service between the 1st April, 1949 and the 1st April, 1950 and were not covered by the fixation scheme which fixed all employees with two year's completed service as on the 1st April, 1951. The Federation felt that this has resulted in hardship to those actually employed between these two dates. A complete list and details of such employees were not before the Committee. It was, therefore, decided that these cases should be got examined by the Chairman of the Demands Enquiry Committee and necessary action taken and appropriate orders passed by competent authority.

Demand No: 4 . Dearness Allowance as in Part A States.

Regarding the demand for increase of dearness allowance, this question is not confined to the Electrical and Mechanical Department. It is a question applicable to all employees of the Govt. of Rajasthan and therefore it is a general question to be decided by Government.

Demand No: 5 - Establishment Code.

The Board will make regulations under Section 79 (c) which will cover matters connected with the duties of officers and servants of the Board, and their salaries allowances and other conditions of service. No other action appears to be called for. Water Works Department should have their own standing orders.



Demand No: 12 Appointment of non technical staff against technical posts.

This demand is appreciated by the Committee. The present position is the result of irregularities committed in the past by the various Executive Officers. These irregularities will have to be regularised by gradual steps, by absorbing the persons in proper posts and grades according to their qualifications and experience. All units should be asked to send a list of persons employed against technical posts but actually working on non technical posts, giving the details of their names, qualifications, pay, date of initial appointment, and the date from which they have been discharging non technical posts giving the details of their names, qualifications, pay, date of initial appointment, and the date from which they have been discharging non technical duties. Each case will have to be examined on merits and proper action taken.

= Demand No: 6 Participation in management.

This is an all India question which is being tackled by the Central Govt. and the Committee feels that it need not take any action for the Electrical and Mechanical Department and Water Works. The Federation Representative agrees with the views.

Demand No: 7 Gratuity.

Demand N : 23. Condonation of old work charged service of permanent proarger employees and permanent service of postarger employees.

The Federation Representative stated that in the Water Works and power Houses there are employees who have been working for several years on workcharged basis though they have been performing duties of a permanent nature. These persons at the time of retirement will get no benefit, either in the way of pension or provident fund. Note under Rule 181 of R.S.R., which is relevant in this

" Government may consider on merits the cases of whole time employees like sweepers, histies, chowkidars, malies or gardners, Khallasis and such other categories as are expected to work side by side with regular employees or with employees in work charged establishment in similar garde who are paid from contingencies. They should be regarded for purposes of pension as Class IV Servants "

It will be a great hardship of some service benefits do not accrue to such personnel on retirement at the end of a long service. The grievance is genuine and deserves careful consideration and the devising of some method by which such personnel will on retirement or death in service derive some benefit of their pas services.

Demand No: 8. Selection of higher posts not through public Service Commission.

The Board has appointed Promotion and Selection Committees for each category of staff. These Committees will take note of suitability of the persons for promotion at the time of selection. For the Water Works Employees, since they are governed by Govt. rules, those categories of staff that are within the purview of the Public Service Commission will continue to be so. The question whether any relaxation is possible in the case of Water Works Employees may be considered.

Demand No: 9. Filling in of vacancies.

The normal practice of filling in of vacancies by authorities duly empowered to do so should be allowed to continue. There is no reason to depart from this practice. Every effort should be made to fill up the vacancies in sanctioned posts.

Demand No: 16 Bonus.

This is unobjectionable in principle, but is naturally related to the financial working results of the organisation, When adequate profits are being earned by the organisation, the question of bonus should receive sympathetic consideration.

Demand No: 17 Dearness Allowance to be merged in pay.

It was explained by Shri A.D. Nag that this was not so much a question of D.A. being merged in pay as of the personal allowance which is attached to the emoluments of certain persons as a result of their fixation when it was found that the total emoluments received by them at the time of the fixation exceeded the pay plus dearness allowance admissible as a result of the fixation. The Committee agrees that the present pay should be protected and should be protected and should be dealt with in accorded accordance with the existing orders and rules.

Demand No: 18. Free Housing.

The principle governing the provision of rent free accommodation is contained in Appendix 7 to the Unified pay Scale Rules. It is provided that where a person is required to live in a specified area, locality or building in the interest of public service, where such residence entails additional responsibilities and the person is likely to be called on duty at any time in the 24 hours for the proper discharge of his duties, rent - free accommodation should be provided, if such Govt. accommodation is available. This principle is unexceptionable and to that extent there should be no objection to acceding to the demand. It will be necessary to specify the individual workers or class of workers who will come within this category and thus be entitled to this connection.

Demand No: 19. Free electricity and the cases of Tonk and Kishangarh employes.

It was unanimously agreed that free electricity can not be claimed as a matter of right. This point had been already clarified by Govt. order No:11932/F.6(152)PW/3M/51 dated the 31st Aug. 1955, and Govt. had issued clear orders that charges for electricity should be recovered from September, 1955 onwards. It is a fact that even after that date payment has not been made at some stations like Tonk and Kishangarh. The Charges for electricity should

be recovered positively with effect from the 1st Nov. 1958. So far as the arrears up to 31st Oct. 1958 are concerned, it is recommended that in view of the fact that substantial arrears have already piled up and it may cause great hardship ~~or~~ if these charged are now recovered, the question may be considered by the Govt. The questions whether arrears have been allowed to accumulate as a result of the negligence of any officer should also be examined and the responsibility fixed for the laps. Recoveries already made will not be refunded.

Demand No: 20. - Amendment of leave Rules.

The only outstanding demand was that the limit of accumulation of leave should be 90 days instead of 30 days. It was felt that since this was a provision incorporated in the Factories Act any departure therefrom was difficult. The Secretary of the Federation pointed out that at least in one state within his knowledge, viz. Madras, accumulation of leave up to a limit of 40 days is permitted to Electrical Workers. While the Committee does not recommend immediately any action on this point, information should be collected from all States or Electricity Boards on this point and the demand taken up at the administrative level by the Department or by the Board. When making such a reference to other States or Boards, it will be helpful if information as to facilities and amenities of all kinds that are extended to the workers either within or outside the Factories Act, is obtained.

Demand No: 24. Uniforms.

The Committee noted that certain proposals in November December had been sent up for reappropriation of funds for uniforms to certain specific categories of workers, since it was not possible to utilise the previous year's budget provision and for the reason no provision had been made in the Budget for the year 1957-58



On a careful examination of the categories included in the recommendations made, it was noticed that provision had either not been made to cover all categories that should be covered in terms of the Factories Act, or categories to which this concession would normally not apply had been included. It was the unanimous view of the Committee that all categories of workers covered by the Factories Act for purposes of uniforms should be included. In addition, helpers engaged on ash cleaning work who have worked continuously for two years on that job should also be included if they are not already covered by the categories contemplated by the Factories Act. Substitutes ~~xxx~~ working on this job will not be covered.

These categories will be prescribed by the Chief Engineer and the Superintending Engineer, P.W.D. Health. Action has been or is being taken to supply the uniforms.  
Demand No: 25 - Festival and paid holidays.

This point was discussed in great detail and the General Secretary of Federation on behalf of the workers pressed the demand that the Jodhpur unit which at present enjoys five days paid holidays over and above 10 ~~xx~~ festival holidays already sanctioned by the Govt. should continue to enjoy these holidays. It was explained by Shri A.D. Nag that the manner in which these extra paid holidays came to be observed was through some office or clerical error. It was explained by the Chairman and the Chief Engineer that it would not be in the highest national interests to consider increasing the number of holidays enjoyed at present which as it is compare very favourable with other States. At the time of integration the Jodhpur workers enjoyed 15 holidays. Under former Rajasthan, there were four Hindu and four Muslim holidays and one full and two half days common holidays, or a total of ~~xxx~~ six holidays. Bikaner enjoyed ten holidays and Jaipur, though the record is not

with one exception is of the opinion that the holidays now sanctioned should be adequate and there should be no increase over the ten holidays inclusive of the three national holidays already sanctioned.

Shri Nag however is of the strong opinion that there should be no reduction in the holidays at present enjoyed by the workers at Jodhpur. He has supported his opinion with the argument that the smallest proportion of benefits accrued to the workers of the Jodhpur unit at the time of intergration and fixation. The Committee agreed with the Chief Engineer's suggestion that in the event of any worker being transferred away from Jodhpur to any other unit, the worker would be governed by the Rules and regulations of the unit to which he is transferred as in the case of other workers of that unit. With this view Shri Nag also fully agreed. Pending any change in the present position the status -quo will continue at Jodhpur.

DEMAND NO: 26 - Six hours working of Boiler staff.

Since normally the shifts are of eight hours a day every here, the Committee felt that there is no reason to make any change. It is not desirable to concede this demand.

DEMAND NO: 27 - Formation of Central Labour Welfare Committee.

DEMAND NO: 28 - Monthly meetings.

These demands were gerally discussed and not pressed.

DEMAND NO: 29 - Nationalisation of private power Houses.

Whenever occasion arises for taking over of any private power houses by the Board or by the Govt. the interest of the workers as regards their past services should be safeguarded in the agreement for purchase. The owners of the private power houses should give cash compensation for the benefits accruing to the workers due to their past services.

Shri Nag pressed the point about the accrued benefits of the workers of Kishangarh and Tonk power houses. Shri Mudgal explained that the position with regard to the taking over of the Kishangarh Power House, is not very clear. The matter will have to be

Demand No: 30 - D.4. to Class IV and Ministerial staff.

There was no specific point and this demand was not pressed.

Demand No: 31 - Service Books and Leave Books.

It was explained that the system of maintaining Service Books and Leave accounts has been started and every effort will be made to maintain accurate and proper records in these two directions. Leave Books should be provided as per the provisions of the law.

DEMAND NO: 32 - Condonation of old service of Kishangarh and Tonk employees.

This has been covered by the recommendation under Demand NO: 29 above.

Demand No: 34 - Cycle allowance to Dholpur employees.

Shri Mudgal explained that action is already being taken and no action is required to be taken by the Committee.

Publication of Index numbers and formation of Labour Investigation Committee.

This demand was generally discussed but not pressed.

Educational :- This demand also was not pressed.

Demand No: 10 - Fixation of Water Works employees of Jodhpur from 1.4.50 to 1.4.51.

It was explained by the Superintendent Engineer, Health, that the Finance Department notification NO:F.1(2)R/51 dated 7th Sept. 1951, though applicable to all technical staff of the Electrical and Mechanical Department, including Water Works Department, was not in actual fact implemented in the case of Water Works Department at Jodhpur since at that time the Water Works Department at Jodhpur was under the

administrative control of the Public Works Department, B & R, and not under the Electrical and Mechanical Department. This case has already been taken up by the Superintending Engineer, Health. Shri Mudgal explained that the case has been dealt with by the Public Works Department in the Secretariat and has been sent to the Finance Department for further necessary action. The Committee recommends that urgent orders in terms of the Finance Department order of the 7th Sept. 1951 should be issued in regard to the workers in question.

Demand No: 11 - Fixation of 150 employees of Jaipur  
Water Works from 1.4.51.

It

It was explained by the General Secretary of the Federation that the number of workers in question still to be fixed was 101 in 1956. Probably some out of them have been absorbed and a few others have left. Shri Bhargava explained that it would be possible to absorb the workers on the numerous water works that are now under construction.

Demand No: 15 - Revision of grades of old Pump Drivers  
OF Bikaner Water Works.

These cases had been recommended by the Superintending Engineer, Health, but were rejected by the Government. The demand was not pressed further during the meeting.

Demand NO: 21 - Cycle allowance to Workers of Water Works  
BE be implemented.

The demand has already been implemented.

Demand No: 22 - Upgrading of Workers of Water Works  
should be implemented and arrears paid.

This has been done.

Demand No: 33 - P.W.D. Secretary's order No:D.16152/F.10.  
392/54/dated 6.6.58 should be made applicable to water Works Deptt.  
WDR

Categorisation of the strength of the Water Works has already been done. If it has not been implemented in any respect the case may be brought to the notice of the Superintending Engineer, Water Works.

Jaipur.

Oct. 4, 1958.

( K.P. U. Memon, IAS. )

( N.J. Balani. )

( K.N. Bhargava. )

( D.K. Vyas. )

( Daudayal Goswami. )

( A.D. N... )



## D E M A N D S.

Demand No.

Demand .

1. Provident Fund.
2. Revision of grades and one advance increment.
3. Those in employment between 1-4-49 and 1-4-50 be fixed. Those who have completed 3 years service be confirmed.
4. D.A. as in 'A' States.
5. Establishment ~~XXXX~~ Code.
6. Participation in Management.
7. Gratuity.
8. Selection of higher posts not through Public Service Commission.
9. Filling in of vacancies .
10. Appointment of non-technical hands against technical posts.
- 13& 14. Fixation anomalies and Fixation Committee.
16. Bonus.
17. D.A. to be merged in pay.
18. Free housing and free electricity.
19. Free electricity to Tonk, Kishangarh etc.
20. Amendment to Leave Rules.
23. Condonation of old workcharged service of permanent premerger employees and permanent service of post merger employees.
24. Uniforms.
25. Festival and paid holidays.
26. Six hours working of Boiler staff.
27. Formation of Central Labour Welfare Committee.
28. Monthly meetings.
29. Nationalisation of Private Power Houses.
30. D. A. to Class IV and Ministerial staff.
31. Service Books and Leave Books.
32. Condonation of old service of Kishangarh and Tonk employees.
34. Cycle allowance to Dholpur employees.
- Publication of Index numbers and formation of Labour Investigation Committee.
- Educational.

Demands relating to Water Works.

10. Fixation of Water Works employees of Jodhpur from 1-4-50 and 1-4-51.
11. Fixation of 150 employees of Jaipur Water Works from 1-4-51.
15. Revision of grades of old pump drivers of Bikaner Water Works.
21. C. A. of Water Works be implemented.
22. Upgrading of Water Works should be implemented and arrears paid.
33. P.W.D. Secretary's Order No. D/16152/F.10(392)54, dated 6-6-52 should be made applicable to Water Works Department.

SCALE V 100-5-135-EB-10-225A

1. Foreman II
2. Mistry I
3. Turbine Attendant.
4. Meter Tester and Meter Repairer I
5. Senior Filter Attendant.

SCALE VI 150-10-220-EB-10-250-124-350.

1. Foreman I
2. Boring Operator.

SCALE VI 90-5-125-EB-10-225-EB-124-300.

1. Head Smith.
3. Head Lineman and Electrician I
3. Incharge Armature Winding Shop.
4. Engineering Subordinate.
5. Overseer.
6. Sub Overseer.
7. Welder I.

Jaipur,

October 4, 1958.

( K.P.U. MENON, IAS. )

( N.J. BALANI ).

( K.N. BHARGAVA. )

( D.K. VYAS. )

( DAUDAYAL GOSWAMI. )

( A.D. NAG. )

( M. MUDGAL. )

RAJASTHAN STATE ELECTRICITY BOARD  
(General Administration Branch)

Ref. No. RSEB/GAB/F.2. Estt. 16(3)/286

From:-

The Personal Officer,  
Rajasthan State Electricity Board,  
JAIPUR.

To:-

Shri Narendra Pal,  
President,  
Rajasthan Electrical & Water Workers Federation,  
Power House, Bikaner.

Dated Jaipur, the 4th February, 1959.

Sub:-

Ref:- This office letter No. F.2.Estt. 16(3)/58/  
203-204 dated 29-1-1959.

A copy of the decision taken by the Government on the  
Demands Committee Report is enclosed for your information.

In view of the above there will not be any necessity to  
meet the Secretary, Rajasthan State Electricity Board on the  
9th February, 1959.

Sd/-

(J. L. Mathur )

PERSONNEL OFFICER.

Government decision in regard to the recommendations of the Committee to examine the demands of the Rajasthan Electrical and Water Works/Federation.

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The recommendations made by the Committee appointed by Government to examine the demands of the Rajasthan Electrical and Water Workers Federation have been considered, and the following decisions have been taken by the Government:-

Demand No. 1. Provident Fund- The contribution to be made from 18th May, 1958 shall be based on basic wages and dearness allowance. So far as the question of raising the limit from Rs. 300/- to Rs. 500/- is concerned, no action is required in view of amendment to Section 2, sub-Section F(ii) of the Employees Provident Fund Scheme, 1952, according to which employees drawing pay upto Rs. 500/- are also eligible to the Contributory Provident Fund.

Demand No. 2-Revision of grades and one advance increment-

The recommendation of the Committee has been accepted. Advance increment in the existing scales has already been allowed. Employees are now to be fixed in the revised scales in accordance with Revised Pay Scale Rules.

Demand No.-3-Those in employment between 1-4-1949 and 1-4-50 be fixed and those who have completed 3 years service be confirmed.

Demand No. 13 & 14-Fixation anomalies and Fixation Committee.

As recommended by the Committee these cases should be got examined by the Chairman of the Demands Enquiry Committee and proposals sent to Government for orders, if the Electricity Board is not a competent authority to issue final orders.

Demand No.4-Dearness Allowance as in Part A States-

This has not been accepted for the reason that increase in dearness allowance etc. is a general question.

Demand No.5-Establishment Code:-

So far as the staff of Electrical & Mechanical Organisation is concerned, the Electricity Board will make



necessary Regulations under Section 79 (c) as proposed by the Committee. So far as the staff of the Water Works Department is concerned, the Chief Engineer, Public works Department should examine this question and send proposal to the Public Works Secretary, if the Chief Engineer, P.W.D. is not competent in the matter.

Demand No. 12-Appointment of non-technical staff against technical posts-

The recommendations of the Committee have been accepted. definite orders to avoid this irregularity have also been issued. Cases of non-compliance of any such instructions on the part of the officials concerned should be brought to the notice of Govt.

Demand No. 6- Participation in Management-

No action is to be taken by the State Government.

Demand No.7-Gratuity-

Demand No.23-Condonation of old work-charged service of permanent pre-merger employees and permanent service of post-merger employees-

As this is an important matter it should be examined separately by the Chairman, Rajasthan State Electricity Board and Superintending Engineer, Health who should send their specific recommendations, if any, to Government.

Demand No.8-Selection of higher posts not through Public Service Commission-

So far as the Electricity Organisation is concerned, necessary action may be taken by the Electricity Board. So far as the Water Works employees are concerned, no departure from the Government Rules framed for other Departments is possible in respect of Water Works employees.

Demand No. 9-Filling in of vacancies-

The recommendation of the Committee has been accepted.

Demand No.16-Bonus- This is accepted in principle subject to the condition that this facility can be considered sympathetically when adequate profits are being earned by the Electrical and Mechanical Organisation or Water Works Department.

Demand No. 17-Dearness allowance to be merged in pay-

The demand under this head is not of dearness allowance being merged in pay but of the protection of personal dearness

7-9-51 regarding fixation of pay of Electrical and Water Works Department employees in unified scale of pay. This protection is to be continued to such employees in accordance with existing orders.

Demand No. 18-Free Housing-

The recommendations of the Committee have been accepted in principle. The Electricity Board may take necessary action, so far as the staff under them is concerned, and so far as Water Works Department employees are concerned, the Chief Engineer (P.W.D.) may move the Administrative Department in the matter with concrete proposals.

Demand No. 19-Free Electricity and the cases of Tonk and Kishangarh employees-

The recommendations of the Committee have been accepted. The Board may take necessary action for making recovery of Electricity and water charges and from 1st November 1958 and for fixing responsibility for non-recovery of the arrears and its accumulation, and proposals may be sent to Government in this behalf.

Demand No. 20-Amendment of leave Rules- Necessary action may be taken by the Electricity Board and Superintending Engineer, Health as recommended by the Committee.

Demand No. 24-Uniforms- The recommendations of the Committee have been accepted.

Demand No. 25-Festival and Paid Holidays-

This question is being re-examined by Government.

Demand No. 26-Six hours working of Boiler staff- No need to make any departure from the present practice.

Demand No. 27-Formation of Central Labour Welfare Committee

Demand No. 28-Monthly Meetings-

No action is required in this behalf, as the representatives of the Federation did not press for them.

Demand No. 29- Nationalisation of Private Power Houses-

The suggestion for safeguarding the interest of the workers for the past service was agreed to in principle but it

taking over any liabilities on this account as a result of taking over of private owned power houses.

Demand No. 30-Dearness Allowance to Class IV and Ministerial Staff-

This was ~~x~~ not pressed by the Federation, and, therefore, no action is required.

Demand No. 31-Service Book and Leave Books- Necessary action will be taken by the Electricity Board and the Chief Engineer, P.W.D. as recommended by the Committee.

Demand No. 32-Condonation of old service of Kishangarh and Tonk employees-

The matter may be examined by the Chairman, Rajasthan State Electricity Board.

Demand No. 34-Cycle Allowance to Dholpur Employees-

Orders have already been issued. No. action is required now.

Publication of Index numbers and formation of Labour Investigation Committee-

This demand was generally discussed, but not pressed by the Federation.

Demand No. 10-Fixation of Water Works employees of Jodhpur from 1-4-50 to 1-4-51.

The matter is receiving active consideration of the Government in the Public Works Department.

Demand No. 11-Fixation of 150 employees of Jaipur Water Works from 1-4-51.

Chief Engineer, P.W.D. may try to absorb the workers as far as possible on various Water Works that are under construction

Demand No. 15-Revision of grades of old Pump Drivers of Bikaner Water Works-

The demand was not pressed by the Federation, and ~~x~~ no action is required.

Demand No. 21-Cycle Allowance to Workers of Water Works be implemented-

This demand has already been implemented.

Demand No. 22-Upgrading of Workers of Water Works should be implemented and arrears paid-

This has already been done.

Demand No. 33-P.W.D. Secretary's order No. D/16152/  
F.10(392) 54 dated 6-6-58 should be made applicable  
to Water Works Department.

Necessary action will be taken by the Chief Engineer,  
PWD in the matter, as recommended by the Committee.

2. You may kindly send for the representatives of the  
Federation and apprise them of the Government decisions as  
outlined above. Formal sanctions in respect of those items  
where expenditure is involved and where specific recommenda-  
tions of the Committee are available will be issued in due  
course. So far as other items involving expenditure are  
concerned, & where specific proposals of the Committee are not  
available, necessary proposals by the Electricity Board and  
Chief Engineer, P.W.D. may be made for the consideration of  
the Government and issue of formal orders.

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RAJASTHAN  
*Elec. & Water Workers'*  
FEDERATION.

RAJASTHAN  
*Elec. & Water Workers'*  
FEDERATION.



(11)

**MEMORANDUM OF AGREEMENT ENTERED INTO  
BETWEEN THE STAFF AND THE LABOUR EMPLOYED  
IN THE SOUTH MADRAS ELECTRIC SUPPLY CORPO-  
RATION LIMITED ('SMESC' for short) AND THE  
MANAGEMENT OF SMESC :**

AND WHEREAS frequent representations were made by the members of the staff and labour to the management seeking revision of their basic wages and D. A. among other requests;

AND WHEREAS the workers themselves agreed to elect seven members from among them to represent them and to negotiate for them with the Management;

AND WHEREAS the Management of the Company agreed to negotiate with such representatives provided that they were elected by a large majority of staff and labour;

AND WHEREAS pursuant to the aforesaid understanding, 782 workers passed a resolution agreeing to abide by the settlement reached by the negotiating committee which would be elected by them and accordingly a Negotiating Committee came to be elected consisting of seven members of staff and labour;

AND WHEREAS as a result of meetings and discussions between the Management and the said Negotiating Committee the following agreement is reached between the workers and the Management.

**NOW IT IS HEREBY MUTUALLY AGREED BETWEEN  
THE STAFF AND LABOUR OF SMESC AND THE MANAGE-  
MENT AS FOLLOWS :**

1. The names of the workers who elected the Negotiating Committee are set out in appendix 'A' attached hitherto and they shall be bound by this agreement;

2. The names of the Negotiating Committee which was duly elected on 20th May, 1959 are set out in appendix 'B' attached hitherto and they had full authority to represent and bind the staff and labour mentioned in appendix 'A' hereto;

3. **BASIC WAGE:** An increment of Rs. 5/- to their present Basic Wage to be given,

4. **DEARNESS ALLOWANCE:** An increment of Rs. 10/- towards the dearness allowance in addition to the D. A. now obtaining may be given so long as the cost of living index at Tiruchirapalli is 400 or below. For every further-increase of Tiruchirapalli cost of living index over 400 points, the dearness allowance shall be increased as follows :

(a) For every slab of 10 points increase, an additional D. A. at 2 annas per point is to be given to the employees. Payment of this further increase in the D. A. is however to be made only if and when the Tiruchirapalli cost of living index-reaches 420 points or more and not until then. Further, if the cost of living reaches 420 or more before 31-3-1960 the actual increased D. A. that has become due and payable may be disbursed to the employees at the option of the management at a date not later than 30-6-60. If and when the cost of living index falls by slabs of 10 upto 400 points the Management will reduce the increased D. A. proportionately at the same rate at 2 annas per point.

5. **Revision of grades and Time scales of pay :—**

There will be no revision in the existing grades or time scales of pay. But when an employee reaches the maximum provided in the Time Scale pertaining to his grade, he will not stagnate at that pay but he will draw annual increment at the same rate drawn by him just before he reached the maximum.

(P. T. O.)

6. BONUS. Bonus will be paid to all employees twice a year once in the month of October/November at the time of Deepavali and another in the month of April at the time of Tamil New Year. On each such occasion of payment of bonus, each employee will be paid one month basic wage and D. A.

7. Free Supply of Electricity. For those employees actually residing in houses which are electrified, electricity shall be supplied free of charge subject to the maximum units prescribed below :—

A. L. M., peons, attenders & other employees in similar grades.	Max. 5 units/month.
L. M., Clerks, B. C. s, & other employees in similar grades.	„ 10 units/month
J. E. s, L. S. s, Head Clerks, A. R. O. s. & employees in similar grades.	„ 15 units/month

(On application, from 1—9—59. i.e. September 1959.)

8. House Rent Allowance. No separate H. R. A. is to be given

9. Period of agreement. This agreement shall remain in force till 31—3—1962.

10. Retrospective operation. The addition to basic wage mentioned under clause (3) and the D. A. increase of Rs. 10/- mentioned under clause (4) shall be given to all employees with effect from 1—1—59.

11. Work Load. The Grievance procedure committee to be formed under para 12 hereunder shall study the existing work load and if thought fit to suggest modifications for the same

12. Grievance procedure committee: A Joint committee called the Grievance Procedure Committee shall be constituted consisting of 5 elected representatives of the employees and 5 representatives nominated by the Management. They shall investigate, examine all grievances of employees that may arise from time to time and recommend measures to redress those grievances to the management. The Management shall accept all such recommendations which have the approval of the majority members of the Committee. If the members of the Committee are equally divided on any particular question or issue, it shall be decided by the Labour Commissioner, Madras.

This Joint Committee shall also discharge all the functions of the works committee contemplated under the Industrial Disputes Act.

The election of the workers representatives shall be held annually on the date and time stipulated by the management and it shall bear the expenses of the election.

13. No further demands involving financial commitment: During period this agreement remains in force, the employees shall not put forth any further demands which will involve any financial commitments. The company likewise will not reduce the emoluments of the employees now obtaining subject however to the provisions contained in para 4 (a) of this agreement.

This agreement shall be signed by the members of the Negotiating Committee and by the management in the form and manner prescribed under the I. D. Act for recording a 'settlement' and a copy thereof shall be sent to the Madras State Govt and to the Labour Conciliation Office, as provided under the said Act.

(Sd.) H. K. Ramaswamy,  
Management.

(Sd.) B. R. Venkatesan  
S. Natarajan  
R. Dorairaj  
M. Ulaganathan

(Sd.) M. A. Sundararajan  
A. V. Rajaraman  
B. R. Balasundaram

(Members, Negotiating Committee.)

# Tamilnad Electricity Workers Federation

nt:

7. G. Row, Bar-at-Law

5. Pitchie Street, Madras-2

General Secretary:

S. C. Krishnan

Joint-Secretaries:

P. E. Eapen

S. R. Neelakanta

S. Ramaswamy

M. Kalyanasunda

R. Sowrirajan

T. Kuppurangam

Treasurer:

R. Ramanathan

12th Jan

Date

residents:

1. A. Malick

2. Subramaniam, B.A., B.Sc.,

3. K. Manickam

4. A. Ganapathy

5. Ponniah

6. Ramaswamy

Hon'ble Shri Gulzarilal Nanda,  
Minister for Labour,  
Government of India,  
New Delhi.

Sir:

We are happy to note in the daily Newspapers "The Hindu" that under your Chairmanship and for ensuring Industrial Peace in the Public Sector the meeting is being convened by Government of India on 21.1.1958 at Delhi together with Trade Union representatives of Central Trade Unions.

As we are on the eve of being compelled to take necessary steps affecting 40,000 Electricity Workmen of all the ten systems under Madras State Electricity Board for their refusal to implement the agreed and majority report of Negotiating Committee set up by the Government of Madras, and Government of Madras, has so far not taken necessary steps to direct the Board which agreed to the getting up the Negotiating Committee.

As such we would like to participate in the Conference directly to discuss the nature of problems of the Electricity Workmen, in connection with the threat to Industrial Peace that is held out by the Madras State Electricity Board, in refusing to implement the recommendations on problems, that have been now pending since 1951.

We have three affiliated Trade Unions of A.I.T.U.C. among the 21 Unions in the Federation and we submit therefore we may be treated as eligible to participate in the same. (The President and the Secretary of the Federation also happen to be the President and Secretary of Madras Electricity Workers Union, which is affiliated to A.I.T.U.C., since 1953).

An early reply is solicited,

Yours faithfully,

S. C. Krishnan

Gen. Secretary. & Genl. Council Member

A.I.T.U.C.

Copies to

1. Shri S.A. Dange, M.P. (Camp, Nagpur)

2. A.I.T.U.C. Office for necessary action.

3. Secretary to Govt. of India,  
Ministry of Labour, New Delhi



# Familnad Electricity Workers Federation

5, Pithie Street, Madras-2

General Secretary  
S. C. Krishna

Joint-Secretaries:  
P. E. Eapen  
S. R. Neelakandan  
S. Ramaswamy  
M. Kalyanasundaram  
R. Sowrirajan  
T. Kuppuraj

Treasurer:  
R. Ramanathan

G. Row, Bar-at-Law  
Members:  
A. Malick  
Subramaniam, B.A., B.Sc.,  
K. Manickam  
A. Ganapathy  
Ponniiah  
Ramaswamy

Com K. T. K.

TO

The Resolution Committee

Date \_\_\_\_\_

- ① One resolt<sup>n</sup> in greetings to the Harbour and homage to the
- ② Calling on the workers to agitate against the Police case & appeal to workers to Donate to the
- ③ Transport Union decision to face the Ballot of Combined Union of the old INTUC, DMK etc.
- ④ Resolution on Parambikulam agreement
- ⑤ ~~On the etc.~~

X





# Tamilnad Electricity Workers Federation

(All)

299

5. PITCHIE STREET, MADRAS-2

General Secretary:  
**S. C. Krishnan, B.A.**

Joint-Secretaries:  
P. E. Eapen  
S. R. Neelakantan  
S. Ramaswamy  
M. Kalyanasundaram  
R. Sowrirajan  
T. Kuppurangam

Treasurer:  
D. Ramasathan

In Thousands

	<u>Total Number Employed</u>	<u>Gained Membership</u>	<u>Trade Fed or Pro AITVC</u>	<u>A.I.T.V.C</u>	<u>INTVC</u> <small>Part</small>	<u>HTMS</u>
Tamilnad	45.0	20.0	20.0	4.5	0.1	—
W. Bengal	20.0	9.0	4.0	2.5	0.5	2.0
Bombay	15.0	7.0	3.0	—	1.0	2.0
Mysore	10.0	2.0	—	—	1	1
Kerala	13	4.0	4.5	—	1.2	—
Andhra	12	5	3	—	.3	1.5
V.P.	10	6	.5	.5	4.0	1
Delhi	5	2.5	1.5	—	.8	—
Gissa	5	3	3	—	—	—
Unverified Punjab	7	3	1	.5	1	—
<u>with AITVC securities</u>	<u>16.2</u>	<u>63.5</u>	<u>40.5</u>	<u>8.0</u>	<u>9.9</u>	<u>7.5</u>
Rajasthan	7	4	2	1	1.5	—
M.P.	10	5	1	—	1.5	1.5
Bihar	5	2	.5	—	.5	1
Assam	3	1	—	.2	.8	—
Gujerat.	2	1	—	—	1	—
	<u>18,00.00</u>	76	44	9.2	15.2	10.0

Ref

Unverified Punjab

with AITVC securities

not yet verified

# Tamilnad Electricity Workers Federation

President:

V. G. Row, Bar-at-Law

5, Ritchie Street, Madras-2

General Secretary:

S. C. Krishnan, B.A.

e-Presidents:

M. A. Malick

K. Subramaniam, B.A., B.Sc.,

M. K. Manickam

C. A. Ganapathy

V. Ponniah

S. Ramaswamy

Joint-Secretaries:

P. E. Eapen

S. R. Neelakantan

S. Ramaswamy

M. Kalyanasundaram

R. Sowrirajan

T. Kuppurangam

Treasurer:

R. Ramanathan

Date 20th Jan. 59

27 JAN 1959

Shri L.L. Mehta,  
Joint Secretary, Ministry of Labour  
and F.&I. Officer,  
Government of India,  
New Delhi.

Dear Sir:

We have not yet been informed as to what action has been taken in respect of several complaints made by us to you regarding non implementation of provisions of the Labour Laws as well as the code for discipline.

We are enclosing herewith a copy of letters written by us to the State Secretaries.

The letter speaks for itself and the question of strike by the Electricity Workmen for implementing the recommendations of the Negotiations Committee is to be decided shortly by the State Executive Committee of the Federation and one of the demands has been the acceptance to sign the Code by the Madras State Elec. Board.

As such we request your urgent and timely directions in the matter and request that the reply to this letter be sent to us at an early date.

Yours faithfully,  
FOR TAMILNAD ELEC. WORKERS FEDERATION,

President.

Copies to  
Hon'ble Shri Gulzarilal-  
Nanda, Minister for Labour,  
Govt. of India, New Delhi.

✓ Shri S.A. Dange, M.P.

Shri K.T.K. Thangamani, M.P.

8 JAN 1959

# The South Madras Electricity Workers' Union.

Registered No. 2430.

President:

M. KALYANASUNDARAM, M.L.A.

Secretary:

S. RAMASWAMY

3/23, T. Nagar High Road,  
No. 12, Tirunelveli Lodge,  
TIRUCHIRAPPALLI - 1

Dated 6th January 1959

To  
The Commissioner of Labour,  
Chennai.  
T. N. C. S.

Sr.

Re:- CODE OF DISCIPLINE - Branch of - South Madras Electric Supply Corporation Ltd., Tiruchirappalli - Collection of signatures under coercion - action requested.

The Management of the South Madras Electric Supply Corporation Ltd, T. Nagar, Tiruchirappalli, has been indulging in all sorts of unfair labour practices from the very time of the formation of this Union, which enjoys the confidence of the overwhelming majority of the workers in this establishment. To cite some instances:

1. The Management refuses to recognize the Union;
2. The Management refuses to consider the demands put forth by the Union;
3. The management in order to victimize the Union officials, transferred many office-bearers and important persons to remote places without any valid reasons or request;
4. The management wilfully refuses to hold elections to the WORKS COMMITTEE, in spite of repeated requests from the union, the Labour Commissioner and Labour Officer.

The Management having failed to reach the Union in all the above methods, have now indulged in an unfair, illegal practice of getting up some junior officials ( viz, Junior Engineers, Line Supervisors, Accountant, Head Clerk, etc) to forcibly collect signatures from the members of the Union and other employees, in a cyclostyled form. A copy of the above cyclostyled letter is enclosed herewith, which will reveal the concealed wish of the Management.

The obstructive attitude of the management, is further clearly illustrated by the management's seeking the interference of the High Court, to stay the proceedings of the Industrial Tribunal Madras, to which cases were referred for adjudication, by the Government of Madras, ( I.D.No.37/58)

--- contd.

# The South Madras Electricity Workers' Union.

Registered No. 2430.

President:  
M. KALYANASUNDARAM, M.L.A.

Secretary:  
S. RAMASWAMY

- page 2 -

~~No. 12, Tiruchirappalli Lodge.~~

~~SECRET.~~  
TIRUCHIRAPPALLI-1

Dated ..... 195 .....

These actions of the management constitute a clear breach of the Code of Discipline. Hence, we request you to kindly take necessary action against the management and stop such further unfair labour practices.

Thanking you,

Yours faithfully,

*S. Ramaswamy*  
Secretary.

Copy to:

1. Sri. R.L. Metha, Implementation and Evaluation Officer, Labour Ministry, Government of India, New Delhi.
2. Honourable Minister for Labour, Fort St. George, Madras-9.
3. The Labour Officer, Tiruchirappalli.
4. The District Superintendent of Police, Tiruchi.
5. The President, Tamilnad Electricity Workers' Federation, 5, Ritchie, Street, Mount Road, Madras-2.
6. The General Secretary, All India Trade Union Congress, 4, Asok Road, New Delhi.
7. The Secretary, Tamilnad Trade Union Congress, 6/157, Broadway, Madras-1.



The South Madras Electric Supply Corporation Employees' Meeting

-----  
Conveners.

Sri

1. K.V. Mahalingam (Junior Engineer)
  2. K. Natarajan (Junior Engineer)
  3. M. Periaswamy (Workshop Foreman)
  4. R. Sivanandan (Accountant)
  5. T.A. Radhakrishnan (Meter Superintendent)
  6. J. Gopalan (Head Clerk, Bills Section)
  7. J. Mahalingam (Senior Clerk, Revenue Section)
  8. V. Marudamuthu (Line Supervisor)
  9. S. Sundaram (Senior Clerk) (Stores Purchase)
  10. M. Narayanaswamy (Clerk & Secretary of the recognised but defunct union called S.M.E.S.C Employees' Union)
- 

Dear Conveners,

The Management is unable to examine the labour problems like X Dearness Allowance, etc., because of the undecided conditions arising out of the South Madras Electricity Workers' Union (R.No. 2430) taking the matters to the Government. *Court*

As we fear that it will take years to decide the case by the court we believe that the important problems can be quickly settled by utilising the present Committee.

Hence, if you convene a meeting of our employees, we can decide that we are not a party to the Industrial Dispute now before the court, and we can ~~decide~~ negotiate directly with the Management regarding these issues to achieve a good result.

yours faithfully,

(True Translation)

Note

The designations mentioned against the name of each conveners is not mentioned in the cyclostyle letter. But we are giving this in order to show their status in the South Madras Electric Supply Corporation Ltd.



7 FEB 1954

299/57459

17

Com Sinastava,

I am herewith

referring to the paper cuttings and the Bulletin of the Federation giving the Federation resolution & the agreement. The Council of the Federation was in session on 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> when we had to decide on strike or agreement. Full report I will send after a few days.

Please arrange to show this to Com S. A. Dange. He decided in favour of the agreement after we were able to change the attitude of the Board & the Chairman SK Chatter who is also the Home Secretary of the State Govt agreed to increase in pay for 20,000 temporary workmen.

If possible kindly arrange to publish the agreement in T.V.R.

Yours fraternally

S. Chatter

P. C. Member

- 7 FEB 1959

*C. S. A. Dange*

TAMILNAD ELECTRICITY WORKERS' FEDERATION

V.G. Row, Bar-at-law  
(President)  
S.G. Krishnan  
(General Secretary).

10, Ramana Naidu St.,  
Madras-2, 3-2-1959.

SPECIAL BULLETIN

To : All State Council Members and Unions:

THE ELECTRICITY FEDERATION COUNCIL DECIDES.

This meeting of the Tamilnad Electricity Workers Federation State Council after considering the report of the series of discussions held by the President and the General Secretary with the Chairman and the members of the Board for the just implementation of the report of the Negotiating Committee resolves unanimously that the terms of draft agreement is a reasonable basis for agreement for the following reasons:-

- (1) The direct and mutual discussion and settlement of issues as and when they arise will lay a firm foundation for promoting amicable employee-employer relationships and in the interests of the public so necessary for Industrial Peace in this vital public sector industry.
- (2) The proposals on (a) Revision of Pay Scales for all workmen; (b) Permanency of 7000 temporary workmen; (c) Night shift allowance; (d) Trade Union facilities are a definite advance.
- (3) The issues of Employees Provident Fund and Gratuity are capable of further detailed discussions and improvement.
- (4) The proposals on Dearness Allowance though not based on scientific principles can be acceptable at this juncture.

This Council therefore resolves that the President and the General Secretary are authorised to sign the agreement on behalf of the Federation.

This Council recommends the acceptance of the terms of agreement by the affiliated Unions.

This Council hopes that the agreement will pave the way for harmonious relationships between the Unions and the officers under the Board towards better and efficient service to the people and higher standards of living for the Electricity men and the people in Tamilnad .... (2-2-59 --- 3-2-59).

STATE ELECTRICITY BOARD AND WORKERS FEDERATION REACH AGREEMENT  
RISE IN PAY AND DEARNESS ALLOWANCE FOR 38,000 WORKMEN.  
7000 MEN TO BE MADE PERMANENT, UNION FACILITIES GRANTED.

AGREEMENT BETWEEN THE MADRAS STATE ELECTRICITY BOARD AND THE  
REPRESENTATIVES OF THE TAMILNAD ELECTRICITY WORKERS FEDERATION

As a result of discussion between the Members of the Madras State Electricity Board and the representatives of the Tamilnad Electricity workers' Federation both sides AGREED upon the following terms as a solution of the present difficulties:-

- (1) Revision of Scales of Pay: The scale of pay of posts carrying a pay of less than Rs. 500/- per mensem will be revised as shown in the appendix with effect from 1st January 1959. The pay of the existing employees will be fixed in the revised scale at the stage next above their pay in the existing scale. They will also be allowed one advance increment in the revised scale for every three years of service subject to the condition that the pay so fixed shall not exceed the pay he would have drawn had he originally started on the revised scale.

Nominal Muster Roll Workers, Casual workers and Contingent staff with over one year of service as on 1st Jan. 1959 and subsequently will be allowed increase in wages by 12 naye paise (twelve naya paise only) per day.

(2) Dearness Allowance:- In addition to the consequential increase in dearness allowance at the existing rates due to increase in pay or wages, all employees including Nominal Muster Roll Workers, Casual Labour and Contingent staff will get an increase in dearness allowance at a flat rate of Rs.5/- (Rupees five only) per month with effect from 1st January 1959.

(3) Night Shift Allowance :- The workers who work for four hours and more between 10 PM and 6 AM. next day will be given the allowance at the following rates:-

Workers on a daily wage of less than Rs3/--- 25 Naye Paise per day  
Workers on a daily wage of Rs3/- & more. -- 37 naye paise per day

(4) Permanency of Nominal Muster Roll workers:- About 5000 Nominal Muster Roll workers will be absorbed into the Operation Subordinate Service within one year, and a further two thousand in the succeeding two years.

(5) Rent Free Quarters and free electricity -the Operation Subordinate Service Staff now occupying departmental quarters and who have been proposed to be completely relieved of the liability to pay rent and electricity charges from 1st Sept. 1960 will be given that relief with effect from the date of issue of orders on present demands.

(6) Free Uniforms: These workers who have to come into contact with the public and who have to exercise authority over them will be given uniform.

(7) Construction allowance: The anomaly, if any, of Nominal Muster Roll Workers transferred to projects not getting the allowance while the Operation Subordinate Service Staff so transferred get the allowance will be set right by the Chief Engineer.

(8) National and Festival Holidays:- All holidays allowed to the Operation Subordinate Service Staff will be allowed to Nominal Muster Roll Workers with four years of service & above.

(9) Hospital facilities will be provided wherever necessary and possible.

(10) Allotment of a room No.157 Mount Road, for Madras Electricity Workers Unions:- A room will be allotted subject to the condition that no meetings of the Union are held in the room and no Union flags or posters are exhibited and that if any condition is contravened the allotment will be cancelled after due notice.

(11) Collection of Union subscription in pay office at No.157, Mount Road: Agreed on condition that the concession will be withdrawn if there is any trouble.

(12) Uniform Travelling allowance and leave facilities: The same travelling allowance as for the Operation Subordinate Service Staff will be allowed to all Nominal Muster Roll workers with 4 years service and above.

13. Representation to majority Union in the Board's consultative Councils : The Workers' Representative have to represent to the Government in the matter.

14. Interim Relief: Such of the employees belonging to the categories for which interim relief was granted and getting a pay of Rs.200/- per mensem or less and who had completed one year of service after 26th April 1958 will be allowed the interim relief with effect from

the day following that on which they had completed one year of service upto 31st December 1958.

15. Transfer of Workers:- Union of workers are not to interfere in the matter as transfers of workers are made in the interests of efficiency of administration and as such transfers will be made irrespective of the fact that the workers concerned is an Office bearers of any Union or not. However, any attempt to victimise an office-bearer by an unnecessary transfer will not be tolerated.

16. Re-instatement of two dismissed workers Natarajan and Gangadharan of Madras Elec. System:

The workers concerned may appeal to the Board.

17. Restoration of the cut in wages effected for the strike on 4-1-1958 at the Basin Bridge Power House : The question will be examined by the Board sympathetically.

2. The Madras State Electricity Board were not able to accept the proposals of the workers on the following:-

- (i) Raising the age of superannuation
- (ii) Grant of Risk Allowance.
- (iii) Grant of Dust allowance to 297 workmen integrated into Operation Subordinate Service.
- (iv) Increased dearness allowance to 457 Ex-Madras Electricity Supply Corporation Staff absorbed into Operation Subordinate Service.
- (v) Promotion on the basis of seniority.

SIGNED ON BEHALF OF  
THE FEDERATION:

(Sd) V.G.Row (President)  
(Sd) S.C.Krishnan, (Gen. Secretary)

SIGNED ON BEHALF OF  
THE BOARD:

(Sd) S.K.Chettur,  
Chairman.  
(Sd) T.A.Varghese  
Finance Secretary.



Groups.	Present scale.	Proposed to be sanctioned.
1	2	3
<u>Group I.</u>		
Mazdoor, Laboratory Helper, Watchman, Gardener, Sweeper, Scavenger Telephone Boy, Cleaner II Grade, Lascar II Grade, Nursing Orderly, Blue Printer Grade II, Menial, ...	18-1-25	28-1 $\frac{1}{2}$ -40
Anti-Malarial Mazdoor, Fitter Mazdoor, Coal Mazdoor, Grounismen, B., Store-Helper Grade II, Labour Helper (W.C.), Fitter Mazdoor (W.C.) ...	20-1-30	-do-
Mazdoor (W.C.) ...	20-1-25	-do-
<u>Group II.</u>		
Sanitary Maistry, Junior Attendant (Filter House), Windermate, Oiler, Pump House Assistant, Helper, Cleaner I grade, Lascar Grade I, Turbine Cleaner, Boiler House Attendant, Store Helper/Lascar I grade, Rest House Attendant, Tool Keeper Grade II, Pipeline Fitter, Matty-cum-Watchman, Grounismen-A, Warden, Grade II (W.C.) Road Roller Cleaner, ...	25-1-35	36-2-50
Blue Printer, Grade I ...	25-1-40	-do-
Gurkha Watchman (W.C.) ...	30-1-35	-do-
Fitter Gr.V (W.C.), Machineman Gr.V (W.C.), Mazdoor (W.C.), Blacksmith Gr.V (W.C.), Hammerman (W.C.) Gurkha Watchman (O.S.S. Muffassal)....	30-1-40	-do-
<u>Group III.</u>		
Maistry Grade VI (W.C.) .. .. .	30-1-45	50-2 $\frac{1}{2}$ -65
Semiskilled workman, Coal Maistry, Telephone operator, Gr.II, Mason Gr.II., Stone cutter, Fitter Grade II, Electrician Gr.II, Boiler House H Fireman, Assistant Wireman, Plumber, Asst.Operator Gr.II, Electrical Fitter, Maistry Grade V (W.C.), Machineman Gr.IV (W.C.), Blacksmith Grade IV (W.C.) ....	35-1-45	-do-
Gurkha Watchman (Madras O.S.S.) ...	35-1-50	-do-
<u>Group IV.</u>		
Time keeper Grade II .....	35-2-55	55-3-85
Moulder (W.C.)- Welder Grade II(W.C.)-- Blacksmith Grade III(W.C.)--Machineman Grade III (W.C.)--Carpenter Grade III (W.C.)--Fitter Grade III (W.C.) ....	40-1-50	-do-
Warden Grade I .. .. .	40-1-50	-do-
Gauge Reader--Senior Attendant Filter House--Head fitter cum pump driver--Pump Driver--Filter Mechanic (for oil filter)--Machineman-- Caulker and Rivetter--Filter Slinger-- Valve House attendant--Trolley Guard-- Turbine Operator--Mason Grade I -- Carpenter Grade II--Packer--Tyndal-- cleaner Transporter .....	45-2-65	-do-



1	2	3
<u>Group IV (contd).</u>		
Assistant to Hydraulic Operator--		
Asst. Operator Grade I --Mechanic leather--		
Mechanic Grade IV--Maistry IV--wireman/		
Wireman Meter Reader--Instrument Mechanic		
Grade III--Lineman Grade II-- Commercial		
Assistant.-- Telephone Operator Gr. I--		
Store Assistant..Machineman II grade(W.C)..	45-2-65	55-3-85
Rota Print Operator	40-2-60-1-70	-do-
<u>Group V.</u>		
Blacksmith Grade II (W.C.)--		
Painter (W.C.)--Tinsmith (W.C.)	50-2-60	65-3-95.
Carpenter Grade I--Fireman Transport --		
Plate layer transport--Tool keeper Gr. I--		
Filter Operator--Instrument Repairer		
(Telephone)--Fitter Grade I-- Winch		
Driver--Crane Driver--Electrician Gr. I--		
Lineman Driver--Lineman Grade I --		
Lineman Fitter--Lineman Turner--		
Lineman Operator--Lorry Driver Gr. II--		
Driver Power House--Mechanic Grade III--		
Instrument Mechanic II Grade --		
Tester II Grade--Foreman Grade VI--		
Syrang Grade II--Mixer Driver (W.C.)--		
Machineman Grade I (W.C.)--Maistry		
Grade III--Time keeper Grade I--		
Job Clerk (O.S.S.)--	50-2-70	65-3-95
<u>Group VI.</u>		
Inspector of Recorders(O.S.S.)(W.C.)	60-2-80	70-4-110
Crane Driver cum Electrician--Lorry		
Driver Grade I-- Substation operator--		
Mechanic Grade II--Maistry Grade II--		
Telephone Inspector Grade II--Foreman		
Grade V--Shop assistant--Calyx Drill		
Driver (W.C.)--Compressor Driver (W.C.)		
--Road Roller Driver (W.C.)--Blacksmith		
Grade I(W.C.)--Welder Grade I (W.C.)--		
Pattern maker (W.C.)--Fitter I Grade (W.C.)--	60-2-80	70-4-110
Inspector of Recorders (O.S.S.)	60-2-90	-do-
Sergeant--Chargeman ..	60-3-90	-do-
Oil Tester--Switch Board		
Attendant/Operator	60-2-90/	-do-
<u>Group VII.</u>		
Syrang Grade I--Maistry Grade I --		
Meter Inspector--Loco Driver/Transport--		
Mechanical Estimator -Instrument		
Mechanic Grade I--Mechanic Grade I --		
Telephone Inspector Grade I--		
Tester Grade I--Line Inspector Grade II		
--Winder Grade II--Foreman Grade IV--		
Lead Surveyor Canvasser--Junior		
Machine Operator--Senior Store		
Assistant (W.C.)	70-3-100	80-4-120
<u>Group VIII.</u>		
Line Inspector Grade I--winder Gr. I--		
Foreman Grade II--	90-5-120	100-5-140
Foreman Grade III	85-5-115	-do-
Driver (Tractor, Trailers		
of heavy vehicles).	90-3-120	-do-

1	2	3
<u>Isolated Posts in O.S.S. and Work-Charged Establishments.</u>		
Construction Foreman .. .. .	85-5-150	90-7½-165
Surveyor (qualified) .. .. .	100	125
Foreman Grade II--Surveyor(qualified) Y..	100-5-150	125-7½-170
Senior Machine Operator-- Junior Chargeman.		-10-180.
Senior Construction Foreman	150-5-180	160-7½-205
Assistant Chargeman .. .. .	150-10-250	180-10-270
Foreman Grade I .. .. .	125-5-175-10-225	140-10-240
Assistant Special Winder .. .. .	125-5-175-10-225	140-10-240
Special winder .. .. .	200-10-240-15-300	220-10-260 -15-320
Charge Engineer .. .. .	260-30/2-380 -40/2-500.	275-25-500
Special Grade Foreman .. .. .	240-10-300	250-12½-325

Non-Gazetted (Technical.)

1	2	3
Tracer .. .. .	35-1-55	50-2½-65
Transport Overseer II grade	40-2-60-1-70	55-3-85
Instrument Repairer II grade	45-2-65-1-70	55-3-85
Instrument Repairer I Gr. Y		
Transport Overseer Gr. I Y	60-3-90	70-4-110
Draftsman III Grade	70-2-90-3-120	80-4-120
P.W.D. Electrician (	100-5-150	125-7½-170-10-180
Supervisor Grade III		
Draftsman I grade	150-5-180	160-10-200
Asst. Chemist	80-5-120-10-140	90-6-150
Draftsman II grade	120-5-150	130-7½-160-10-180
Junior Chemist	120-8-200-10-240	140-10-250
Supervisor (Civil)	100-5-150-10-250	125-7½-170-10-270
Supervisor I grade	150-10-250	180-10-270

Non-Gazetted (Ministerial).

Peon .. .. .	18-1-25	28-1½-40
Daffadar (C.E.'s office)	22-1-30	33-1½-45
Attender	24-1-35	36-2-50
Bill Collectors	30-2-50-1-55	45-3½-80
Typist	45-3-60-2-90	50-5-100 & Spl. pay
Steno-Typist	-do-	-do-
Store-keeper III Gr.	-do-	60-4-100
L.D. Clerks.	-do-	50-5-100
Sub Inspector of Bill Collectors	60-3-75-2-85	70-4-110
Store-Keeper Gr. I	80-3-95-5-125	100-5-150
Store-Keeper Gr. II	80-3-95-5-110	-do-
U.D. Clerks I grade	80-5-110-3-125	90-6-150
" II grade	80-5-110	-do-

1	2	3
Inspector of Bill Collectors	140-5-190	150-7½-210
Chief Store-keeper	-do-	-do-
Sr. Acct/Sr-Supdt.	190-10-240	200-10-260
<u>Gazetted:-</u>		
Chief Head Draftsman	200-25/2-300	220-15-310
Chemist	200-25/2-400	220-15-310-20-410
Dy. Chief Accountant	200-30/2-350	220-15-385
Stores Superintendent	200-30/2-350	-do-
Stores Verification Officer	230-30/2-410	250-15-430
Examiner of Stores Accounts	260-30/2-380- 40/2-500	275-25-500
Chief accountant	340-40/2-500 50/2-600	360-20-500- 25-600

---- (appendix abridged)

Note:-

For the purpose of fixing the pay of the existing Lower division Clerks in the revised scale of pay of Rs.50-5-100, the minimum of the scale will be taken as Rs.55/-.

(S1) V.G.ROW  
(S1) S.C.Krishnas  
For FEDERATION

(S1) S.K.Chettur  
Chairman of the Board.

(Sd) T.A.Vergheese  
Finance Secretary.

// -: True copy :- //

*C. Srinivasa*

TAMILNAD ELECTRICITY WORKERS' FEDERATION

No. 5 Admuga, Pichai St.,  
Madras-2, 3-2-59.

V.G. Row, Bar-at-law  
(President)

S.G. Krishnan  
(General Secretary).

SPECIAL BULLETIN

To : All State Council Members and Unions;

THE ELECTRICITY FEDERATION COUNCIL DECIDES.

This meeting of the Tamilnad Electricity Workers Federation State Council after considering the report of the series of discussions held by the President and the General Secretary with the Chairman and the members of the Board for the just implementation of the report of the Negotiating Committee resolves unanimously that the terms of draft agreement is a reasonable basis for agreement for the following reasons:-

- (1) The direct and mutual discussion and settlement of issues as and when they arise will lay a firm foundation for promoting amicable employee-employer relationships and in the interests of the public so necessary for Industrial Peace in this vital public sector industry.
- (2) The proposals on (a) Revision of Pay Scales for all workmen; (b) Permanency of 7000 temporary workmen; (c) Night shift allowance; (d) Trade Union facilities are a definite advance.
- (3) The issues of Employees Provident Fund and Gratuity are capable of further detailed discussions and improvement.
- (4) The proposals on Dearness Allowance though not based on scientific principles can be acceptable at this juncture.

This Council therefore resolves that the President and the General Secretary are authorised to sign the agreement on behalf of the Federation.

This Council recommends the acceptance of the terms of agreement by the affiliated Unions.

This Council hopes that the agreement will pave the way for harmonious relationships between the Union and the officers under the Board towards better and efficient service to the people and higher standards of living for the Electricity men and the people in Tamilnad .... (2-2-59 --- 3-2-59).

STATE ELECTRICITY BOARD AND WORKERS FEDERATION REACH AGREEMENT  
RISE IN PAY AND DEARNESS ALLOWANCE FOR 38,000 WORKMEN.  
7000 MEN TO BE MADE PERMANENT, UNION FACILITIES GRANTED.

AGREEMENT BETWEEN THE MADRAS STATE ELECTRICITY BOARD AND THE  
REPRESENTATIVES OF THE TAMILNAD ELECTRICITY WORKERS FEDERATION

As a result of discussion between the Members of the Madras State Electricity Board and the representatives of the Tamilnad Electricity Workers' Federation both sides AGREED upon the following terms as a solution of the present difficulties:

- (1) Revision of Scales of Pay: The scale of pay of posts carrying a pay of less than Rs. 500/- per mensem will be revised as shown in the appendix with effect from 1st January 1959. The pay of the existing employees will be fixed in the revised scale at the stage next above their pay in the existing scale. They will also be allowed one advance increment in the revised scale for every three years of service subject to the condition that the pay so fixed shall not exceed the pay he would have drawn had he originally started on the revised scale.



Nominal Muster Roll Workers, Casual workers and Contingent staff with over one year of service as on 1st Jan. 1959 and subsequently will be allowed increase in wages by 12 naya paise (twelve naya paise only) per day.

(2) Dearness Allowance:- In addition to the consequential increase in dearness allowance at the existing rates due to increase in pay or wages, all employees including Nominal Muster Roll Workers, Casual Labour and Contingent staff will get an increase in dearness allowance at a flat rate of Rs.5/- (Rupees five only) per month with effect from 1st January 1959.

(3) Night Shift Allowance :- The workers who work for four hours and more between 10 PM and 6 AM. next day will be given the allowance at the following rates:-

Workers on a daily wage of less than Rs3/--- 25 Naya Paise per day  
Workers on a daily wage of Rs3/- & more. -- 37 naya paise per day

(4) Permanency of Nominal Muster Roll workers:- About 5000 Nominal Muster Roll workers will be absorbed into the Operation Subordinate Service within one year, and a further two thousand in the succeeding two years.

(5) Rent Free Quarters and free electricity -the Operation Subordinate Service Staff now occupying departmental quarters and who have been proposed to be completely relieved of the liability to pay rent and electricity charges from 1st Sept. 1960 will be given that relief with effect from the date of issue of orders on present demands.

(6) Free Uniforms: These workers who have to come into contact with the public and who have to exercise authority over them will be given uniform.

(7) Construction allowance: The anomaly, if any, of Nominal Muster Roll Workers transferred to projects not getting the allowance while the Operation Subordinate Service Staff so transferred get the allowance will be set right by the Chief Engineer.

(8) National and Festival Holidays:- All holidays allowed to the Operation Subordinate Service Staff will be allowed to Nominal Muster Roll Workers with four years of service & above.

(9) Hospital facilities will be provided wherever necessary and possible.

(10) Allotment of a room No.157 Mount Road, for Madras Electricity Workers Unions:- A room will be allotted subject to the condition that no meetings of the Union are held in the room and no Union flags or posters are exhibited and that if any condition is contravened the allotment will be cancelled after due notice.

(11) Collection of Union subscription in pay office at No.157, Mount Road: Agreed on condition that the concession will be withdrawn if there is any trouble.

(12) Uniform Travelling allowance and leave facilities: The same travelling allowance as for the Operation Subordinate Service Staff will be allowed to all Nominal Muster Roll workers with 4 years service and above.

13. Representation to majority Union in the Board's consultative Councils : The Workers' Representative have to represent to the Government in the matter.

14. Interim Relief: Such of the employees belonging to the categories for which interim relief was granted and getting a pay of Rs.200/- per mensem or less and who had completed one year of service after 26th April 1958 will be allowed the interim relief of Rs.4/- per mensem each with retrospective effect from



the daye following that on which they had completed one year of service upto 31st December 1958.

15. Transfer of Workers:- Union of workers are not to interfere in the matter as transfers of workers are made in the interests of efficiency of administration and as such transfers will be made irrespective of the fact that the workers concerned is an Office bearers of any Union of not. However, any attempt to victimise an office-bearer by an unnecessary transfer will not be tolerated.

16. Re-instatement of two dismissed workers Natarajan and Gangadharan of Madras Elec. System:

The workers concerned may appeal to the Board.

17. Restoration of the cut in wages effected for the strike on 4-1-1958 at the Basin Bridge Power House : The question will be examined by the Board sympathetically.

2. The Madras State Electricity Board were not able to accept the proposals of the workers on the following:-

- (i) Raising the age of superannuation
- (ii) Grant of Risk Allowance.
- (iii) Grant of Dust allowance to 297 workmen integrated into Operation Subordinate Service.
- (iv) Increased dearness allowance to 457 Ex-Madras Electricity Supply Corporation Staff absorbed into Operation Subordinate Service.
- (v) Promotion on the basis of seniority.

SIGNED ON BEHALF OF  
THE FEDERATION:

(Sd) V.G.Row (President)  
(Sd) S.C.Krishnan, (Gen. Secretary)

SIGNED ON BEHALF OF  
THE BOARD:

(Sd) S.K.Chettur,  
Chairman.  
(Sd) T.A.Varghese  
Finance Secretary.

Groups.	Present scale. 2	Proposed to be sanctioned. 3
1		
<u>Group I.</u>		
Mazdoor, Laboratory Helper, Watchman, Gardener, Sweeper, Scavenger Telephone Boy, Cleaner II Grade, Lascar II Grade, Nursing Orderly, Blue Printer Grade II, Menial, ...	18-1-25	28-1 $\frac{1}{2}$ -40
Anti-Malarial Mazdoor, Fitter Mazdoor, Coal Mazdoor, Grounismen, B., Store-Helper Grade II, Labour Helper (W.C.), Fitter Mazdoor (W.C.) ...	20-1-30	-do-
Mazdoor. (W.C.) ...	20-1-25	-do-
<u>Group II.</u>		
Sanitary Maistry, Junior Attendant (Filter House), Windermate, Oiler, Pump House Assistant, Helper, Cleaner I grade, Lascar Grade I, Turbine Cleaner, Boiler House Attendant, Store Helper/Lascar I grade, Rest House Attendant, Tool Keeper Grade II, Pipeline Fitter, Matty-cum-Watchman, Groundsman-A, Warden, Grade II (W.C.) Road Roller Cleaner, ... ..	25-1-35	36-2-50
Blue Printer, Grade I ... ..	25-1-40	-do-
Gurkha Watchman (W.C.) ... ..	30-1-35	-do-
Fitter Gr.V (W.C.), Machineman Gr.V (W.C.), Mazdoor (W.C.), Blacksmith Gr.V (W.C.), Hammerman (W.C.) Gurkha Watchman (O.S.S. Muffassal)....	30-1-40	-do-
<u>Group III.</u>		
Maistry Grade VI (W.C.) .. ...	30-1-45	50-2 $\frac{1}{2}$ -65
Semiskilled workman, Coal Maistry, Telephone operator, Gr.II, Mason Gr.II., Stone cutter, Fitter Grade II, Electrician Gr.II, Boiler House H Fireman, Assistant Wireman, Plumber, Asst.Operator Gr.II, Electrical Fitter, Maistry Grade V (W.C.), Machineman Gr.IV (W.C.), Blacksmith Grade IV (W.C.) ....	35-1-45	-do-
Gurkha Watchman (Madras O.S.S.) ...	35-1-50	-do-
<u>Group IV.</u>		
Time keeper Grade II ....	35-2-55	55-3-85
Moulder (W.C.)- Welder Grade II(W.C.)-- Blacksmith Grade III(W.C.)--Machineman Grade III (W.C.)--Carpenter Grade III (W.C.)--Fitter Grade III (W.C.) ....	40-1-50	-do-
Warden Grade I .. ..	40-1-50	-do-
Gauge Reader--Senior Attendant Filter House--Head fitter cum pump driver--Pump Driver--Filter Mechanic (for oil filter)--Machineman-- Caulker and Rivetter--Fitter Slinger-- Valve House Attendant--Trolley Guard-- Turbine Operator--Mason Grade I -- Carpenter Grade II--Packer--Tyndal-- Cleaner Transport-- .....	45-2-65	-do-

1	2	3
<u>(Group IV (contd).</u>		
Assistant to Hydraulic Operator--		
Asst. Operator Grade I --Mechanic leather--		
Mechanic Grade IV--Maistry IV--Wireman/		
Wireman Meter Reader--Instrument Mechanic		
Grade III--Lineman Grade II-- Commercial		
Assistant-- Telephone Operator Gr. I--		
Store Assistant..Machineman II grade(W.C)..	45-2-65	55-3-85
Rota Print Operator	40-2-60-1-70	-do-

<u>(Group V.)</u>		
Blacksmith Grade II (W.C.)--		
Painter (W.C.)--Tinsmith (W.C.)	50-2-60	65-3-95.
Carpenter Grade I--Fireman Transport		
Plate layer transport--Tool keeper G		
Filter Operator--Instrument Repairer		
(Telephone)--Fitter Grade I-- Winch		
Driver--Crane Driver--Electrician Gr. I--		
Lineman Driver--Lineman Grade I --		
Lineman Fitter--Lineman Turner--		
Lineman Operator--Lorry Driver Gr. II--		
Driver Power House- Mechanic Grade III--		
Instrument Mechanic II. Grade --		
Tester II Grade--Foreman Grade VI--		
Syrang Grade II--Mixer Driver (W.C.)--		
Machineman Grade I (W.C.)--Maistry		
Grade III--Time keeper Grade I--		
Job Clerk (O.S.S.)--	50-2-70	65-3-95

<u>(Group VI.)</u>		
Inspector of Recorder(O.S.S.)(W.C.)	60-2-80	70-4-110
Crane Driver cum Electrician--Lorry		
Driver Grade I-- Sub station operator--		
Mechanic Grade II--Maistry Grade II--		
Telephone Inspector Grade II--Foreman		
Grade V--Shop Assistant--Calyx Drill		
Driver (W.C.)--Compressor Driver (W.C.)		
--Road Roller Driver (W.C.)--Blacksmith		
Grade I(W.C.)--Welder Grade I (W.C.)--		
Pattern maker (W.C.)--Fitter I Grade (W.C.)--	60-2-80	70-4-110
Inspector of Recorders (O.S.S.)	60-2-90	-do-
Sergeant--Chargeman ..	60-3-90	-do-
Oil Tester-- Switch Board		
Attendant/Operator	60-2-90	-do-

<u>(Group VII.)</u>		
Syrang Grade I--Maistry Grade I --		
Meter Inspector--Lobo Driver/Transport--		
Mechanical Estimator--Instrument		
Mechanic Grade I--Mechanic Grad I --		
Telephone Inspector Grade I--		
Tester Grade I--Line Inspector Grade II		
--Winder Grade II--Foreman Grade IV--		
Load Surveyor Canvasser--Junior		
Machine Operator--Senior Store		
assistant (W.C.)	70-3-100	80-4-120

<u>(Group VIII.)</u>		
Line Inspector Grade I--winder Gr. I--		
Foreman Grade II--	90-5-120	100-5-140
Foreman Grade III	35-5-115	-do-
Driver (Tractor, Trailers		
of heavy vehicles).	90-3-120	-do-

1	2	3
<u>Isolated Posts in U.S.S. and Work-Charged Establishments.</u>		
Construction Foreman .. .. .	25-5-150	90-7½-165
Surveyor (qualified) .. .. .	100	125
Foreman Grade II--Surveyor(qualified) Y..	100-5-150	125-7½-170
Senior Machine Operator--		-10-180.
Junior Chargeman. Y		
Senior Construction Foreman	150-5-180	160-7½-205
Assistant Chargeman ' ..	150-10-250	180-10-270
Foreman Grade I .. .. .	125-5-175-10-225	140-10-240
Assistant Special Winder ...	125-5-175-10-225	140-10-240
Special Winder .. .. .	200-10-240-15-300	220-10-260 -15-320
Charge Engineer .. .. .	260-30/2-380 -40/2-500.	275-25-300
Special Grade Foreman .....	240-10-300	250-12½-325

Non-Gazetted (Technical.)

1	2	3
Tracer ..	35-1-55	50-2½-65
Transport Overseer II grade	40-2-60-1-70	55-2-85
Instrument Repairer II grade	45-2-65-1-70	55-3-85
Instrument Repairer I Gr. Y		
Transport Overseer Gr. I Y	60-3-90	70-4-110
Draftsman III Grade	70-2-90-3-120	80-4-120
P.W.D. Electrician Y	100-5-150	125-7½-170-0-180
Supervisor Grade III		
Draftsman I grade	150-5-180	160-10-200
Asst. Chemist	80-5-120-10-140	90-6-150
Draftsman II grade	120-5-150	130-7½-160-10-180
Junior Chemist	120-8-200-10-240	140-10-250
Supervisor (Civil)	100-5-150-10-250	125-7½-170-10-270
Supervisor I grade	150-10-250	180-10-270

Non-Gazetted (Ministerial).

Peon	18-1-25	28-1½-40
Duffadar (C.E.'s office)	22-1-30	33-1½-45
Attender	24-1-35	36-2-50
Bill Collectors	30-2-50-1-50	45-3½-80
Typist	45-3-60-2-90	50-5-100 & Spl. pay
Steno-Typist	-do-	-do-
Store-keeper III Gr.	-do-	60-4-100
L.D. Clerks.	-do-	50-5-100
Sub Inspector of Bill Collectors	60-3-75-2-85	70-4-110
Store-Keeper Gr. I	80-3-95-5-125	100-5-150
Store-Keeper Gr. II	80-3-95-5-110	-do-
U.D. Clerks I grade	80-5-110-3-125	90-6-150
" II grade	80-5-110	-do-
Jr. Acct./Jr. Supdt.	140-5-190	150-7½-210



Appendix (contd).

Page 7.

1	2	3
Inspector of Bill Collectors	140-5-190	150-7½-210
Chief Store-keeper	-do-	-do-
Sr. Acct/Sr-Supdt.	190-10-240	200-10-260
<u>Gazetted:-</u>		
Chief Head Draftsman	200-25/2-300	220-15-310
Chemist	200-25/2-300	220-15-310-20-410
Dy. Chief Accountant	200-30/2-350	220-15-385
Stores Superintendent	200-30/2-350	-do-
Stores Verification Officer	230-30/2-410	250-15-430
Examiner of Stores Accounts	260-30/2-380- 40/2-500	275-25-500
Chief Accountant	340-40/2-500 50/2-600	360-20-500- 25-600

---- (appendix abridged)

Note:-

For the purpose of fixing the pay of the existing Lower division Clerks in the revised scale of pay of Rs.50-5-100, the minimum of the scale will be taken as Rs.55/-.

(S1) V.G.P.O.W.  
(S1) S.C.M.ishay  
For SECRETARY

(S1) S.K.Chetty  
Chairman of the Board

(Sd) T.V.Vergheese  
Finance Secretary

//:- True copy :-//

11 4 MAR 1959

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**AGREEMENT**

BETWEEN

**ELECTRICITY BOARD**

AND

**WORKERS FEDERATION**

A MILESTONE IN THE  
MARCH OF 40,000 ELECTRICITYMEN

3-2-1959

*[Handwritten signature]*

PUBLISHED BY

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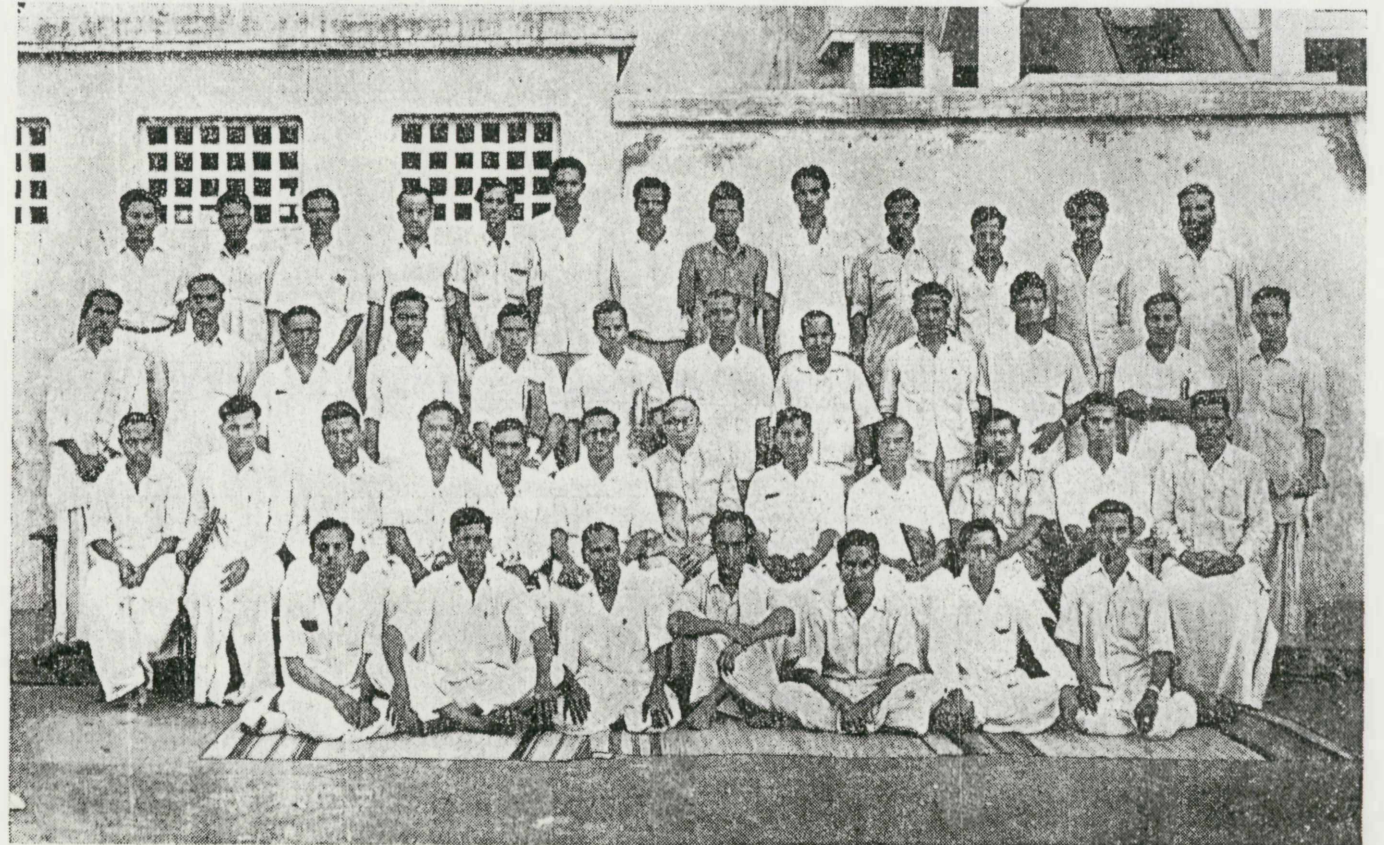
Com S A Dange MP

With the best compliments  
of

TN EWF.

To  
The Pursuit of Unity  
of  
The Electricitymen in Tamilnad





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Photo taken on the occasion of the State Council Meeting of the Tamilnad Electricity Workers Federation  
held on 1, 2 & 3—2—1959.

Sitting Ground 1. K. GOPINATHAN, 2. R. BABU SUNDARARAJ, 3. P. PARTHASARATHY, 4. P. VRIDHAGIRI,  
1st Row (L to R) 5. P. MADHAVAN (Office Secretary) 6. K. GAJAPATHY, 7. S. A. AZIZ.

2nd Row: 1. S. R. NEELAKANTAN (Joint Secretary) 2. R. RAMANATHAN (Treasurer) 3. P. GOPAL RAM,  
4. P. E. EAPAN (Joint Secretary), 5. R. SOURIRAJAN (Joint Secretary), 6. S. C. KRISHNAN  
(General Secretary), 7. V. G. ROW (President) 8. M. A. MALIK (Vice President), 9. C. K.  
SUBRAMANIAM (Vice President), 10. V. PONNAIAH (Vice-President), 11. C. A. GANAPATHY  
(Vice President), 12. M. K. MANIKAM (Vice President).

3rd Row 1. A. LAKSHMANARAJ, 2. T. P. SRINIVASAN, 3. RAMADOSS, 4. D. JANAKIRAMAN, 5. K.  
SIVASANKARAN, 6. THULASIRAM, 7. SUBBARAYAN, 8. J. BELLAH GOWDER, 9. K. R.  
NARASIMHAN, 10. SEVI, 11. R. ETHIRAJ, 12. K. KALYANASUNDARAM.

4th Row 1. KADIRVEL, 2. S. MURUGESAN, 3. G. R. VENKATARAMAN, 4. K. S. VYASA RAO, 5. P.  
MADURAI, 6. WILLIAMS, 7. L. ARUMAINAYAGAM, 8. NARAYANAN, 9. G. K. SAMPATH,  
10. SELVARAJ, 11. K. RAMASAMY, 12. C. K. RANGAN, 13. RANGANATHAN,

## The New Tasks and the Growing Rights

The last eighteen months have witnessed a new awakening among the 40,000 Electricitymen in Tamilnad, and their Unity has taken a new shape since the formation of the autonomous M. S. E. B. in July 1957. From separate system Unions or Categorywise Unions we first formed a Co-ordination Committee of major five system Workers Unions in August '57, that rapidly led to the formation of our United Trade Federation, namely the Tamilnad Electricity Workers Federation, less than a year ago. It was the Federation that averted a major Strike in this Public Sector Industry in March last and chose the path of rallying evergrowing support of the people as a consequence of which the Negotiating Committee with Sri M. V. Harihara Iyer as chairman was formed. Again it was the Federation which sincerely tried to settle the disputes in the Negotiating Committee, and inspite of the lack of co-operation and inherited bureaucracy of the Board, was able to bring about a majority report of the Negotiating Committee that resulted in the recommendations decisively in favour of the Workmen. The struggle for just implementation of the recommendations since November '58 gathered unforeseen momentum throughout the length and breadth of Tamilnad and with the evergrowing support of the peasantry, the workers, the Trade Unions, and all the Political Parties, the Electricity Workmen expressed their newly forged unity and determination with 50,000 signatures from the public, and 26,000 signatures of workmen in favour of strike. The moral support that the Electricity men rallied and the cohesive united strength that was built up has in no small measure contributed not only to the Board deciding to have direct talks with the Federation representatives but also to the culmination of these talks by the signing of an agreement with the Federation on 3-2-59, a Red Letter Day for the Electricitymen; for, it was exactly one year before, on 3-2-58, that the Electricitymen all over Tamilnad observed the Demands Day.

From the arena of demands, arguments, contests, agitation, recourse to law courts and major strike action, the basic questions of justice of the demands and Trade Union rights have now become an

agreed reality between the Board and the workmen that opens up a new era of possibility of amicable relations between the employer and the employees solving their own problems together with the problems of the industry which is so basically tied up with the industrialisation and modernisation of agriculture in Tamilnad and the all-sided development of our people. It certainly does not mean that the future is one of smooth sailing and easy, but the decisive turn has been made and given the proper awareness and further development of united endeavour the Electricitymen can influence the necessary change-over of the officers under the Board for joint endeavour for better and more efficient service to the people and their problems.

In the context of Socialism as the accepted goal of the entire nation and all the parties, the unique role that the development of Electricity is bound to play, the Electricitymen have to be clear on the perspectives, and their new tasks alongside with their growing rights as the builders and defenders of this Public Sector Industry.

It will be obvious that the agreement is not the final solution to the numerous problems and sufferings of the workmen that have accumulated over three decades of this industry in our State nor has it been considered even by the Board as having attempted to solve all the problems. Neither the Fair Wages recommended by the study group has been reached nor the neutralisation of the soaring prices is attempted, or accepted. But in the background of absolute denial and suppression of elementary Trade Union rights that has been the order of the day previously, and the innumerable divisions inflicted among the workers, this agreement signifies the advance made in the matter of wages, permanency of senior serviced workmen by whatever name they are called and the minimum basis for Trade Union rights and industrial relations. It heralds for the first time that problems can be mutually discussed, negotiated, and settled directly and that both officers and workmen can work in unison for improving the industry, their own interests and ultimately serve the people better and more efficiently with each passing year.

It is only during the last 1½ years that we have learnt better that it is not merely the justness of the demands or our desire to achieve them that would help us to attain them, but that it was necessary to unite under one united movement as well as rally the support of all sections of the people to ensure success. Let us therefore build greater unity



and endeavour to give better and more efficient service to the people and our demands will then become irresistible.

The significance of the agreement lies not so much in the immediate rise in emoluments to each of the workmen, but that after 12 long years, the signing of the agreement with our Federation is the decisive first step that breaks with the past. From the position of a Government Servant with hardly any trade union or democratic rights to a position of one Federation collectively bargaining, and directly negotiating, leading to agreement is a real leap forward and that too from the position as described by the Chairman of the Negotiating Committee of a "Widow's Estate", the Electricitymen by this agreement have laid a firm basis for growing industrial relationship and industrial peace. I am sure it will not be far off when the Board and ourselves will be signing the Code for Discipline in this industry that must help in greater and greater participation of organised labour in management, which in turn will ensure greater efficiency and better service to the people.

It is a matter that consequent to the agreement, the Chairman of the Board and a number of Officers have welcomed the signing of the agreement as having restored the basis for cordial and amicable relationship between the workmen and the Officers under the Board. At this juncture when cordial and amicable relations have been restored in the industry by this agreement, I hope that all workmen and more and more officers will realise how essential it is to foster and promote such relations, replacing antagonism and Red Tape by understanding and a humane approach. In this task of the hour, I am sure that the Office-bearers of the Federation, Members of the Executive Committee and the State Council besides the office-bearers of the affiliated unions will take the initiative to educate all workmen on their tasks in this new situation and endeavour to settle their day-to-day problems amicably with the respective Officers and contribute effectively in the co-operative effort for better service.

The Unanimous resolutions passed at the State Council meeting in November regarding the Atomic Reactor, Basic Heavy Electrical Industry and the Tariff Revision are the new tasks common to the future of the Employees, the Board, Industry and the people in Tamilnad. The Employees will certainly bear it in their minds that these are concurrent tasks to their united endeavour to improve their living standards and

for greater Democratic rights. With the above, a better attitude to work and conscious participation in improving the efficiency of this Industry are the natural obligations of the growing rights of the Employees in this changing context. I am sure that the Electricitymen who have forged such a new Unity and the United movement in this short span of one year, will certainly fulfill their new tasks and march ahead to new Victories for themselves, their Industry and contribute their best for the prosperity and happiness of the people.

27-2-1959.

V. G. Row, Bar-at-law,

*President, T. N. E. W. F.*

**Resolutions passed at the State Council meeting  
of the Tamilnad Electricity Workers' Federation  
at Madras held on 16th & 17th November 1958**

**1. Code for Discipline in Industry :**

This meeting of the State Council of the Tamil Nad Electricity Workers Federation urges on the Madras State Electricity Board to accept the Code for Discipline unanimously adopted at the 16th Labour Conference held in May 1958 at Nainital. The Council views that such acceptance will ensure Peace in industry and a better employer-employee relationship can be established to cope up with the further progress of the Industry and therefore authorises the President and the General Secretary of the Federation to take necessary steps towards this.

Further this meeting requests all the affiliated Unions to take steps to explain the code for discipline to the workers in the respective Unions. The affiliated Unions are also requested to take steps to see that the Code is accepted by their respective Managements (the State Electricity Board or the Licensees).

**2. On implementation of the Negotiating Committee Recommendations :**

This meeting of the State Council of Tamil Nad Electricity Workers Federation after considering the report of the President and General Secretary on the talks they had with the Ministers and the Board on the implementation of the Negotiating Committee recommendations, regrets to note the delay in implementing the unanimous recommendations of the Negotiating Committee on the important issues.

This meeting authorises the President and the General Secretary of the Federation to take all necessary steps to meet and talk with the Minister for Labour, Minister for Electricity and the Chairman, Board for the implementation of the Negotiating Committee recommendations.

Further, in case the attempts for the full implementation of the Negotiating Committee recommendations fail, this State Council authorises M/s. V. G. Row, S. C. Krishnan, M. K. Manickam, M. A.

Malik and P. E. Eapen to direct all the affiliated unions to take the strike Ballot by December 10th 1958.

**3. On Revision of Tariff :**

This meeting of the State Council of the Tamil Nad Electricity Workers Federation while welcoming the attempts to revise the Electricity Tariff evolved in 1930, as justified, urges on the Government and the Electricity Board to take the following points into account while bringing about such revision :—

- (a) The Government should give *subsidy* to make good the loss that is incurred by the Electricity Board by way of supplying Electricity to the agricultural consumers at 'less than cost'.
- (b) The existing tariff to the well established consumer industries should be suitably raised.
- (c) For the ordinary Domestic consumers *the rate should be reduced.*

**4. On Urgent Pending issues :**

This meeting of the State Council of the Tamil Nad Electricity Workers Federation requests the Government to intervene and revise the Electricity Board's orders which go against the provisions of the Industrial Disputes Act and the Code for Discipline, on the following urgent issues :—

1. Transfers amounting to victimisation
2. Refusal to give permission to hold meetings within the premises
3. Termination of N. M. R. and 10 (a) (1) Employees
4. Refusal of Special Allowances
5. Hill allowance
6. L. M. D's Daily allowance
7. Educational concessions
8. Kundha special allowance
9. Integration & Allied problems
10. Contract workers of Kundha
11. Workers Selective committees
12. Punishment & Fines.

**5. On contract and Project Workers of Kundha & Periyar :**

This meeting of the State Council of the Tamil Nad Electricity Workers Federation requests the Government's intervention to establish normal and amicable relationship between the construction workers, contractors and their Unions. This meeting demands that the workers who are retrenched or terminated from the Kundha and Periyar Projects for want of work, should be given compensation as per the Act then & there.



**6. On Atomic Plant for Tamilnad :**

This meeting of the State Council of the Tamil Nad Electricity Workers Federation while welcoming the move for the establishment of an Atomic Energy Plant in Madras State urges on the Government to take steps for the immediate establishment of such an Atomic Power Plant in this state itself for the speedy development of the Electricity Industry to help the betterment of the life of the people of Tamil Nad.

**7. On the need for establishing Heavy Electrical Equipment Manufacturing Plant :**

This meeting of the State Council of the Tamil Nad Electricity Workers Federation bearing in mind the fact that Tamil Nad stands not only in the third place in the generation of Electricity but stands in the first place with regard to rural Electrification among all the other States in India, demands of the Central and State Governments for the establishment of a Heavy Electrical Equipment Manufacturing Plant in Madras State. This Council also urges on the need for establishing a Technical Training Centre in Madras State to give practical training to the Electricity workers of this state.

**Tamilnad Electricity Workers' Federation resolution  
passed at the State Executive Committee Meeting  
held at Madurai on 24, 25—1—'59**

This State Executive Committee Meeting held at Madurai after considering the various implications and the complicated nature of the Electricity Dispute *regrets to note* that inspite of the earnest efforts by the President and General Secretary of the Federation for a peaceful settlement, the Board's offer on the basic issues of permanency, D. A., scales of pay of the 10 points made on 3—1—59 is not for a settlement or solution of the long pending dispute affecting the 40,000 workers in the vital public sector.

This meeting Unanimously approves the stand of the Federation conveyed by the President to the Government and Hon'ble Minister for Labour and reiterates the demand of the workmen to implement the minimum recommendations of the Negotiating Committee without further delay and intervene for a peaceful settlement in time.

The Executive Committee greets the determination and unity shown by the overwhelming majority of the Electricity workmen in the results of strike ballot taken.

Results of Strike Ballot:—

Total polled	..	26,170
For Strike	—	26,110

As such the meeting authorises the President and the General Secretary to await the decision of the Government towards just implementation of the Negotiating Committee Report and to direct the affiliated Unions to implement the directions issued by the President and the General Secretary forthwith including the serving of the strike notice under Section 22 of Industrial Dispute Act 1947.

**Unanimous Resolution of the State Council,  
Tamilnad Electricity Workers' Federation,  
2-2-'59, Madras.**

This meeting of the Tamilnad Electricity Workers Federation State Council after considering the report of the series of discussions held by the President and the General Secretary with the Chairman and the members of the Board for the just implementation of the report of the Negotiating Committee resolves unanimously that the terms of the draft agreement is a reasonable basis for agreement for the following reasons:—

1. The direct and mutual discussion and settlement of issues as and when they arise will lay a firm foundation for promoting amicable employee-employer relationship and in the interests of the Public so necessary for Industrial Peace in this vital Public Sector Industry.
2. The proposals on (a) Revision of Pay Scales for all workmen; (b) Permanency of 7000 temporary workmen; (c) Night shift allowance; and (d) Trade Union facilities are a definite advance.
3. The issues of Employees Provident Fund and Gratuity are capable of further detailed discussions and improvement.

4. The proposals on Dearness Allowance though not based on scientific principles can be acceptable at this juncture.

5. This agreement is a beginning for acceptance of the Code for Discipline in Industry.

This Council therefore resolves that the President and the General Secretary are authorised to sign the agreement on behalf of the Federation.

This Council recommends the acceptance of the terms of agreement by the affiliated Unions.

This Council hopes that the agreement will pave the way for harmonious relationships between the Unions and the Officers under the Board towards better and efficient service to the people and higher standards of living for the Electricity men and the people in Tamilnad.

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**Agreement between the Madras State Electricity Board  
and the Representatives of  
The Tamilnad Electricity Workers Federation.**

**3 - 2 - 1959.**

As a result of discussions between the Members of the Madras State Electricity Board and the representatives of the Tamilnad Electricity Workers' Federation both sides agreed upon the following terms as a solution of the present difficulties :—

1. **Revision of Scales of Pay:** The scale of pay of posts carrying a pay of less than Rs. 500/- per mensem will be revised as shown in the appendix with effect from 1st January 1959. The pay of the existing employees will be fixed in the revised scale at the stage next above their pay in the existing scale. They will also be allowed one advance increment in the revised scale for every three years of service subject to the condition that the pay so fixed shall not exceed the pay he would have drawn had he originally started on the revised scale.

Nominal Muster Roll Workers, Casual workers and Contingent staff with over one year of service as on 1st January 1959 and subse-

quently will be allowed increase in wages by 12 naye paise (twelve naye paise only) per day.

2. **Dearness Allowance:**—In addition to the consequential increase in Dearness Allowance at the existing rates due to increase in pay or wages, all employees including Nominal Muster Roll Workers, Casual Labour and Contingent staff will get an increase in Dearness Allowance at a flat rate of Rs. 5/- (Rupees five only) per month with effect from 1st January 1959.

3. **Night Shift Allowance:** The workers who work for four hours and more between 10 p.m. and 6 a.m. next day will be given the allowance at the following rates:—

Workers on a daily wages of less than Rs. 3/- 25nP. per day

Workers on a daily wage of Rs. 3/- & more. 37nP. per day

4. **Permanency of Nominal Muster Roll workers:**—About 5000 Nominal Muster Roll Workers will be absorbed into the Operation Subordinate Service within one year, and a further two thousand in the succeeding two years.

5. **Rent Free Quarters and Free Electricity:**—The Operation Subordinate Service Staff now occupying departmental quarters and who have been proposed to be completely relieved of the liability to pay rent and Electricity charges from 1st September 1960 will be given that relief with effect from the date of issue of orders on present demands.

6. **Free Uniforms:**—Those workers who have to come into contact with the public and who have to exercise authority over them will be given uniform.

7. **Construction Allowance:**—The anomaly if any, of Nominal Muster Roll Workers transferred to projects not getting the allowance while the Operation Subordinate Service Staff so transferred get the allowance will be set right by the Chief Engineer.

8. **National and Festival Holidays:**—All holidays allowed to the Operation Subordinate Service Staff will be allowed to Nominal Muster Roll Workers with four years of service & above.

9. **Hospital facilities** will be provided wherever necessary and possible.

10. **Allotment of a room in No. 157 Mount Road, for Madras Electricity Workers Union:**—A room will be allotted subject to the condition



that no meetings of the Union are held in the room and no Union flags or posters are exhibited and that if any condition is contravened the allotment will be cancelled after due notice.

11. **Collection of Union subscription in pay office at No. 157, Mount Road :—**Agreed on Condition that the concession will be withdrawn if there is any trouble.

12. **Uniform Travelling Allowance and Leave facilities :—**The same Travelling Allowance as for the Operation Subordinate Service Staff will be allowed to all Nominal Muster Roll workers with 4 years service and above.

13. **Representation to Majority Unions in the Board's Consultative Council :—**The Workers' Representatives have to represent to the Government in the matter.

14. **Interim Relief :—**Such of the employees belonging to the categories for which Interim Relief was granted and getting a pay of Rs. 200/- per mensem or less and who had completed one year of service after 26th April 1958 will be allowed the Interim Relief of Rs. 4/- per mensem each with retrospective effect from the date following that on which they had completed one year of service upto 31st Dec. 1958.

15. **Transfer of Workers :—**Unions of Workers are not to interfere in the matter as transfers of workers are made in the interests of efficiency of administration and as such transfers will be made irrespective of the fact that the workers concerned is an Office-bearer of any Union or not. However any attempt to victimise an office-bearer by an unnecessary transfer will not be tolerated.

16. **Re-instatement of two dismissed workers Natarajan and Gangarajan of Madras Elec. System :**

Two workers concerned may appeal to the Board.

17. **Restoration of the cut in wages effected for the strike on 4-1-1958 at the Basin Bridge Power House :—**The question will be examined by the Board sympathetically.

The Madras State Electricity Board were not able to accept the proposals of the workers on the following :—

(i) Raising the age of superannuation.

- (ii) Grant of Risk Allowance.
- (iii) Grant of Dust allowance to 297 workmen integrated into Operation Subordinate Service.
- (iv) Increased dearness allowance to 457 Ex-Madras Electricity Supply Corporation Staff absorbed into Operation Subordinate Service.
- (v) Promotion on the basis of seniority.

*Signed on behalf of the Federation:*

(Sd.) V. G. Row,  
(President.)

(Sd.) S. C. Krishnan,  
(Gen. Secretary.)

*Signed on behalf of the Board:*

(Sd.) S. K. Chettur,  
Chairman.

(Sd.) T. A. Varghese,  
Finance Secretary.

(True copy)

[ For Appendix See the appendix to the Board's Proceedings  
Dated 16-2-1959 ]

## ABSTRACT

**ELECTRICITY WORKERS OF MADRAS STATE ELECTRICITY BOARD—Demand for revision of scales of pay, increased Dearness Allowance and improvement of other conditions of service - Settlement with representatives of Tamilnad Electricity Workers' Federation - Ratified - Orders on demands - Passed.**

### MADRAS STATE ELECTRICITY BOARD.

Board's Proceedings Ms. No. 236

Dated: 16th February, 1959,

Read the following :—

G. O. Ms. No. 1208, I. L. C., dated	28-3-1958
Board's Proceeding Ms. No. 592, dated	4-6-1958
„	1064, „ 30-9-1958
„	1171, „ 31-10-1958
„	1262, „ 21-11-1958
„	1433, „ 31-12-1958

#### PROCEEDINGS:

In G. O. Ms. No. 1208, Industries, Labour and Co-operation dated 28-3-1958, the Government of Madras constituted a Negotiating Committee to conduct negotiations on the demands of the Electricity Workers and to settle amicably the dispute between the Workers and the Madras State Electricity Board in regard to the demands. The Committee was required to examine first and send an interim report containing its recommendations on the quantum of interim relief, if any, to be granted to the workers. Accordingly, the Committee forwarded an interim report dated 28-4-1958. The Board considered the recommendations in the report and sanctioned in its Proceeding Ms. No. 592, dated 4-6-1958 the grant of an interim relief of Rs. 4/- p. m. to each of the workers, Clerks, Accountants, peons etc., excluding Junior Engineers and Supervisors with over one year of service as on 26-4-1958 and drawing pay at Rs. 200/- p. m. or less, for a period of six months with effect from 1-3-1958. The interim relief was subsequently continued from 1-9-1958 to 31-12-1958 in Board's Proceeding Ms. No. 1064 dated 30-9-1958, No. 1171, dated 31-10-1958, No. 1262, dated 21-11-1958 and No. 1433, dated 31-12-1958. The Chairman of the Negotiating Committee forwarded his final report on the demands on 15-10-1958. The Madras

State Electricity Board after careful consideration of the report was unable to accept the majority of the conclusions of the Chairman of the Negotiating Committee expressed therein as the whole report placed a heavy financial burden which was entirely beyond the Board's resources. The Board, however, agreed to discuss the important issues afresh directly with the representatives of the workers and arrive at conclusions capable of implementation by it. Accordingly, the Chairman and members of the Madras State Electricity Board held a series of detailed discussions with the President and General Secretary of the Tamilnad Electricity Workers' Federation. After negotiations lasting over two months, a settlement was secured and on 3-2-1959, both parties signed an agreement incorporating the terms of the settlement. The Madras State Electricity Board hereby ratifies the agreement entered into with the representatives of the Tamilnad Electricity Workers' Federation and passes the following orders on the demands of the workers :—

1. **Revision of scales of pay:** [a] The scales of pay of posts mentioned in the Appendix will be revised as shown therein with effect from 1st January, 1959.

[b] Nominal Muster Roll workers and Casual labourers with over one year of service as on 1st January, 1959 and subsequently will be allowed an increase in wages by 12 nP. (twelve naye Paise) per day with effect from 1st January 1959 and subsequently as the case may be. The Contingent Establishment Staff with over one year of service as on 1st January 1959 and subsequently will get an increase in pay by Rs. 3.25 (Rupees three and twenty five naye Paise only) per month with effect from 1st January, 1959 and subsequently, as the case may be.

2. The pay of every employee holding any post mentioned in the appendix and drawing pay in the existing scale shall come to the revised scale mentioned therein with effect from 1-1-1959 and his pay shall be fixed in the revised scale in accordance with the following provisions, namely :—

[a] The pay shall be fixed in the revised scale at the stage next above the pay in the existing scale whether it represents a stage in the revised scale or not.

[b] If the existing pay is less than the minimum of the revised scale, his pay shall be fixed at such minimum.

[c] For the purpose of fixing the pay of lower division clerk, typist and steno-typist who were in service on 31-12-1958 in the revised



scale of pay of Rs. 50-5-100, the minimum of the scale shall be taken as Rs. 55/-.

[d] After the pay of an employee is fixed under clause [a] or clause [b] or clause [c] above as the case may be, he shall be granted advance increment or increments as indicated below :—

- |    |   |   |                           |
|----|---|---|---------------------------|
| 1. | For a service of 3 years and more but less than 6 years in the existing scale.  | } | One advance increment.    |
|    | For a service of 6 years and more but less than 9 years in the existing scale.  |   |                           |
| 3. | For a service of 9 years and more but less than 12 years in the existing scale, | } | Three advance increments. |

and so on :

Provided that the pay fixed for an employee in the revised scale shall in no case exceed what would have been admissible, if he had started originally on the revised scales.

[e] Where an employee is granted any advance increment or increments under clause (d) above, only service from the date on which such advance increment or increments are given, shall count for further increments in the revised scale.

[f] An employee not eligible for an advance increment under clause (d) above shall be allowed to count service in the existing scale of pay for increments in the revised scale of pay upto a maximum of one year.

[g] Service in the existing scale of pay in relation to any post means service in such post upto and inclusive of the 31st December 1958, exclusive of (i) service under the emergency provisions of the State and Subordinate Services rules as adopted by the Board and (ii) service which has not been or may not be counted for increment in any scale of pay applicable to the post at the time.

[h] Every employee (including) an employee on deputation, foreign service or military duty) holding any post on or after 1-1-1959, whether in a substantive, officiating or temporary capacity, shall be entitled to the revised scale of pay.

[i] Where an employee was on leave on the 1st January 1959 or where he was discharged or reverted from a post before that date on which he returns to duty in the post or from the date of his re-appointment to it :

Provided that an employee who was on leave preparatory to retirement on the 1st January, 1959 shall, if the date falls within the first four months of leave on average pay, be entitled to have his pay fixed in the revised scale with effect from that date but this shall not affect the leave salary admissible to him.

[j] **Posts divided into grades :** (i) where the revised scales of pay have been sanctioned for posts divided into grades in the existing scale and where the number of grades has not been altered, only service in the corresponding grade in the existing scale of pay shall count for increments in the revised scale of pay ;

[ii] where two or more grades in the existing scale have been combined into a single grade in the revised scale, an employee shall count service in all such grades in the existing scale for increments in the revised scale ;

[iii] if any question arises under item [ii] above as to which grades in the existing scale have been combined in the revised scale, it shall be referred to the Board whose decision shall be final.

3. If the fixation of pay in the revised scales with reference to the orders in para. 2 above results in any grave anomalies or in exceptional hardship, such cases may be brought to the notice of the Board. The cases will be considered whether any relief is needed and if so, to what extent.

4. **Dearness Allowance :** In addition to the consequential increase in dearness allowance at the existing rates due to the increase in pay or wages ordered in para. 1 above, all the employees holding any post in the appendix to this proceedings, all Assistant Engineers, Junior Engineers, the Senior Assistant (Administration) and all Nominal Muster Roll workers, Casual labourers and contingent establishment staff will get an increase in Dearness allowance at a flat rate of Rs. 5/- (Rupees five only) each per mensem with effect from 1st January 1959, provided the total of the present pay and dearness allowance of the employee concerned does not exceed Rs. 500/- per mensem. The employees the total of whose present pay and dearness allowance exceeds Rs. 500/- p.m., but is less than Rs. 505/- p.m., will be allowed the difference as increase in dearness allowance so that the total of their pay and dearness allowance is Rs. 505/- p.m.

5. **Night shift allowance :** as in the agreement.

6. **Permanency of Nominal Muster Roll worker :** as in the agreement.

7. **Rent free quarters and free electricity :** as in the agreement.

8. Free uniforms : as in the agreement.
9. Construction allowance : as in the agreement.
10. National and festival holidays : as in the agreement.
11. Hospital facilities : as in the agreement.
12. Allotment of a room at No. 157, Mount Road, for Madras Electricity Workers' Union : as in the agreement.
13. Collection of Union subscription in Pay Office at No. 157, Mount Road : as in the agreement.
14. Uniform Travelling allowance and leave facilities : as in the agreement.
15. Representation to majority Union in the Madras State Electricity Consultative Council : The Representatives of the Tamilnad Electricity worker's Federation have to represent to the Government in the matter.
16. Transfers of workers : as in the agreement.
17. Reinstatement of two dismissed workers, Natarajan and Gangadaram of Madras Electricity System : as in the agreement.
18. Restoration of the cut in wages effected for the strike on 4-1-1958 at the Basin Bridge Power House as in the agreement.
19. Interim relief : as in the agreement.
20. The Madras State Electricity Board does not agree to the following demands of the workers : as in the agreement.
22. The Chief Engineer (Electricity) is requested to take very urgent action to implement the orders above and to submit a report to the Board by the end of March, 1959.

(By Order of the Board)

K. SANKUNNI MENON,  
Special Officer and  
Additional Secretary to the Board.

Items 5 to 20 abridged by us except 15.

To

The Chief Engineer (Electricity).  
The Accountant-General, Madras. (5 copies)  
The Pay and Accounts Officer, Madras. (5 copies)  
The Secretary to Government, Public Works  
Department.  
The Additional Secretary to Government, In-  
dustries, Labour and Corporation Dept.  
Sri V. G. ROW, President, Tamilnad, Electri-  
city Workers' Federation.

} with  
C.L.

## Appendix

<i>Name Designation.</i>	<i>Existing scales of pay.</i>	<i>Revised scales of pay.</i>
1. Chief Accountant	340-40/2-500 -50/2-600	360-20-500 -25-600
2. Dy. Chief Accountant	200-30/2-350	220-15-385
3. Examiner of Stores Accounts	260-30/2-380 -40/2-500	275-25-500
4. Stores Verification Officer	230-30/2-410	250-15-430
5. Jr. Asst. Administration	275-25/2-350	295-15-385
6. Chemist	200-25/2-400	220-15-310 -20-410
7. Chief Head Draftsman	200-25/2-300	220-15-310
8. Stores Superintendent	200-30/2-350	220-15-385
9. Supervisor I grade	150-10-250	180-10-270
10. Supervisor II Grade	100-5-150	125-7½-170 -10-180
11. Supervisor (Civil)	100-5-150-10-250	125-7½-170 -10-270
12. Head Draftsman	200-10-250	210-10-270
13. Draftsman I grade	150-5-180	160-10-200
14. Draftsman II grade	120-5-150	130-7½-160 -10-180
15. Draftsman III Grade	70-2-90-3-120	80-4-120
16. Junior Chemist	120-8-200-10-240	140-10-250
17. Asst. Chemist	80-5-120-10-140	90-6-150
18. Public Works Dept. Electrician.	100-5-150	125-7½-170 -10-180
19. Instrument Repairer I grade	60-3-90	70-4-110
20. Instrument Repairer II grade	45-2-65-1-70	55-3-85
21. Transport Overseer I Grade	60-3-90	70-4-110
22. Transport Overseer II grade	40-2-60-1-70	55-3-85
23. Tracer	35-1-55	50-2½-65
24. Sr. Acct./Sr. Superintendent	190-10-240	200-10-260
25. Acct./Jr. Superintendent	140-5-190	150-7½-210
26. U. D. Clerks I Grade	80-5-110-3-125	90-6-150
27. " II Grade	80-5-110	} There will not be two grades from 1-1-'59.



28. L. D. Clerks 45-3-60-2-90 50-5-100  
 Graduates will start on  
 Rs. 60/- per mensem.

Note: The pay of Graduate Lower Division Clerks already in service on 31st December 1958, shall be fixed with reference to the orders in paragraph 2 of Board's Proceedings Ms. No. 236 Dated: 16-2-1959 or at Rs. 60/-, whichever is higher.

29. Typists (qualified) 45-3-60-2-90 50-5-100  
 and Special Pay of Rs.  
 10/- per mensem if they  
 possess Higher Grade  
 qualification.

Note: Typists who are not fully qualified.

(a) Typists who are fully qualified under the General Rules for the Madras State and Subordinate Services as adopted by the Board but who have passed the Lower Grade Typewriting. } 45/- 50/-

(b) Typists who are not qualified under the General Rules for the Madras State and Subordinate Services as adopted by the Board but whose Secondary School Leaving Certificates show that they took the examination on the completion of their school course upto and including Form VI and have passed the Higher Grade Test in Typewriting. } 45-3-60 plus a special pay of Rs. 10/- per mensem if they possess higher grade qualification. 50-5-75 plus a special pay of Rs. 10/- per mensem if they possess higher Grade qualification.

(b) Other unqualified typists who do not come under any of the above categories. } 24-1-35 36-2-50

30. Steno-Typist 45-3-60-2-90 50-5-100  
 plus Short-hand  
 Special pay as  
 existing.

31. Chief Store-keeper & Stock Verifier 140-5-190 150-7½-210

32. Store-Keeper Grade I	80-3-95-5-125	} Store Keeper First Grade.
33. Store-Keeper Grade II	80-3-95-5-110	
34. Store-keeper III grade	45-3-60-2-90	} Store Keeper Second Grade
		60-4-100
35. Inspector of Bill Collectors	140-5-190	150-7½-210
36. Sub-Inspector of Bill Collectors	60-3-75-2-85	70-4-100
37. Bill Collectors	30-2-50-1-55	45-3½-80
38. Attender	24-1-35	36-2-50
39. Daffadar (C. E.'s office)	22-1-30	33-1½-45
40. Peon	18-1-25	28-1½-40
41. Charge Engineer	260-30/2-380 -40/2-500	275-25-500
42. Special Grade Foreman	240-10-300	250-12½-325
43. Special Winder	200-10-240-15-300	220-10-260 -15-320
44. Assistant Special Winder	125-5-175-10-225	140-10-240
45. Assistant Chargeman	150-10-250	180-10-270
46. Junior Chargeman	100-5-150	125-7½-170 -10-180
47. Senior Construction Foreman	150-5-180	160-7½-205
48. Foreman Grade I(O.S.S.) & (W.C.)	125-5-175-10-225	140-10-240
49. Foreman Grade II (W.C.)	100-5-150	125-7½-170 -10-180
50. Construction Foreman	85-5-150	90-7½-165
51. Senior Machine Operator	100-5-150	125-7½-170 -10-180
52. Surveyor (qualified)	do.	do.
53. Surveyor (Unqualified)	100	125
54. Line Inspector Grade I	90-5-120	} 100-5-140
55. Winder Grade I	do.	
56. Foreman Grade II (O. S. S.)	90-5-120	} Foreman II Gr. (O. S. S.)
Foreman Grade III (O. S. S.)	85-5-115	
57. Foreman Grade III (W. C.)	90-5-120	} Foreman III Gr. (W. C.)
Foreman Grade IV (W. C.)	85-5-115	
58. Driver (Tractor, Trailers of heavy vehicles)	90-3-120	100-5-140

59. Syrang Grade I	}	70-3-100	80-4-120
60. Maistry Grade I			
61. Meter Inspector			
62. Loco Driver/Transport			
63. Mechanical Estimator			
64. Instrument Mechanic Grade I			
65. Mechanic Grade I			
66. Telephone Inspector Grade I			
67. Tester Grade I			
68. Line Inspector Grade II	}	70-3-100	80-4-120
69. Winder Grade II			
70. Foreman Grade IV (O. S. S.)		70-3-100	Foreman Gr. III (O S S) 80-4-120
71. Load Surveyor/Canvasser	}	70-3-100	80-4-120
72. Junior Machine Operator			
73. Senior Store Assistant (W. C.)			
74. Foreman Grade V		70-3-100	Foreman Gr. IV (W C) 80-4-120
75. Sergeant	}	60-3-90	70-4-110
76. Chageman		60-3-90	
77. Inspector of Recorders (O.S.S.)		60-2-90	
78. Oil Tester		60-2-90	
79. Switch Board Attendant/Operator		60-2-90	
80. Inspector of Recorder (W. C.)		60-2-80	
81. Crane Driver cum Electrician	}	60-2-80	70-4-110
82. Lorry Driver Grade I			
83. Substation operator			
84. Mechanic Grade II			
85. Maistry Grade II			
86. Telephone Inspector Grade II			Foreman Gr. IV (O S S) 70-4-110 *
87. Foreman V Grade O. S. S.		60-2-80	
88. Shop Assistant	}	60-2-80	70-4-110
89. Calyx Drill Driver W. C.			
90. Compressor Driver W. C.			
91. Road Roller Driver W. C.			
92. Blacksmith I Grade W. C.			
93. Welder I Grade W. C.			
94. Pattern maker W. C.			
95. Fitter I Grade W. C.			
96. Foreman VI Grade W. C.		60-2-80	Foreman Gr. V (W C) 70-4-110

97. Carpenter I Grade O.S.S. & W.C.	}		
98. Fireman Transport			
99. Plate Layer, Transport			
100. Tool keeper, Grade I			
101. Filter Operator			
102. Instrument Repairer (Telephone)			
103. Fitter I Grade, O. S. S.			
Fitter II Grade, W. C.			
104. Winch Driver			
105. Crane Driver			
106. Electrician Grade I		0-2-70	65-3-95
107. Lineman Driver			
108. Lineman Grade I			
109. Lineman, Fitter			
110. Lineman, Turner			
111. Lineman Operator			
112. Lorry Driver Grade II			
113. Driver, Power House			
114. Instrument Mechanic Grade II			
115. Mechanic Grade III			
116. Tester Grade II			
			Foreman Gr. V (O S S)
117. Foreman Grade VI, O. S. S.	50-2-70	65-3-95	
118. Syrang Grade II	}		
119. Mixer Driver, W. C.			
120. Machineman Grade I (W. C.)		0-2-70	65-3-95
121. Maistry Grade III			
122. Time keeper Grade I			
123. Job Clerk			
			Foreman Gr. VI (W C)
124. Foreman Grade VII, W. C.	50-2-70	65-3-95	
125. Blacksmith Grade II (W.C.)	}		
126. Painter (W.C.)		50-2-60	65-3-95
127. Tinsmith (W.C.)			
128. Gauge Reader	}		
129. Senior Attendant Filter House			
130. Head fitter cum Pump driver			
131. Pump Driver			
132. Filter Mechanic (for oil filter)			
133. Machineman (O. S. S.)		45-2-65	55-3-85
134. Caulker and Rivetter			
135. Fitter Slinger			
136. Valve House Attendant			
137. Trolley Guard			
138. Turbine Operator			



139. Mason Grade I	}		
140. Carpenter Grade II (O. S. S.)			
141. Packer			
142. Tyndal			
143. Cleaner Transport.			
144. Assistant to Hydraulic Operator			
145. Assistant Operator Grade I			
146. Mechanic leather		45-2-65	55-3-85
147. Mechanic Grade IV			
148. Maistry Grade IV			
149. Wireman/Wireman meter Reader			
150. Instrument Mechanic Grade III			
151. Lineman Grade II			
152. Commercial Assistant			
153. Telephone Operator Grade I			
154. Store Assistant			
155. Machineman Grade II W.C.	45-2-65	} Machineman Gr. II (W.C.)	
Machineman, Grade III, W. C.	40-1-50		55-3-85
156. Rota Print Operator	40-2-60-EB-1-70	55-3-85	
157. Warden Grade I, W. C. Warden, O. S. S.	}		
158. Moulder (W.C.)		40-1-50	55-3-85
159. Welder Grade II (W. C.)			
160. Blacksmith Grade III (W.C.)			
161. Carpenter Grade III (W.C.)	40-1-50	} Carpenter Gr. II (W.C.)	
162. Carpenter Grade II (W.C.)	45-2-65		55-3-85
163. Fitter Grade III (W.C.)	40-1-50	55-3-85	
164. Time keeper Grade II	35-2-55	55-3-85	
165. Gurkha Watchman Madras O. S. S.	35-1-50	50-2½-65	
166. Semiskilled workman	}		
167. Coal Maistry			
168. Telephone operator, Grade II			
169. Mason Grade II			
170. Stone Cutter			
171. Fitter Grade II, O. S. S. Fitter Grade IV, W. C.		35-1-45	50-2½-65
172. Electrician Grade II			
173. Boiler House Fireman			
174. Assistant Wireman			
175. Plumber			
176. Assistant Operator Grade II			
177. Electrical Fitter			

			Machineman Gr. III (W.C.)
178.	Machineman Grade IV, W. C.	35-1-45	50-2½-65
179.	Blacksmith Grade IV, W. C.	35-1-45	do.
180.	Maistry Grade V, W. C.	35-1-45	Maistry Gr. V (W.C.)
	Maistry Grade VI, W. C.	30-1-45	
181.	Fitter Grade V, W. C.	30-1-40	36-2-50
			Machineman Gr. IV (W.C.)
182.	Machineman Grade V, W. C.	30-1-40	36-2-50
183.	Mazdoor (W. C.)	}	}
184.	Blacksmith Grade V (W. C.)		
185.	Hammerman (W. C.)		
186.	Gurkha Watchman (O. S. S. Muffassal)		
187.	Gurkha Watchman (W.C.)	30-1-35	36-2-50
188.	Blue Printer, Grade I	25-1-40	do.
189.	Sanitary Maistry	}	}
190.	Junior Attendant (Filter House)		
191.	Windermate		
192.	Pump House Assistant		
193.	Oiler		
194.	Cleaner Grade I		
195.	Lascar Grade I		
196.	Helper		
197.	Turbine Cleaner		
198.	Boiler House Attendant		
199.	Store Helper/Lascar Grade I		
200.	Rest House Attendant		
201.	Tool Keeper Grade II		
202.	Pipe Line Fitter		
203.	Matty-cum-Watchman (O.S.S.)		
204.	Groundsman-A.		
205.	Warden, Grade II (W. C.)		
206.	Road Roller Cleaner		
207.	Anti-Malarial Mazdoor	}	}
208.	Fitter Mazdoor		
209.	Coal Mazdoor		
210.	Groundsman, B.		
211.	Store-Helper/Lascar Grade II		
212.	Laboratory Helper (W. C.)		
313.	Fitter Mazdoor (W.C.)	20-1-30	28-1½-40

214. Mazdoor (W.C.)		20-1-25	28-1½-40
215. Mazdoor	}		
216. Laboratory Helper			
217. Watchman			
218. Gardener			
219. Sweeper		18-1-25	28-1½-40
220. Scavenger			
221. Telephone Boy			
222. Cleaner, Grade II			
223. Lascar, Grade II (O. S. S.)		18-1-25 }	28-1½-40
at 223. Lascar, Grade II (W. C.)		20-1-30 }	
224. Nursing Orderly	}		
225. Blue Printer, Grade II			
226. Menial		18-1-25	28-1½-40
227. Matty-cum-Watchman (W. C.)			

Note:— For the purpose of fixing the pay of the existing Lower division Clerks in the revised scale of pay of Rs. 50-5-100, the minimum of the scale will be taken as Rs. 55/-

**DELETE**

For Federation.

(Sd.) V. G. Row,

(Sd.) S. C. Krishnan.

(Sd.) S. K. Chettur,

Chairman of Board.

(Sd.) A. Vergheese,

Finance Secretary.

(True copy)

# TAMILNAD ELECTRICITY WORKERS' FEDERATION

## BYELAWS

1. **Name:**—The name of the organisation shall be “Tamilnad Electricity Workers Federation” hereinafter referred to as the Federation.

2. **Objects:**—

(I) The objects of the Federation shall be :

- (a) To organise the Electricity Employees all over the Madras State and foster spirit of co-operation, comradeship and *Espirit-de-corps* among all employees under the Madras State Electricity Board, Licensees and Municipalities.
- (b) To co-ordinate the activities of the Electricity Employees of the State.
- (c) To watch, promote and safeguard the rights and privileges of Electricity employees in all matters relating to their employment, non-employment, service conditions and other facilities.
- (d) To strive to raise the standard of living of the employees thereby increasing their efficiency in work.
- (e) To procure for the employees better conditions of employment through collective action.
- (f) To establish institutions and organs that will cater to the general welfare of the employees and promote their social, cultural, educational, moral and material interests.
- (g) To give legal assistance to any of the affiliated unions or its members in time of need and to protect them properly.
- (h) To federate with or affiliate itself or co-operate with any other organisations or unions having kindred aims and objects.
- (i) To do any lawful act in democratic methods to attain the aforesaid objects.

(II) The Federation shall endeavour to further the aforesaid objects by all legitimate and democratic methods such as representations, negotiations, demonstrations, protests, strikes etc., as the Federation may from time to time decide after obtaining the views of the affiliated member unions.

3. **Headquarters** :—The Head Quarters of the Federation shall be at a place decided by the State Executive Committee.

4. **Membership** :—The Federation shall be an organisation for the unity of existing unions or associations of the Electricity employees. Any new union shall be admitted only on the unanimous consent of the State Executive Committee on the justification for such new formation. It shall be the endeavour of the Federation to discourage multiplicity or increase in the number of the unions.

Any union or association of the Electricity employees under the Madras State Electricity Board, Municipalities and private licences in the State of Madras whether registered under the Indian Trade Union Act 1926 or not, shall be eligible to become affiliated members of the Federation.

5. **Honorary Membership** :—Any individual elected to the State Executive Committee as per rule inter-alia shall be the Honorary member of the Federation.

6. **Federation Year** :—The Federation year shall be the Financial year (i.e. 1st April to 31st March).

7. **Subscriptions and other contributions** :—

- (1) **Affiliated Unions** :—Every affiliated union shall pay an annual subscription of Rs. 0.25 nP. (Twenty-five nP.) per member on roll subject to a minimum of Rs. 25.
- (2) Every affiliated union shall pay an affiliation fee of Rs. 5.
- (3) The State Executive Committee may decide to collect donations on affiliated unions for specific purposes.
- (4) The Annual subscription shall be paid in two half yearly instalments before the end of June and December every year. Non-payment of these shall disqualify the defaulting organisation from participating or voting in the Federation meeting or its constituent bodies unless payment is made.



8. **Register of Members :—**Inspection and Maintenance: The Federation shall maintain a Register of the member unions and honorary members with their names and addresses and other particulars as may be considered necessary concerning each member union and the honorary members.

The Register shall be open for inspection by any officer or authorised representative of the member union on any day during the office hours of the Federation at the office of the Federation with previous notice to the General Secretary.

9. **State Council :—**The State Council shall be the supreme authority of the Federation. It shall have plenary powers to decide all matters of administration, organisation and discipline of the Federation. The State Council, shall be constituted by the elected representatives of the unions at the ratio of one to every two hundred members and part thereof with a minimum of one representative [for each member union. The State Council shall approve the report and audited statement of accounts, elect State Executive Committee members, appoint auditors and fix their remuneration and consider all important points in regard to policy and service questions.

10. **State Executive Committee :—**The Executive, management, direction and control of the Federation shall be vested with the State Executive Committee consisting of one President, six Vice-Presidents, one General Secretary, six Joint Secretaries, one Treasurer and elected representatives from among the State Council, duly proposed by the affiliated unions. The representation shall be at the rate of one per every thousand members or a major part thereof for each union with a minimum of one representative for each union.

11. **Duties and Responsibilities :—**

**President :** The President shall be the Head of the Federation and shall be referred to and his advice taken in all matters relating to the Federation. He shall preside over all the meetings of the State Council and State Executive Committee and shall also have a casting vote in case of tie.

**Vice-Presidents :** The Vice-Presidents shall in the absence of the President, exercise all the powers and perform all the duties of the President. In all important questions affecting the policy of the Federation, the view of the Vice-Presidents shall also be obtained.

**General Secretary :** The General Secretary shall exercise general supervision and control over the affairs of the Federation. He shall be in-charge of the Head Office of the Federation and shall carry out the decisions of the State Executive Committee and State Council. He shall keep with him an imprest amount of Rs. 100 which shall be recouped as and when required on production of imprest account to the Treasurer.

**Joint Secretaries :** They shall assist the General Secretary, in the administration of the Federation and carry out the duties assigned to them by the State Executive Committee. The General Secretary may assign any part of his work to any of the Joint Secretaries. The Joint Secretaries shall function under the direction of the General Secretary.

**Treasurer :** The Treasurer shall maintain the accounts of the Federation, collect dues issue receipts therefor and make payments on proper vouchers passed by the General Secretary. He shall be the custodian of all valuable properties and Securities of the Federation. He shall place the accounts before the State Executive Committee then and there, for approval. The Treasurer shall cease to make expenditure if the accounts are not approved.

**The State Executive Committee shall be responsible for :**

- (a) The managements and control of all the business transactions of the Federation.
- (b) Taking proper steps to carry out the resolutions passed at the previous session of the Federation.
- (c) Dealing with any emergency arising during the year affecting the interest of Electricity Employees.
- (d) Appointing or constituting such of the sub-committees as may be necessary for the proper conduct of the business and in the interest of the Federation from the members of the State Council or from the member unions and assign such of the functions for which it is constituted.
- (e) Appointing either on fixed salary or on remuneration such person or persons as are necessary for the proper working of the Federation.

**12. Disqualification :—**

- (a) A member of the State Executive Committee or State Council who ceases to be a member of the organisation on

whose behalf he or she has been elected to the State Executive Committee or the State Council shall forth-with cease to be a member of the Federation.

- (b) A member of the State Executive Committee or State Council who is discharged or terminated by the Electricity authorities on account of his activities in the Federation or the Union shall continue to be the member till the State Executive Committee or State Council decides otherwise.

13. **Disciplinary Action** :—If in the opinion of the State Executive Committee any officer of the Federation or affiliated organisation be found guilty of anti-Federation activities and or corrupt practices, then such penalty or punishment even to the extent of expulsion may be imposed by the decision of the State Executive Committee as it may think fit. However, the party shall have the right to appeal to the State Council.

- (b) The State Council shall have the power to expel any member or member Union by passing a resolution with two-third majority of the members attending the meeting.

14. **Vacancies** :—The Vacancies in the State Executive Committee and the State Council shall be filled by co-option in the respective meetings in consultation with the concerned unions. The vacancies in the Office-bearers shall be filled by co-option in the State Executive Committee subject to the ratification of the State Council.

15. **Quoram** :—The quoram of the State Council shall be one fourth of the members of the State Council with minimum representatives with six different unions.

The quoram of the State Executive Committee shall be fifteen in number with atleast six State Executive Committee members, from six different unions.

16. **Election** :—The representatives to the State Council shall be elected at the General Council or General body as the case may be of the respective unions at the rate of one per every two hundred members on roll or major part thereof with a minimum of one representative for each affiliated unions.

The Executive members to the State Executive Committee shall be elected from among the State Council members duly nominated by the affiliated unions at the rate of one for every thousand members

and major part thereof with a minimum of one representative for each union.

The office-bearers of the Federation shall be elected by the State Council members by secret ballot system from among the names duly proposed and seconded by the members.

**17. Term of Office:**—The term of office for the State Council, State Executive members including office-bearers shall be one year i. e. from April to March every year.

Fresh elections shall be conducted not later than June.

**a) 18. Withdrawal:**—Any representative of the Unions can be withdrawn by passing a resolution to that effect supported by two-third members of the General Council or General body as the case may be at the respective Unions.

**19. Funds:**—The General Funds of the Federation shall comprise of subscriptions, donations, affiliation fees and other fees made by the State Executive Committee and income derived from investments. All moneys received shall be paid into the Bank which shall be decided by the State Executive Committee and all expenditures will be met by the amount drawn from the Bank by cheque jointly signed by the Treasurer and the General Secretary. The Treasurer shall not at any time have more than Rs. 25 in cash with him and any single item of expenditure exceeding Rs. 50 shall required by the prior sanction of the State Executive Committee.

The Travelling and other expenses of the State Executive Committee members shall be met from the Federation Funds.

**20. Meeting:** State Executive Committee shall meet atleast thrice in a year or as often as the General Secretary in consultation with the President calls for. The State Council shall meet twice in the year.

**21. Extra-ordinary meetings:** The State Executive Committee shall have the power to call a session of the Federation to deal with important matters in the interest of the affiliated unions or on a requisition made in writing by at-least one fourth of the affiliated unions for transacting the specified business mentioned in the requisition. Notice of time place and date of the extra-ordinary meeting shall be determined by the State Executive Committee.

**22. Notice of the meetings:** Ordinarily one months notice to member unions shall be given for a meeting of the State Council and fifteen

days notice to members for a State Executive Committee Meeting. The notice shall contain the place, time and agenda for the meeting which will be fixed by the General Secretary in consultation with President and Joint Secretaries.

23. **Conferences :** State Conferences may be arranged for periodically by the State Executive Committee which shall fix the place and time, for the holding of such conference and frame necessary byelaws for the same. The President of the Federation shall normally preside over the conference.

Besides the members of the State Council and the State Executive committee, the member unions shall elect and send delegates to the conferences fixed by the State Executive Committee.

24. **Decisions :** The State Executive Committee shall be entitled to take decision on any issue in the form of resolution conveyed to the members through a circular issued by the General Secretary of the Federation.

24(1). The Federation shall be guided in its decisions on the principle of unanimity regarding basic objects of the affiliated unions under the Madras State Electricity Board and similar principle for such of the objects of the affiliated unions under the undertakings or the Municipalities.

25. **Audit :** The accounts of the Federation shall be audited every year by a competent auditor possessing the qualification required. The appointment of such Auditors shall be vested with the state council. The State Executive Committee shall be responsible to see that the accounts are so audited.

26. **Amendment of Rules :** The rules may be amended, varied or rescinded by voting for by two third of the members present at the meeting of the State Council.

27. **Interpretations :** The power of interpreting these rules is vested in the state Executive Committee and its decision shall be final and binding.

28. **Dissolution :** The Federation may be dissolved at a meeting of the state council specially conveyed for the purpose, by a majority vote of three fourth of the members present, provided two third of the total of the members of the State Council are present, at the meeting.

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## A Happy Augury

28-2-59

Indeed it is my fortunate privilege to add this note, that the Madras State Electricity Board in its proceedings d/ 24-2-59 has decided to repost the three office-bearers of the Federation and members of the Advisory council for workmen to the Negotiating Committee Messrs M. A. Malick, S. R. Neelakantan and P. Madhava Pisharoty to their old posts of duty at Vellore, 157, Mount Road and 157, Mount Road respectively in the interests of cordial relationships and at a time the terms of agreement dated 3-2-59 are to be implemented to the benefit of tens of thousands of Electricity men in Tamilnad. This order of the Board in response to the earnest and unanimous appeal of the thousands of Electricity men for the past seven months and by the Federation, is the first major augury after the new agreement, confirming the correctness of the Unanimous stand taken by the State Council of the Federation at its meeting held on 1st and 2nd of this anniversary month.

It is my humble privilege to thank the thousands of Workmen for their unflinching pursuit to forge Unity, all the Unions affiliated to the Federation, the brother workers and peasants for their support and the other Party to the agreement, all the Members of the Board particularly Sri S. K. Chettur, Chairman, Sri T. A. Vargheese, Finance Secretary, Sri V. P. Appadurai, the Chief Engineer for Electricity and many of the Officers under the Board. On behalf of the Electricitymen and the Federation, at this hour of relief and joy at this decision, I cannot but remember the Sacrifices made by several scores of workmen including the 10 (i) brethren and the terminated serviced N. M. R, and other office-bearers of the Unions like Sri V. J. K. who are yet to join us in rejoicing at the amicable settlement and for rededication with a new Spirit and determination to work in this public sector Industry and for the betterment of Tamilnad. I hope and trust that the greater Unity and greater determination to serve better of the Employees will enable the Board and the Federation to solve the remaining questions in the same spirit of mutual discussion, and an attitude of adjustment resulting in further agreements and settlements. This decision is certainly a happy augury for the Anniversary observance of the federation Day (23-2-59) and the agreement, heralding entirely new relationships, new tasks and new successes.

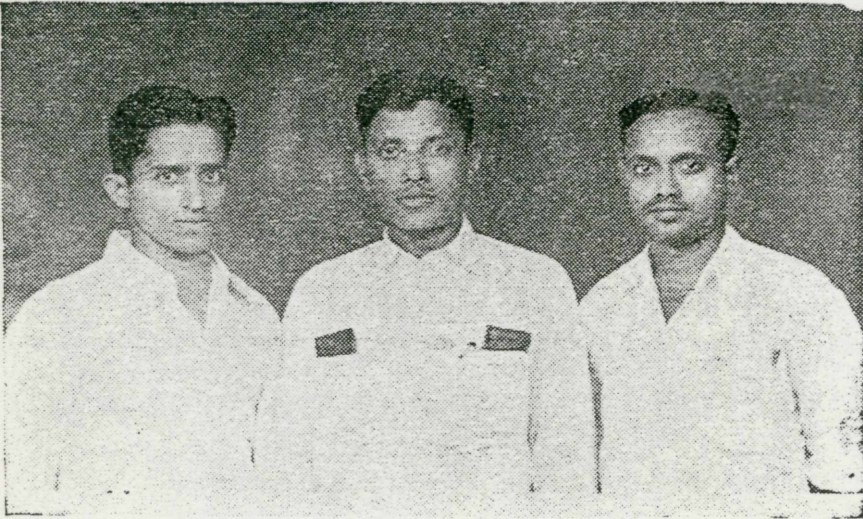
With the guiding vision of our beloved President, Sri V. G. Row we shall march forward!

Unity, greater Unity & still greater Unity of the Electricitymen!  
Long live the fraternity of the Electricity men & their Unions!  
Long live the fraternal bonds of the Electricitymen and other  
Toilers of Tamilnad!

Our task shall be, better Service to the People!

S. C. Krishnan

✓  
SRI P. MADHAVA PISHAROTY, SRI M. A. MAILICK  
AND SRI S. R. NEELAKANTAN.



REDEDICATED TO GREATER UNITY OF THE EMPLOYEES,  
MORE CORDIAL RELATIONS BETWEEN THE EMPLOYEES AND OFFICERS,  
FOR NEW TASKS AND BETTER SERVICE TO THE PEOPLE.

# CALL OF THE FEDERATION

—FORGE GREATER UNITY  
FOR STILL BETTER CONDITIONS OF SERVICE!

—IMPROVE EFFICIENCY AT WORK  
FOR BETTER SERVICE TO THE PEOPLE!

—AGAINST WASTE, CORRUPTION AND RED TAPE  
FOR GREATER ECONOMY AND  
CHEAPER SUPPLY OF POWER!

—STRIVE FOR GREATER CORDIALITY  
IN EMPLOYER-EMPLOYEE RELATIONSHIP  
FOR INDUSTRIAL PEACE!

—GREATER POWER TO WORKS COMMITTEES  
TO ENSURE CONSCIOUS PARTICIPATION  
IN THE PROGRESS OF THIS VITAL INDUSTRY.

rd 1-8-57

Details of Trades:

Group I and A and B

- 1. Die Makers
- 2. Pattern Makers.

Group II A and B

- 1. Electricians
- 2. Mce. Mechanics.

Group III A, B and C

- 1. Turners,
- 2. Bench Fitters,
- 3. Moulders,
- 4. Machinists.
- 5. Mason
- 6. Inspectors
- 7. Furnacemen
- 8. Stores
- 9. Incentige and costing.

Group IV A, B and C.

- 1. Blacksmith
- 2. Assembling
- 3. Press operator
- 4. Welder
- 5. Furnace Asst.
- 6. Chipping
- 7. Shear cutting
- 8. Radial Drilling

Group V A and B.

- 1. Painter
- 2. Bench *mm*
- 3. Galvanising
- 4. Inspection Helper
- 5. Tool store helper

Group VI

Helpers.

- continued -

ELECTRICAL AND ALLIED INDUSTRIES TRAVANCORE LIMITED KUNDARA  
GRADES

	A	B	C
Group I	3.00/0-15/4.50	2.75/0-15/4-25	
Group II	2.43/0-12/3-75	2.25/0-12/3-45	
Group III	2.25/0-12/3-45	2.12/0-12/3.32	2.00/0-12/3-20
Group IV	2.12/0-12/3.32	2.00/0-12/3.20	1.88/0-12/3.08
Group V	2.00/0-12/3.20	1.88/0-12/ <del>3.08</del> 3.08	
Group VI	1.88/0-12/3.08		



Signed 4, Nov. 1958

Electrical & Allied Industries (T.M.) LTD.  
KUNDARA.

Classification of Trade and wages including DA of employees per I.R.C Report.

TRADE	A	B	C	
Die Makers and pattern makers.	3.60-25-6.10	3.41-19-5.31	3.28-19-5.18	← Skilled
Electricians and Maintenance Mechanics.	3.41-19-5.31	3.28-19-5.18	2.72-12-3.92	
Turners, Benchfitters, Moulders, Machinists, Masons, Inspection, Stores, Furnaceman, Black smiths and welders.	3.28-19-5.18	2.72-12-3.92	2.48-12-3.68	← Semi Skilled
Assembly, Furnace-Assst, Fitters, Chipping, sheercutting, Press operators and Radial drill operators	2.72-12-3.92	2.48-12-3.68	2.24-12-3.44	
Painters, B.D.M. operators, Galvanising, Inspection Helpers and Tool-stores helpers.	2.48-12-3.68	2.24-12-3.44	2.00-12-3.20	← Unskilled
Helpers	2.00-12-3.20			

Promotions the number of posts and fixation in each cadre to be implemented by Jan. 1, 1959 are to be discussed and finalised early.

Since the union representatives pressed for the upgrading of press operators and galvanisers, Management agreed to give a minimum of 0.24 NP increment for the workers in these sections (Press and Galvanising) numbering ten for as a compromise, for which they have agreed.

4 Nov. 1958

(TRUE COPY)



In accordance with the decisions arrived at in the joint conference held at the office of the General Manager, The Electrical & Allied Industries (Priv.) Ltd, Kundara on the 4<sup>th</sup> Sept. '58 in connection with the implementation of I.R.C. Recommendations for Engineering Industries in the state, it has been agreed to by all concerned whose signatures have been subscribed below to accept the revised wages scales as per the schedule annexed hereto with effect from 1-1-'58 and this revised wage scales shall be in force for a period of FOUR years without any change whatsoever from the date of implementation, i.e. up to 31<sup>st</sup> Dec. '61. The individual wage rates will be worked out according to the wage schedule attached. It has also been agreed to that the wage revisions given effect to already from 1-8-'57 is superseded with effect from 1-1-'58. The following additional facilities are also agreed to:

I. Festival holidays for the factory per year:

1. Independence day.
2. Republic day.
3. May day.
4. Onam (2 days)
5. Christmas.
6. Good Friday.

Total Seven paid holidays.

II. Leave:

- A. 14 days sick leave with half wages in a calendar year.
- B. 5 days casual leave with wages
- C. Accident benefits as per the workmens' Compensation Act.  
14 days sick leave agreed to above will be covered for the first seven days for accidents.
- D. Leave with wages benefit will be continued as at present.
- E. Casual leave for more than 3 days continuously will not be allowed. Also the casual leave will not be sanctioned in combination with any other leaves.
- F. For the year 1958 only 3 days casual leave will be allowed for the rest of the year.
- G. Absentation will be viewed very seriously and suitable disciplinary action will be taken then and there.

III. NIGHT ALLOWANCE

Night allowance will be paid for the first and third shifts at four annas per head per day.



To Comrade S. A. Dange, 2 - MAY 1950

General Secretary, A. I. T. U. C.

With the request to please take up the demand and advise accordingly

## बिजली घर कर्मचारियों की माँग

बिजली कम्पनी से ठेकेदारी प्रथा समाप्त हो।

कोयला भोंकने वाला स्टाफ कम्पनी का अपना वेतन भोगी स्टाफ माना जाय

आगरा इलेक्ट्रिक सप्लाइ कम्पनी और दूसरी बिजली कम्पनियों में जोकि ब्रिटिश मैनेजमेंट के द्वारा चलाई जाती हैं काफो लम्बे समय से स्टेशन से कोयला लाने और वॉयलर में भोंकने का काम ठेकेदार के जरिये चलाया जाता है स्टेशन पर कोयला उतारने, वहाँ से लाने और वॉयलर में भोंकने के काम पर लगभग दो सौ मजदूर लगे होते हैं जिनके भाग्य करीब हर तीसरे साल नीलाम किये जाते हैं और इस प्रकार नया ठेकेदार उनकी नई सर्बिस पर लेता है। यह स्टाफ करीब बीस-बीस साल पुराना है। जिनकी आयु का स्वर्णिम भाग बिजली घर के इसी काम पर बीत चुका है। अस्थाई कार्य पर ठेकेदारी प्रथा को जब तक पूर्ण समाजवाद की देश में स्थापना न हो जाये कड़े घूँट की तरह पिया जा सकता है परन्तु जो काम अत्यन्त आवश्यक व स्थाई हो और जो उद्योग की जड़ हो उस पर लगे मजदूर वर्ग को अस्थाई रखना घोर अन्याय पूर्ण है और समाज के ऊपर एक कलंक है। इसको मजदूर के शोषण के सिवाय और कुछ नहीं कहा जा सकता है। बिजली पैदा करने वाला यही स्टाफ है और इसके साथ इस प्रकार का अन्याय एक अवाञ्छनीय कृत्य है और इसको मजदूर वर्ग अब अधिक बर्दाश्त नहीं कर सकता।

हम लोग एक लम्बे समय से माँग करते चले आए हैं कि कोयला भोंकने वाला स्टाफ कम्पनी के स्टाफ में मिलाया जाय और उसको वे सारी सुविधाएँ जोकि कम्पनी के स्टाफ को दी जाती हैं मिलें जैसे बोनस, मुफ्त बिजली की सप्लाइ इत्यादि।

पिछले साल यूनियन के सालाना चुनाव और यू. पी. इलेक्ट्रिक वर्कर्स फेडरेशन को सातवीं सालाना कान्फ्रेंस के अवसर पर फैसला लिया गया था और सरकार व मालिकों से माँग की गई थी कि हमारी माँग को जल्दी से जल्दी पूरा किया जावे परन्तु बड़े खेद की बात है कि हमारी इस न्याय-पूर्ण माँग की ओर कोई ध्यान ही नहीं दिया वलिक साफ-साफ इन्कार करके हमारे लिये कोई और रास्ता नहीं रक्खा सिवाय इसके कि हम जनता, मजदूर समाज और सरकार से अपनी मदद की अपील करते हुए अपनी न्यायपूर्ण माँग के लिये संघर्ष करें। कम्पनी अति शीघ्र इस बात का प्रयत्न कर रही है कि मौजूदा ठेकेदारों को मुदत समाप्त होते ही जो कि १ मई १९५६ को हो रहा है चुपचाप हमारे भाग्यों को पुनः नीलाम पर चढ़ादे या सारे स्टाफ को नौकरी से निकाल दे और इस प्रकार हमारी पुरानी नौकरी फिर नई शुरू हो जाये। अतः हम अपनी इस अपील द्वारा उन सम्बन्धित व्यक्तियों से प्रार्थना करते हैं जो कि अन्यायपूर्ण नीलाम में हमारी बोलियाँ बोलने की तैयारियाँ कर रहे हैं। हमें आशा है कि इस पक्ष के पढ़ने पर वे इस से दूर रहेंगे और मजदूर वर्ग का अपने खिलाफ शिकायत का अवसर न आने देंगे। अब यह मामला आगरे के बिजली घर का ही नहीं बल्कि सूबे के समस्त बिजली घरों का है। हमारी हार्दिक इच्छा है कि हमारी माँग पूरी की जावे और हमसे शक्ति का आजमाइश न की जावे जिससे उद्योग की शान्ति भंग हो और जनता को कष्ट हो।

अतः जनता, जनता के प्रतिनिधि और मजदूर साथी जहाँ और जिस जगह पर हों उनसे हम पूर्ण सहयोग की अपील करते हैं। हमें आशा है कि वे अपनी ओर से सरकार व मालिकों से हमारे मामले में हमारा वकालत करके हम मजदूरों को आभारी करेंगे। जय हिन्द।

हम हैं आपके सहयोग प्रार्थी

तारीख २० अप्रैल १९५६

आगरा इलेक्ट्रिक सप्लाइ वर्कर्स यूनियन

इकराम अहसानी

जनरल सेक्रेटरी

बन्सल प्रेस, आगरा

# बिजली घर कर्मचारियों की मांग

बिजली कम्पनी से ठेकेदारी प्रथा समाप्त हो ।

कोयला भोंकने वाला स्टाफ कम्पनी का अपना वेतन भोगी स्टाफ माना जाय

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तारीख २० अप्रैल १९५६

बन्सल प्रेस, आगरा

हम हैं आपके सहयोग प्रार्थी

आगरा इलेक्ट्रिक सप्लाई वर्कर्स यूनियन

इकराम अहसानी

जनरल सेक्रेटरी

# बिजली घर कर्मचारियों की मांग

बिजली कम्पनी से ठेकेदारी प्रथा समाप्त हो।

कोयला भोंकने वाला स्टाफ कम्पनी का अपना वेतन भोगी स्टाफ माना जाय

आगरा इलेक्ट्रिक सप्लाय कम्पनी और दूसरी बिजली कम्पनियों में जोकि ब्रिटिश मैनेजमेंट के द्वारा चलाई जाती हैं काफो लम्बे समय से स्टेशन से कोयला लाने और वॉयलर में भोंकने का काम ठेकेदार के जरिये चलाया जाता है स्टेशन पर कोयला उतारने, वहाँ से लाने और वॉयलर में भोंकने के काम पर लगभग दो सौ मजदूर लगे होते हैं जिनके भाग्य करीब हर तीसरे साल नीलाम किये जाते हैं और इस प्रकार नया ठेकेदार उनको नई सर्विस पर लेता है। यह स्टाफ करीब बीस-बीस साल पुराना है। जिनकी आयु का स्वर्णिम भाग बिजली घर के इस काम पर बीत चुका है। अस्थायी कार्य पर ठेकेदारी प्रथा को जब तक पूर्ण समाजवाद की देश में स्थापना न हो जाये कड़वे चूँट की तरह पिया जा सकता है परन्तु जो काम अत्यन्त आवश्यक व-स्थायी हो और जो उद्योग की जड़ हो उस पर लगे मजदूर वर्ग को अस्थायी रखना घोर अन्याय पूर्ण है और समाज के ऊपर एक कलंक है। इसको मजदूर के शोषण के सिवाय और कुछ नहीं कहा जा सकता है। बिजली पैदा करने वाला यही स्टाफ है और इसके साथ इस प्रकार का अन्याय एक अवांछनीय कृत्य है और इसको मजदूर वर्ग अब अधिक बर्दाश्त नहीं कर सकता।

हम लोग एक लम्बे समय से माँग करते चले आए हैं कि कोयला भोंकने वाला स्टाफ कम्पनी के स्टाफ में मिलाया जाय और उसको वे सारे सुविधाएँ जोकि कम्पनी के स्टाफ को दी जाती हैं मिलें जैसे बोनस, मुफ्त बिजली की सप्लाय इत्यादि।

पिछले साल यूनियन के सालाना चुनाव और यू. पो. इलेक्ट्रिक वर्कर्स फेडरेशन को सातवीं सालाना कांफ्रेंस के अवसर पर फैसला लिया गया था और सरकार व मालिकों से माँग की गई थी कि हमारी माँग को जल्दी से जल्दी पूरा किया जावे परन्तु बड़े खेद की बात है कि हमारी इस न्याय-पूर्ण माँग को आर कोई ध्यान ही नहीं दिया बल्कि साफ-साफ इन्कार करके हमारे लिये कोई और रास्ता नहीं रक्खा सिवाय इसके कि हम जनता, मजदूर समाज और सरकार से अपनी मदद की अपील करते हुए अपनी न्यायपूर्ण माँग के लिये संघर्ष करें। कम्पनी अति शीघ्र इस बात का प्रयत्न कर रही है कि मौजूदा ठेकेदारी को मुदत समाप्त होते ही जो कि १ मई १९५६ को हो रही है चुपचाप हमारे भाग्यों को पुनः नीलाम पर चढ़ादे या सारे स्टाफ को नौकरी से निकाल दे और इस प्रकार हमारी पुरानी नौकरी फिर नई शुरू हो जाये। अतः हम अपनी इस अपील द्वारा उन सम्बन्धित व्यक्तियों से प्रार्थना करते हैं जो कि अन्यायपूर्ण नीलाम में हमारी बोलियाँ बोलने को तैयारियाँ कर रहे हैं। हमें आशा है कि इस पक्ष के पढ़ने पर वे इस से दूर रहेंगे और मजदूर वर्ग को अपने खिलाफ शिकायत का अवसर न आने देंगे। अब यह मामला आगरे के बिजली घर का हो नहीं बल्कि सूबे के समस्त बिजली घरों का है। हमारी हार्दिक इच्छा है कि हमारी माँग पूरी की जावे और हमसे शक्ति का आज्ञामांश न की जावे जिससे उद्योग की शान्ति भंग हो और जनता को कष्ट हो।

अतः जनता, जनता के प्रतिनिधि और मजदूर साथी जहाँ और जिस जगह पर हों उनसे हम पूर्ण सहयोग को अपील करते हैं। हमें आशा है कि वे अपनी ओर से सरकार व मालिकों से हमारे मामले में हमारी चकालत करके हम मजदूरों को आभारी करेंगे। जय हिन्द।

तारीख २० अप्रैल १९५६

बन्सल प्रेस, आगरा

हम हैं आपके सहयोग प्रार्थी

आगरा इलेक्ट्रिक सप्लाय वर्कर्स यूनियन

इकराम अहसाना

जनरल सेक्रेटरी



# बिजली घर कर्मचारियों की मांग

बिजली कम्पनी से ठेकेदारी प्रथा समाप्त हो।

कोयला भोंकने वाला स्टाफ कम्पनी का अपना वेतन भोगी स्टाफ माना जाय

आगरा इलेक्ट्रिक सप्लाइ कम्पनी और दूसरी बिजली कम्पनियों में जोकि ब्रिटिश मैनेजमेंट के द्वारा चलाई जाती हैं काफो लम्बे समय से स्टेशन से कोयला लाने और वॉयलर में भोंकने का काम ठेकेदार के जरिये चलाया जाता है स्टेशन पर कोयला उतारने, वहाँ से लाने और वॉयलर में भोंकने के काम पर लगभग दो सौ मजदूर लगे होते हैं जिनके भाग्य करीब हर तीसरे साल नीलाम किये जाते हैं और इस प्रकार नया ठेकेदार उनको नई सर्विस पर लेता है। यह स्टाफ करीब बीस-बीस साल पुराना है। जिनकी आयु का स्वर्णिम भाग बिजली घर के इसी काम पर बीत चुका है। अस्थाई कार्य पर ठेकेदारी प्रथा को जब तक पूर्ण समाजवाद की देश में स्थापना न हो जाये कड़वे घूँट की तरह पिया जा सकता है परन्तु जो काम अत्यन्त आवश्यक व स्थाई हो और जो उद्योग की जड़ हो उस पर लगे मजदूर वर्ग को अस्थाई रखना घोर अन्याय पूर्ण है और समाज के ऊपर एक कलंक है। इसको मजदूर के शोषण के सिवाय और कुछ नहीं कहा जा सकता है। बिजली पैदा करने वाला यही स्टाफ है और इसके साथ इस प्रकार का अन्याय एक अवाञ्छनीय कृत्य है और इसको मजदूर वर्ग अब अधिक बर्दाश्त नहीं कर सकता।

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अतः जनता, जनता के प्रतिनिधि और मजदूर साथी जहाँ और जिस जगह पर हों उनसे हम पूर्ण सहयोग को अपील करते हैं। हमें आशा है कि वे अपनी ओर से सरकार व मालिकों से हमारे मामले में हमारे वकालत करके हम मजदूरों को आभारी करेंगे। जय हिन्द।

तारोख २० अप्रैल १९५६

बन्सल प्रेस, आगरा

हम हैं आपके सहयोग प्रार्थी

आगरा इलेक्ट्रिक सप्लाइ वर्कर्स यूनियन

इकराम अहसानी

जनरल सेक्रेटरी

27 APR 1959

GOVERNMENT OF RAJASTHAN  
Finance Department-A-(Rules).

ORDER.

ID. No. 1835/59F.2(8)R/56.

Dated Jaipur, the 21-3-59.

Subj:- Rajasthan Civil Services (Rationalisation of Pay Scales) Rules & Schedules, 1956.

Under this department order No.F.1(2)R/51 dated 7-9-51 Unified Pay Scales for the various categories of technical staff of Electrical and Mechanical Department were proscribed. In the Rationalised Pay Scales were proscribed for the posts of Superintending Engineer, Executive Engineer, Assistant Engineer, Chemist and Head Draftsman in this department. For all other posts it was laid down that the existing pay scales shall continue. As under Rationalised Pay Scales Rules persons in receipt of basic pay of less than Rs. 250/- on 23-2-56 or on the date preceding the date of election of the Rationalised Pay Scales were allowed an advance increment in the revised scales with effect from 1-3-56, subject to the condition that the pay thus fixed shall not exceed Rs. 250/-. The technical staff who were holding these posts for which existing pay scale continued represented to Government for allowing them similar benefit. Matter was examined and in view of the fact that under Rule 2 (d) the term "Proscribed scale" also includes the existing scale where the posts have been included in the schedule without any change in the existing scale it was decided to give benefit of one advance increment in the existing scale to the technical staff under P.W. Department Order No.F.6(19)P.W/52 dated 24-6-57.

The Rajasthan Electrical & Water Workers Federation again represented the matter for prescribing Rationalised Pay Scales for the posts for which such scales were not proscribed in the schedule attached to the Rationalised Pay Scales Rules and this was also one of the demands of the Federation which was examined by the Committee appointed by Govt. to examine the demands of the Rajasthan Electrical and Water Workers Federation. The recommendations of the committee to prescribe Rationalised Pay Scales for these posts also on the analogy of the grades proscribed for similar posts in the Public Works and Irrigation Department has been approved by the Government.

The Governor, has therefore, been pleased to make the following amendments in the Rajasthan Civil Services (Rationalisation of Pay

Public Works Department (Electrical & Mechanical Deptt & Water Works Branch) Page 46.

Add the following after deleting the words "all other posts" and existing pay scale shall continue" occurring in columns 1 & 3 :-

Post	Present scale	Revised Pay scale	Remarks
1. Foreman I	150-10-220-EB-10-300	150-10-220-EB-10250-12½-350	
2. Boring Operator	-do-	-do-	
3. Head Smith	100-5-150-EB-10-200-EB-10-300.	90-5-125-EB-10-225-EB-12½-300	
4. Head Lineman & Electrician I	-do-	-do-	
5. Incharge Armature Winding Shop.	-do-	-do-	Same remarks as against Engineering Subordinates in P.W.D.
6. Engineering Subordinate I	-do-	-do-	
II	80-5-120-EB-5-160	-do-	
7. Overseer	-do-	-do-	
8. Sub-Overseer	-do-	-do-	
9. Welder I.	100-5-150-EB-10-300	-do-	
10. Foreman II.	100-5-150-EB-10-200	110-5-135-EB-10-225	
11. Mistry I.	120-5-170.	-do-	
12. Turbine Attendant	120-5-170	110-5-135-EB-10-225	
13. Meter Tester & Meter Repairer I.	-do-	-do-	
14. Senior Filter Attendant.	-do-	-do-	
15. Foreman III	80-5-120-EB-5-160	80-5-120-EB-5-175.	
16. Head Electrician & Lineman II.	-do-	-do-	
17. Chargoman I.	-do-	-do-	
18. Radio Mechanic.	90-5-120-EB-5-160	-do-	
19. Motor Inspector I.	50-4-90-EB-5-160	-do-	
20. Motor Tester & Meter Repairer II.	80-5-120-EB-5-120	-do-	
21. Gate Sergeant.	-do-	-do-	
22. Surveyour & Estimator (For the E & M Deptt only) I.	-do-	-do-	
23. Fitter I.	90-5-120-EB-5-160	-do-	
24. Mechanic I.	-do-	-do-	
25. Artisan I	-do-	-do-	
26. Lineman I.	-do-	-do-	
27. Driver I.	-do-	-do-	
28. Mistry II.	90-5-120	-do-	
29. Electrician & Wireman I.	90-5-120-EB-5-160	-do-	
30. Asstt. Turbine Attendant.	90-5-120	-do-	
31. Boiler Attendant.	80-5-120-EB-5-160	-do-	
32. Cable Jointer I	90-5-120-EB-5-160	-do-	
33. Welder II.	80-5-120-EB-5-160	-do-	
34. Senior Pump Attendant. (Water Works)	90-5-120-EB-5-160	-do-	
35. Junior Filter Attendant. (Water Works).	90-5-120	-do-	



37. Water Works Inspector (Water Works).	90-5-120-EB-5-160	80-5-120-EB-5-175.
38. Motor Inspector II	50-3-80 * Grade I	60-4-80-5-EB-5-130
	Grade II	60-4-80-EB-5-100
39. Motor Checker & Motor Reader I.	50-3-80-EB-4-100	-do-
40. Fitter II	60-3-90.	-do-
41. Mechanic II.	-do-	-do-
42. Lineman II.	-do-	-do-
43. Driver II.	-do-	-do-
44. Mistry III	-do-	-do-
45. Electrician & Wireman II.	-do-	-do-
46. Fireman.	-do-	-do-
47. Sub-Station Attendant & Switch Board Attendant.	-do-	-do-
48. Pump Driver.	-do-	-do-
49. Cable Jointer II	-do-	-do-
50. Tools Keeper.	-do-	-do-
51. Artisan II.	-do-	-do-
52. Chargoeman II.	50-3-80-EB-4-100	-do-
53. Junior Pump Attendant (Water Works).	60-3-90.	-do-
54. Laboratory Asstt. (Water Works).	60-4-100-EB-5-120	-do-
55. Helper I.	40-2-60	40-2-50-2-70
56. Motor Checker & Motor Reader II.	-do-	-do-
57. Helper II.	30-1-40.	30-1-50.....

\* Note:- Grade I will be admissible to Matriculates only.

Fresh recruits will get a starting pay of Rs. 35/-.

The scales of pay for the posts of Drafts Man I & II & Tracer will be the same as prescribed for similar posts in P.W.D. Asstt. Draftsman will be in the scale of Tracer.

The above amendment will take effect from 1.3.56.

The benefit of one advance increment in the existing scales which has already been allowed to the holders of above posts under Public Works Department Order No. F.6(19)PW-EM/53 dated 24th June, 1957 will be adjusted while fixing their pay in the prescribed scale in accordance with the Nationalised Pay Scale Rules.

By Order

Sd/- D. Goswami

Deputy Secretary to Government.

General Secretary  
 RAJASTHAN  
 Elec. & Water Workers'  
 FEDERATION.

# राजस्थान बिजली नल वर्कर्स फेडरेशन

( Registered & Recognised )

( Affiliated to All India Federation of Electricity Employees )

Inside Chandpole Gate,

Jaipur, Date 7-4-1959.

25-4..

Ref No. REWF/VI/314

299

President  
Shri Narendra Pal  
Shri A. D. Nag

Vice President

1. Shri Bhai Bhagwan
2. " Narendra Pal
3. " Mangi Lal

General Secretary

Shri Roshan Lal

Joint Secretary

1. Shri Rameshwar Lal  
Pandey
2. Shri Krishan Kant  
Verma
3. Shri Deep Chand

Organising Secretary

Shri Fateh Singh

Treasurer

Shri Prem Prakash

My dear Krishnan,

I was much pleased to hear about you and that too in the columns of the New Age Weekly.

It was gratifying to note that you got some of your demands accepted through the instrumentality of an Enquiry Committee. Although I have gone through the report as appended in the columns of the New Age, but, you know, it cannot be said to be satisfying for one who is interested to make a close study. I am therefore to request you to please send copy of the full report for our comparative study.

You will also be glad to know that we have also had privilege of getting a demands Enquiry Committee appointed by the Government on which our president was also represented. The Committee has just submitted its report and the Government has also communicated its acceptance of the recommendations. I am sorry I am unable to send you the full text of the report to you at the present moment as the same is not readily available with me but you will soon have it and will also see its excerpts in the columns of the New Age, I am however sending you the list of the revised grades which was one of the major demands which has been accepted. Please let me know your reaction as to how they compare with yours.

It would not be inappropriate to express our regrets that you have not called a single meeting in the duration



three years of the Executive Committee of the All India Federation of Electricity Employees. We are feeling bitterly that we have wasted a sum in coming over to Bangalore to participate in the conference as such a number. We were very enthusiast about it, but you have dampened them. You have belied all our hopes. I do realise that you may not have got co-operation from the Socialists but the convening of the meeting of the Executive Committee hardly requires any. And there is no reason why we should not meet.

I hope you will still realise the potentialities of our Federation and the urgency of reviving its activities in the present circumstances will convene a meeting very very soon.

I would suggest that the meeting may be convened at Delhi where Electricity workers will also now be co-operating as out of our old comrade Shri Jog Singh has been elected recently as secretary of the Delhi Electricity worker's Union. <sup>you may contact him by giving my reference to THANG MA VI</sup> You may write to com. ~~THANG MA VI~~ or other Secretary of the A I T U C for making arrangements for our meeting.

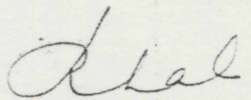
Hope the proposal will be acceptable to you and you will let me about your reaction at your earliest.

Encl:- as above

Yours comradely

To

Shri S. C. Krishnan  
General Secretary  
All India Federation of Electricity Employees,  
5, Ritchie Street, Madras

  
(— R. Lal. )  
General Secretary.

No RE WF/VI/316 Dt. 25.4.59

Copy to :-

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

# Rajasthan Electric & Water Workers' Federation

## राजस्थान बिजली नल वर्कर्स फेडरेशन

( Registered & Recognised )

( Affiliated to All India Federation of Electricity Employers )

Inside Chandpole Gate,

Jaipur, Date \_\_\_\_\_ 195 .

Ref No. REWF/VI/

To,

The Secretary,  
Electricity Board Employees Union,

Dear ~~Mr~~ friend,

I am enclosing herewith a ~~list~~ list of grades of the employ of the Rajasthan State Electricity Board as recently revised for your information.

I shall be grateful if you kindly let me have a complete list of grades of your Board also for comparative study.

It would be much appreciated if you could kindly send a copy of the latest "Annual Progress Report" published by your Board per V.P.P. If the same has not been published as yet, the case with our Board, then the list of the grades as required above and a copy of the regulations framed by the Board under section 79 of the Indian Electricity ( Supply ) Act, 1948 for regulating the service condition of the employees may please be furnished.

Information regarding leave facilities may please be furnished as early as possible as our dispute regarding leave has been left undecided for want of information from other centres. Therefore please let us know the quantum of the leave you enjoy of every kind, casual, privilege, sick, half pay etc.

Information regarding other facilities such as P.F. Bonus gratuity, housing, welfare etc., may also please be furnished at your earliest convenience,

Hoping to hear from you soon.

Yours comradely,

( R. Lal. )  
General Secretary.

No REWF/VI/318 D-25.4.55.

Copy to the Secretary, AITUC, 4 Ashok Road New Delhi.  
I will request to kindly circulate a letter to all the  
Unions of electricity employees affiliated to AITUC to  
very kind send us the above information and help us in  
the matter. R.Lal.

Shri <sup>President</sup> ~~Narendra Pal~~  
Shri A. D. Nag

Vice President

1. Shri Bhai Bhagwan
2. " Narendra Pal
3. " Mangi Lal

General Secretary

Shri Roshan Lal

Joint Secretary

1. Shri Rameshwar Lal  
Pandey
2. Shri Krishan Kant  
Verma
3. Shri Deep Chand

Organising Secretary

Shri Fateh Singh

Treasurer

Shri Prem Prakash

Most Imp.

12 JUN 1959

Rajasthan Electric & Water Workers' Federation

राजस्थान बिजली नल वर्कर्स फेडरेशन

( Registered & Recognised )

( Affiliated to All India Federation of Electricity Employees )

Ref No. REWF/VI/

Jainpur, Date June, 1959

President  
Shri A. D. Nag

Vice : President

1. Shri Bhai Bhagwan
2. " Narendra Pal
3. " Mangi Lal

General Secretary

Shri Roshan Lal

Joint Secretary

1. Shri Rameshwar Lal  
Pandey
2. Shri Krishan Kant  
Verma
3. Shri Deep Chand

Organising Secretary

Shri Fatch Singh

Treasurer

Shri Prem Prakash

Dear Comrade S.C. Krishnan,

I am extremely sorry that you did not reply to my letter dated 25-4-1959. Any-how I have got a copy of the report of Negotiating Committee, Electricity Dispute, Madras directly from A.I.T.U.C. Office, New Delhi. I have not gone through it as yet as I have received it only today, but undoubtedly we shall be benefitted it very much by it. <sup>Now I</sup>

*have you through it fully and will like to ask you further information in another letter. At present I am busy preparing for the meeting of our Executive Committee.*

In my earlier letter referred to above, I have drawn your attention to the need of calling the meeting of the Executive Committee of the All India Federation of Electricity Employees at Delhi or somewhere else you like. But you have not let your reaction known to it.

Comrade, being the General Secretary of the All India Federation, which is the only Federation of the Electricity Employees, yet in the field, you owe very heavy responsibility to it to see that it functions, becomes the rallying force of the scattered employees of the Electricity Industry and takes its proper place among the other National Trade Federations. It is a highly regrettable fact that not a single meeting of the Executive Committee has been called by you since the inception of the Federation about three years back.

...../2.



# Rajasthan Electric & Water Workers' Federation

## राजस्थान बिजली नल वर्कर्स फेडरेशन

( Registered & Recognised )

( Affiliated to All India Federation of Electricity Employees )

Ref No. REWF/VI/

Jaipur, Date

195 .

### Continuation Sheet .....2/-

President  
Shri A. D. Nag

Vice President

1. Shri Bhai Bhagwan
2. " Narendra Pal
3. " Mangi Lal

General Secretary

Shri Roshan Lal

Joint Secretary

1. Shri Rameshwar Lal  
Pandey
2. Shri Krishan Kant  
Verma
3. Shri Deep Chaud

Organising Secretary

Shri Fatch Singh

Treasurer

Shri Prem Prakash

The State of neglect and apathy on the part of authorities, including the highest authority of the Central Government and its Labour Bureau can be gauged from the fact that no mention of the conditions of employment in the Electrical Industry (Generation and Distribution), which is so vital an Industry forming the key to National Development, is made in the official papers. The attitude of the State Authorities who have direct and immediate concern, cannot be described in a better way than done in your report at Page 13. It is everywhere the same.

Now when almost in every state, the Electricity Boards have come up, it has become comparatively an easy task to secure more or less uniform scales of Pay, service conditions and other facilities. But the condition is only if we act and act in an intelligent manner. The intelligence can be got when we meet and exchange information, otherwise it becomes very difficult to secure even published material from other States ! (Your case in point too) I have been writing to the Boards but the usual reply is that such sort of information is exchanged only between the Boards.

I hope, I need not dwell on the need of calling the meeting of the Executive Committee any more. You will

...../3

# Rajasthan Electric & Water Workers' Federation

## राजस्थान बिजली नल वर्कर्स फेडरेशन

( Registered & Recognised )

( Affiliated to All India Federation of Electricity Employees )

Ref No. REWF/VI/

Jaipur, Date

195 .

Continuation Sheet .....3/-

President  
Shri A. D. Nag

Vice President

1. Shri Bhai Bhagwan
2. " Narendra Pat
3. " Mangi Lal

General Secretary

Shri Roshan Lal

Joint Secretary

1. Shri Rameshwar Lal  
Pandey
2. Shri Krishan Kant  
Vorma
3. Shri Deep Chand

Organising Secretary

Shri Fatch Singh

Treasurer

Shri Prem Prakash

yourself be alive now to its usefulness and pay your attention to it now when you are comparatively free from your local problems. If the meeting cannot be arranged at Delhi; we are willing to welcome you at Jaipur. My suggestion is that an extended meeting of the Executive Committee inviting <sup>ONE</sup> two representatives ~~of~~ <sup>and emp. supply co!</sup> from each Board, not represented on the Committee should be called at Jaipur tentatively in the first week of September for which we shall have to plan right from now. So comrade let me know your reaction very early.

Hoping for an early reply.

Yours comradely,

( R. LAL )

GENERAL SECRETARY.

Copies to:-

- (1) Com. Raj Bahadur Gaur, Secretary, A.I.T.U.C., 4, Ashoka Road, New Delhi.
- (2) Com. V.G. Rao, President, Tamilnad Electricity Workers Federation, 5, Ritechi Street, Madras 2.
- (3) Com. T.R. Ganeshan, General Secretary, Tamil Nad Trade Union Congress, 6/157, Broadway, Madras-1, Com. Gaur might have written to him to put Com. Krishnan in touch with me. He will kindly do the needful early

Yours comradely,

( R. LAL )

GENERAL SECRETARY.

To, Com. S. C. Krishnan  
General Secretary  
All India Federation of Electricity Employees  
5, Ritechi Street, Madras. 2

No REWF/VI/352 dt 11.6.55



Regd No. 3... 57/58 22 JUN 1959

**ELECTRICITY WORKERS' UNION, MANIPUR**  
**KHOYATHONG BAZAR**  
**IMPHAL**

Ref No. 5/E.W.U./6/59  
TO

Date... 18/6/1959

D/sir, General Secretary A.I.T.U.C.

We are very glad to acknowledge the receipt of your Circular No. AU/2/59 of 25.5.59 along with the two-coloured posters for donation towards A.I.T.U.C Building Fund. In this connection, we would like to inform you that the question of donation will be passed in the 3rd Annual General Meeting of the Union scheduled to be held on the 28<sup>th</sup> instant.

A copy of the Charter of Demands adopted in the last 2nd Annual General Meeting of the Union is sent herewith for your perusal and guidance.

✓  
Pl. send ✓ if you very kindly send one copy

P. T. O.

ma  
27/6

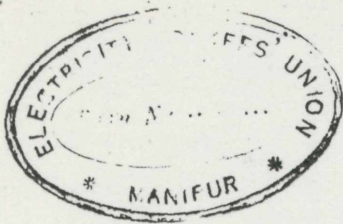
INITIAL  
ELECTRICITY WORKERS UNION, MANIPUR  
THOUGHTFUL

Copy -  
✓ of the book "A Question to Trade Unions on ESI, P.F. and Pension Schemes with a forward by S.A. Dange" by V.P.P. at an early date.

with warm greetings

T. Inzamani Sh.

~~PRESIDENT~~/SECRETARY,  
ELECTRICITY WORKERS UNION,  
MANIPUR, INDIA.



ELECTRICITY WORKERS' UNION,  
MANIPUR.

Office:-  
Khoyathong Bazar, Imphal.

The Second Annual General Meeting of the Electricity Workers' Union, Manipur, adopted the following Charter of Demands to be submitted to the Manipur Administration and to the Government of India.

I. The present Power Scheme in Manipur -- Support.

Under the present Second Five Year Plan of the Government of India, the investment in the Power Scheme of Manipur (after 5% cut) is a bit more than Rs 95 Lakhs. Only Rs 14 Lakhs were invested in this scheme under the first 5yr Plan. It is, therefore, more than 681% of the 1st investment. Out of the investment of 14 Lakhs of the 1st investment, 9 Lakhs were surrendered unused for which this Union expresses deep regret.

The present scheme will be beneficial to <sup>This</sup> part of the Country as noted below:-

(a) Electrification of not only the Imphal Centre but also of all the important points and villages of Manipur.

(b) It will be possible to have a step forward towards the industrialisation of this Territory, as electricity is the most important factor for industrialisation.

(c) As the scheme extends, small Industries will spring up and so a considerable number of un-employed persons will get work.

This does not mean that the present investment is sufficient for supplying power for industrialisation, but it will give an inceptive step towards the establishment of some small industries in Manipur.

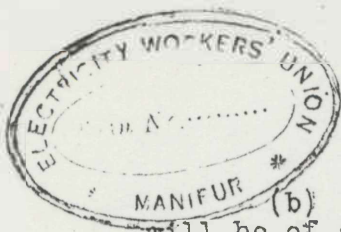
Taking all these factors and objectives into consideration, and because of the scheme being state owned, this Union supports this scheme and looks upon it as a National Construction Plan.

II. Implementation of the Scheme.

It is, so necessary to work out the plan and scheme properly and efficiently to achieve the targets in time. It will not be wise and good to shift the whole responsibility to the Heads of the Departments and Employers; workers also should share and take joint responsibility. Every citizen of the Country should take due responsibility in all the construction plans of the Nation. Forgetting the sentiment of being obedient servants of the British Colonisers of the day, every worker should think that he is a disciplined worker of the nation and should set hands to construction works along with his struggle for better working conditions, higher wages and better standard of living and to bring mutual understandings with the employers and also for participation in the management of the scheme democratically.

(a) It is also necessary to expose right and left, the Right Wing Critics who endeavour to destroy the basic features of the Second Plan. This will help to raise consciousness of the working class.





(b) These basic features of the Second Five Year Plan will be of great benefit to the great nation as a whole in the present circumstances of India. But if badly managed and inefficiently worked out, the plan and schemes will serve nothing but will remain as paper works. So, we should fight out corruption, nepotism, un-democratic functioning and bad management. This will help to make the scheme a success.

Keeping all the above objectives in view, the Electricity Workers' Union, Manipur, submits the following Charter of Demands and urges upon the Head of the Department and Manipur Administration and upon the Government of India, to concede the Demands and also urges upon them to go hand in hand with the workers to implement the plan schemes successfully without the slightest effect to the basic features of the plan.

CHARTER OF DEMANDS.

We demand

1. An immediate increase of 25% in all current wages as an interim step towards the prescribing of the long promised 'fair wages' and reasonable minimum wages for all sweated workers such as Jugalis and Weirmen, linking with the cost of living index.
2. Immediate merger of the Dearness allowance with the basic pay.
3. Immediate extension of the 'Employees' Provident Fund Act' to this establishment and raise the rate of contributions to 8 1/3% of the total earnings. A like amount should be contributed to the Fund by the Department.
4. Immediate extension of 'Employee State Insurance Scheme' and free periodical Medical Treatment should be given to the workers.
5. Immediate protection and Security measures.
6. Immediate introduction of price controls of essential commodities and taking drastic penal actions against hoarders, profiteers and other anti-social elements and reduce the abnormally high ~~price~~ rise in prices.
7. Recognition of this Electricity Workers' Union, Manipur.
8. Declaration of 'May Day' (1st May of every year) a paid holiday and immediate strengthening of the working force to enable the electricity workers to enjoy gazetted holidays and this will reduce the work loads of every worker.
9. Immediate revision of the Service Conduct Rules to secure for all workers full trade union rights including the right to participate in peaceful agitations, demonstrations and strikes.
10. Immediate constitution of an Advisory Committee of this establishment with representatives of this Union to enable the workers to participate in the management of the Power Scheme.
11. Seniority promotion.
12. Immediate introduction of granting extra allowances such as Out-station Compensatory allowance, Hill allowance, over-time

over-time

allowance and winter allowance.

13. Immediate introduction of Bonus system in this establishment

14. Construction of a rest camp within or just outside the Imphal Diesel Power House compound, specially for the workers who will take charge of duty from midnight or from far advance night and where-in, the workers can take rest at intervals and can exercise their rights as trade unionists and free citizens.

15. ✓✓ Granting of leave and extra allowances under the Factory Act to those workers who are given duty at night.

16. Immediate appointment of a Wage Board for this establishment.



OFFICE OF THE ELECTRICITY WORKERS' UNION,  
MANIPUR.

Circular No 26/58.

Dated the 8th <sup>Sept</sup> August, '58.

All members of the Union,  
Dear friends,

The above Charter of Demands adopted in the Second Annual General Meeting of this Union is given to you all for proper study and mobilisation.

This Charter of Demands has been submitted to the (\*) Honourable Chief Commissioner, Manipur (2) Principal Engineering Officer, Manipur, (3) Executive Engineer (Electricity) and (4) Honourable Home Minister, Government of India, with the request to concede the just demands of the workers.

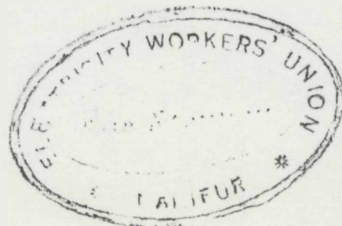
Two copies of the same have also been sent to the A.I.T.U.C., New Delhi -- one copy to forwarded to the Electricity Workers' Union, New Delhi.

With warm greetings.

Friendly yours,

SD/ Indramani Singh,  
Secretary,

Electricity Workers' Union,  
Manipur.





279

June 13, 1959

General Secretary,  
Rajasthan Electric Electric &  
Water Workers' Federation,  
JAIPUR, Rajasthan

Dear Comrade,

Thanks for your letter of 11th June to  
Dr. Raj Bahadur Gour.

Please send reports about struggle in  
Pali. We have not heard anything from them  
direct.

Com. Gour has gone away on a tour to  
Mahagujrat. Please keep us informed of your  
progress of the decisions of Beawar meeting  
as well as Building Fund Campaign.

With greetings,

Yours fraternally

*K.G.*  
*mn*  
(K.G. Sriwastava)  
Secretary

12 JUN 1959

# Rajasthan Electric & Water Workers' Federation

## राजस्थान बिजली नल वर्कर्स फेडरेशन

( Registered & Recognised )

( Affiliated to All India Federation of Electricity Employees )

Ref No. REWF/VI/353

Jaipur, Date 11.6.1959

President  
Narendra Pal  
Shri A. D. Nag

Vice President

1. Shri Bhai Bhagwan
2. " Narendra Pal
3. " Mangi Lal

General Secretary

Shri Roshan Lal

Joint Secretary

1. Shri Rameshwar Lal Pandey
2. Shri Krishan Kant Verma
3. Shri Deep Chand

Organising Secretary

Shri Fatch Singh

Treasurer

Shri Prem Prakash

Dear Com. Gaur,

Received your letter dated 2nd June, 1959. It was a pleasant surprise for me to get such a prompt reply from you.

I have delivered the Appeal and the Circular letter from the Preparatory Committee, National Federation of Engineering Workers sent by you to all the Unions here and the Metal Industries and the Manufacturing workers' Unions have promised to send their delegates. I am trying my best for some delegates from National Engineering Industries (NEI).

I have gone through the report of Negotiating Committee, Electricity Dispute, Madras also sent by you by the same Com. and have benefited from it very much. Thank you, Comrade, very much for the same. Our Executive is going to meet on 15th instant at Choppon near Agra and I am going to submit the same before it. It will help us to substantiate our demands very much.

I am writing to Com. Krishnan again as advised by you and also sending a copy of the same to Com. Ganeshan and Com. Row (copy enclosed) Hope you will also press them to call the meeting of the Executive Committee of AIFEE.

Regards NGO's Pay Commission Report from Madras, you will kindly do remember to get it for us. There was a news that the Kashmir Pay Committee under the chairmanship of Shri Jai Lal Kilam, retired High Court Judge, has also been submitted to the Govt. Can you Com. get the same also for us.

As regards Beawan decisions, we have not yet been able to proceed further, as Com. Punam's has been involved in the strike in Textile Mill, Pat. From 4th, he himself has been on strike and from 5th, the complete

General, Strike has started. Settlement is not in sight yet. Due to this, there has been delay in replying you also. I was expecting Com. Punam is here. But finding him fully entangled, I am now writing to you myself.

Com. you may rest assured, we shall fully carry on the decisions taken at Beawar and will launch a good campaign for collecting Building Funds.

Assuring you once again and looking forward for your Co-operation and guidance,

yours Comradely

A Lal

General Secretary  
Ray Elec. & Water workers'  
Federation,  
Jai pur.

Electricity Workers Union,  
Imphal

297  
July 1, 1959

Dear Comrade,

Thank you for your letter of 18th June 1959, enclosing the Charter of Demands.

As desired by you, we ~~have~~ have sent a copy of the publication, ON ESI, PF AND PENSION SCHEMES per VPP.

We shall be glad to hear from you about the progress being made in the matter of AITUC BUILDING FUND collections.

With greetings, Yours fraternally,

*MS*  
Office Secretary



"Rajasthan Electric & Water Workers on Path of Struggle"

The Rajasthan Electric and Water Workers' Federation representing about 10,000 workers of Rajasthan State Electricity Board and water workers Department of the Government of Rajasthan, in a recent meeting has decided to take strike Ballot from 1st to 7th July, 1959, for the fulfilment of certain demands, which have mostly been accepted long ago but not implemented yet.

A Flash Back.

The Rajasthan Electric & Water Workers' Federation is an independent United Organisation of the Electricity and Water Workers of Rajasthan including the employees of the Electricity Undertakings in the Private Sector also. The Ministerial and class IV staff of the Electricity Board was not the part and parcel of the Workers' Federation but a decision has now been taken to affiliate them also. The first annual conference of the Rajasthan Vidyut Karyalaya Karmachari Sangh has been convened at Bikaner from 12th to 14th July, 1959 and a formal decision by the Sangh to get itself affiliated with the workers' Federation will be taken there. Previously it was affiliated with Rajasthan Ministerial Staff Association.

The Rajasthan Electric & Water Workers' Federation was formed on an adhoc basis in the year 1949- A.D. soon after the formation of Rajasthan and its first Annual Conference was held at Bikaner on the 1st, 2nd and 3rd January, 1950. This was the first State Organisation of workers working in any industry or Government department or undertakings. This is a sufficient Proof of the consciousness of workers of Electricity and Water Works of Rajasthan. Com. Ashraf Faizdar was elected the first Secretary.

Some Achievements.

At the first conference a 14-point charter of demands was adopted which included, inter alia, the demands of Unified Scales of pay, Uniform Service conditions and permanent

of service. Jaipur Unit, which had already served Strike Notice on the very demands, started Strike in the third week of January, 1950 which was a complete success so far as the participation of workers is concerned but was a failure so far as the direct achievements are concerned. The strike was mercilessly crushed and the ruthless repression was let loose by the <sup>K</sup>endal State Police. But it was as a result of this trike and the strikes of Jodhpur (1942 & 46) and Bikaner (1948) in the back-ground that almost all the major demands were accepted by the middle of 1957. Uniform Scales of pay were prescribed ranging from Scale Rs. 150-300 in the highest to Rs. 30-1-40 in the lowest and these were brought into force with retrospective with effect from 1.4.1950. Permanency of service was secured by converting all those work-charged employees to permanent cadre <sup>who</sup> ~~to be~~ were in service on 1.4.50 A major achievement to which a special reference must be made was the acceptance of the demand of weekly Holiday with Pay for all the employees whether permanent temporary, work charged or casual.

Integretion and fixation in the Unified Pay scales posed a very complicated Problem before the Authorities as well as the Federation, which, but for the tact-ful and intelligent hand-ling by Com. Narendra Pal & Ashraf Fauzdar, the then President and Secretary respectively, and the appreciable Co-operation of the Authorities, would have Shaken the Organisation to its roots.

In the year 1953 <sup>a</sup> and step forward was taken and a new Charter of Demands, containing the demands of Provident Fund, better leave facilities, cycle Allowances, Uniforms and rectification of fixation anomalies, among others, was adopted. In the year 1955, only after the preparation of State-wide Strike, these demands were accepted to a very large extent and Contributory Provident Fund scheme @ 6% of basis wages.

Cycle allowance at Rs. 6/- P.M. and 15 days casual, 18 days Previlage and 16 days Special Casual leave for the meetings of the Federation were sanctioned. Shri Amar Dutta Naag and Shri Damodar Moria were the President and General Secretary respectively during this period.

The history of the present dispute :-

In the year 1956, another step forward was taken, when a 34-point charter<sup>of</sup> demands was adopted in the fourth annual session of the Federation inaugurated by Shri V.V.Giri. In the same year the Federation took part in the Foundational Conference of All India Federation of Electricity Employees held at benglore to be again inaugurated by Shri V.V.Giri.

The 34- Point charter of demands included the Demands of Revision of Pay Scales, increased Dearness Allowance, P.F. at the rate of 8- $\frac{1}{2}$ % including Dearness Allowance, better leave facilities, Gratuity Scheme, Bonus, Free Housing, Electricity And Water Etc. A committee under the Chairmanship of the Chairman of Rajasthan State Electricity Board was formed in July 57, which included the President of the Federation, Shri Amar Nath<sup>Dutt</sup> Naag also as one of the members. The committee itself was <sup>only</sup> ~~also~~ formed when the Strike-Notice was served, and it was required to submit its recommendations within one month. The committee took about 1 $\frac{1}{2}$  years for its deliberations and submitted their <sup>its</sup> report in the month of October, 1958. The Government has since then communicated their acceptance of the recommendations of the committee.

Recommendations of the Committee.

1. Revision of Pay Scales

The following scales were proposed by the committee which have been accepted by Government. These will take effect from

1.3.56  
Scale I Rs. 30-1-50

I. Helper II (Fresh recruits will get a starting Pay of Rs. 35/- In the above scale.)

Scale II. Rs. 40-2-50-2-70

1. Helper I
2. Meter checker and Meter Reader II

Scale III. Rs. 60-4-80-ER-5-100

Scale<sup>III</sup> A. Rs. 60-4-80-5-100-ER-130

Note:- Those to whom Scale III Applies will be in Scale III A if a Matriculate.

1. Meter Inspector II.
2. Meter Checker & Meter Reader I
3. Fitter II
4. Mechanic II
5. Line man II
6. Driver II
7. Mistry III
8. Electrician & Wire man II
9. Fireman.
10. Sub-Station Attendant- and Switch Board Attendant.
11. Pump Drivers.
12. Cable Jointer II
13. Tools Keeper.
14. Artisan II
15. Chaggeman II
16. Junior Pump Attendant (W.W.)
17. Laboratory Assistant(W.W.)

Scale IV. Rs. 80-5-120-ER-5-175.

1. Foreman III
2. Head Electrician & Line man II
3. Chaggeman I
4. Radio Machnic
5. Meter Inspector I
6. Mter Tester & Meter Repairer II
7. Gate Sargeant.
8. Surveyor & Estimator
9. Fitter I
10. Mechanic I



- 5-
11. Artisan I
  12. Line man I
  13. Driver I
  14. Mistry II
  15. Electrician & Wireman I
  16. Asstt. Turbine Attendant
  17. Boiler Attendant.
  18. Cable Jointer I
  19. Welder II
  20. Senior Pump Attendant (W.W)
  21. Junior Filter Attendant (W.W)
  22. Pump Driver I (W.W)
  23. Water Works Inspector (W.W)

Scale V. Rs. 110-5-135-EB-10-225.

1. Foreman II
2. Mistry I
3. Turbine Attendant.
4. Meter Tester & Repairer I
5. Senior Filter Attendant.

Scale VI. Rs. 150-10-220-EB - 10-250-121-300 350

1. Fore man I
2. Boring Operator.

Scale VII. Rs. 90-5-125-EB-10-225-EB-121-300

1. Head Smith
2. Head Lineman & Electrician I
3. Incharge Armature Winding Shop
4. Engineering subordinate.
5. Overseer.
6. Sub-Overseer.
7. Welder I
8. Provident Fund.

The Contribution to be made from the 18th May, 1958, when the Employees P.F. Act was amended making it applicable to Government industries, shall be based on basic wages plus dearness allowance but the rate of contribution shall be continue to be 6%.

6

3. Those in employment between 1.4.49 and 1.4.50 should be fixed

"The Federation felt that hardship has resulted to those actually employed between these two dates as they were not covered by the fixation scheme. Cases should be examined by the Chairman and appropriate orders passed by the competent authority."

4. Condonation of old work charged service.

"The Federation representative stated that in Water works and Power House, there are employees who have been working for several years on work-charged basis though they have been performing duties of a permanent nature. These persons at the time of retirement will get no benefit,..... The committee felt that it will be a great hardship if some service benefits do not accrue to such personnel on retirement at the end of a long service. The grievance is genuine and deserves careful consideration".

5. Free Housing:-

"....It will be necessary to specify the individual workers or class of workers who will come within this category and thus be entitled to this concession".

6. Amendment of Leave Rules.

"The only outstanding demand was that the limit of accumulation of leave should be 90 days instead of 30 days... while the committee does not recommend immediately any action on this point, information should be collected from all states or Electricity Boards..."

The demands of Bonus, gratuity, free electricity, Uniforms to all workmen could not be accepted as the Board was running in losses and the demands of increased Dearness Allowance and Participation in Management were left to be decided by the Government as they were general questions.

Now it is precisely for the implementation of these recommendations of the Demands Enquiry committee that the Executive Committee of the Rajasthan Electric and water workers' Federation in its meeting dated 15th to 17th, 1959 held at Dholpur had to

-7-

✓

take the decision of taking strike ballot.

Although the Government has communicated their acceptance in January, 1959, no action has been taken by the Board or Water Works Department as yet. Thus the demands placed before the authorities in 1956 have not yet been implemented and the patience of the workers is exhausted.

The decision over the strike ballot will be taken by the General council of the Federation which is scheduled to meet on 12th July, 1959 at Bikaner.

*R. K. ...*  
General Secretary  
Reg. Sec. & Nat.  
Workers' Federation

28 AUG 1959

TAMILNAD ELECTRICITY WORKERS' FEDERATION  
5, Aurumuga Naicken St., Madras-2.

President:  
V.G. ROW Bar-at-Law.

Dt. 20-8-1959.

FIRST ANNUAL CONFERENCE AT MADURAI-16th to 19th  
September 1959.

To Sri S.A. Dange, M.P.,  
General Secretary, A.I.P.U.C.,  
4 Ashok Road, New Delhi.

Dear friend,

WE ARE HAPPY TO INVITE YOU to the First Annual Conference of the Tamilnad Electricity Workers' Federation founded at Madras on 23-2-1958 to be held at Madurai between 16th and 19th of September 1959.

We hope you are aware that the Federation is the only united Trade Federation in Tamilnad, to which all the 22 unions of Electricity Employees in the State are affiliated with a membership of more than 22,000. Soon after the formation of the Federation, it paved the way for the constitution of a Negotiating Committee headed by a judicial officer and with equal representation for the Board and the workmen and after strenuous period of discussions over six months, the report of the Committee with agreement of the Chairman and the workers representatives on eleven issues was submitted to Government of Madras.

Again the Federation took the initiative in accepting the Code for discipline in Industry and held discussions with the Government and the Board for over three months and signed the agreement with the Board on 3.2.59. The agreement, besides the sanction of rise in the annual wage Bill by about 53 lakhs (14%) and certain Trade Union rights has been first of its kind and has laid the basis for real cordial employer-employee relationship and for peaceful progress of this vital industry. Thus the First Annual Conference is being held after such united endeavour of the thousands of employees.

The motto of the employees and the Federation has been for improvement of the conditions of service, greater efficiency and better service to the people.

We once again extend to you our cordial invitation to attend the conference and offer us your valuable and fraternal assistance.

In connection with the First Annual Conference, we are bringing out a SOUVENIR mainly devoted to the Electricity Industry and the movement of the workmen. May we request you to send us your message to the cause of the ELECTRICITYMEN.

Thanking you,

Yours fraternally

S.C. RAISHNAM

(S.C. RAISHNAM)  
GENERAL SECRETARY.

P.S: May we request you to send your fraternal message so as to reach us before 5th September, since we are desirous of publishing the message in our Souvenir.

*Yours fraternally,*

S.C. RAISHNAM



GOVERNMENT OF RAJASTHAN  
Public Works 'B' Department.

No.F.6(19)PW/Em/53

Dated the 24th August, 517

ORDER

The workers of the Electrical and Mechanical Department and Water Works Department have submitted a number of demands to the Government, It has been decided that these demands may be looked into by a Committee consisting of the following :-

- |  |              |
|--|--------------|
| 1. Shri K.P.U. Menon, IAS, Chairman,<br>Rajasthan State Electricity Board. | Chairman.    |
| 2. Chief Engineer, Elec. & Mech.   | Member.      |
| 3. Superintending Engineer, Health.  | Member.      |
| 4. Shri D. B. K. Vyas, Dy. Secretary (Finance)                             | Member.      |
| 5. Shri V. Mudgal, Dy Secretary (PWD)                                      | Member-Secy. |

The Committee would examine the demands of the workers and put up concrete proposals to Government indicating clearly the financial implications of their recommendations within a period of one month.

Sd/-  
Secretary to the Government.

GOVERNMENT OF RAJASTHAN  
Public Works Department.

No.F.6(19)PW.EM/53

Dated Jaipur the 8th Nov. 57.

ORDER

In further modification of this Department order No.F.6 (19)PW/E&M/53 dated the 24th August 1957, Government have been pleased to appoint Shri A.D. Nag, President of the Rajasthan Electric and Water Works Federation as a Member on the Committee constituted for inquiring into the demands on the Rajasthan Electric and Water Works Federation.

By Order,

Sd/-

(Z. S. Jhala)  
Secretary to the Government.

Copy forwarded to:-

1. Shri K.P.U. Menon, IAS, Chairman, Electricity Board,
2. Shri K. N. Bhargava, Superintending Engineer, Health, Rajasthan.
3. Shri D. K. Vyas, IAS, Deputy Secretary, Finance.
4. Shri V. Mudgal, RSS, Deputy Secretary, P.W. Department.
5. Shri A.D. Naga, President, Rajasthan Electric and Water Works Federation, Jaipur.
6. The Secretary, Rajasthan Electric and Water Workers Federation, Jaipur.

Sd/-  
Secretary to Government  
Public Works Department.

STATEMENT SHOWING THE PROPOSED PAY SCALES &amp; GRADES FOR THE

## RATIONALISATION OF PAY SCALES ( For similar Posts &amp;/or Grades in P.W.D. )

Demands Committee Item No. 2.

S. No.	Designation	No.	Existing Grade.	R E V I S I O N		P. W. D.
				Similar Grades	Similar Posts.	
1.	Foreman I		150-10-220EB 10-300	150-10-220EB 10-250-12½- 350	150-10-220 EB-10-250 12½-350	150-5-220 EB-10-250 12½-325.
2.	Foreman II		100-5-150-EB 10-200	110-5-135EB 10-225	110-5-135 EB-10-225	110-5-135 EB-10-225
3.	Foreman III.		80-5-120-EB 5-160	80-5-120-EB 8-160-10-200	80-5-120EB 5-175	80-5-120- EB-5-175.
4.	Head Smith.		100-5-150-EB 10-200-EB-10 300	90-5-125-EB 10-225-EB-12½ 300	-	90-5-125 EB-10-225 EB-12½ -300.
5.	Hd. Lineman and Electrician. I.		-do-	-do-	-	-do-
6.	I/C armature Winding Shop.		-do-	-do-	-	-do-
7.	Hd. Elec. & Lineman II.		80-5-120-EB- 5-160	80-5-120-EB- 8-160-10-200	80-5-120-EB 5-175	80-5-120-EB 5-175.
8.	Chargeman I.		-do-	-do-	-do-	-do.
9.	Engg. Subordinate. I		100-5-150-EB 10-200-10- 300	90-5-125-EB 10-225-EB;12½ 300	90-5-125-EB 10-225-EB 12½ -300	90-5-125-EB 10-225-EB- 12½-300
	III		80-5-120-EB-5	110-5-135-EB		
10.	4 Mistry. I.		120-5-170	10-225	-	-
11.	B. Turbano. Attendant.		-do-	-do-	-	-
11.	Boring operator		150-10-300	-	-	-
12.	C. Wireless Operator.					
13.	P.W.I. I.					
14.	P.W.I. II.					
15.	Wireless Sign.					
16.	Radio Mechanic.		90-5-120-EB 5-160	80-5-120-EB 5-175	80-5-120-EB 5-175.	80-5-120 EB-5-175
17.	Overseer. )		Same as for item 9 and 10 ( as Engineering Sign.)			
18.	Sub Overseer.)					
19.	Hd. Draftsman.		100-5-150- EB-10-200 EB-10-300 + 25/- S.P.	175 -10-275 EB-12½-350	175-10-275 EB-12½ -350	175-10-276 EB-12½ -350
20.	Draftsman I.		-do-	( no. S.P. ) Existing grade to continue.		100-5-150- EB-10-200- EB-10-300
21.	Draftsman II.		80-5-120-EB 5-160-	80-5-120-EB 8-160-10- 200	80-5-120 EB-8-160- 10-200	80-5-120-EB 8-160-10-1- 200
22.	Assistant Draftsman.		50-4-80-EB 5-120	60-4-80-5-100 EB-5-130-	60-4-80-5 100-EB-5- 130.	60-4-80 -5- 100-EB-5- 130
23.	Tracer.		-do-	Existing grade to continue.		

S. No.	Description	No,	Existing Grade	R E V I S I O N			
				Similar Grades	Similar Posts.	P. W.D.	
24.	Meter Inspector I		50-4-90-EB -5-120	60-4-90- 5-100-EB- 5-130	--	--	
25.	Meter Inspector II		50-3-80	50-3-80-EB 3-95-5-100			
26.	Meter Checker & Meter Reader I		50-3-80-EB 4-100	60-4-80EB -5- 100EB-5-130			
27.	Meter Checker & Meter Reader II		40-2-60	40-2-50-270			
28.	Meter Tester & Meter Repairer I		120-5-170	110-5-135-EB 10-225			
29.	-do-	II	80-5-120EB -5-160	80-5-120EB-5 185	80-5-120EB 5-175	80-5-120 EB-5-175	
30.	Gate Saargent		-do-	-do-	-do-	-do-	
31.	Surveyour & Estimator,		-do-	80-5-120-8 160-10-200	80-5-120EB 8-160-10- 200	80-5-120 -8-160- 10-200	
32.	Fitter I		90-5-120EN 5-160	80-5-120-EB 5-175	80-5-120EB 5-175	80-5-120 EB-5-175	
33.	Mechanic I		-do-				
34.	Artisan I		-do-				
35.	Lineman I		-do-				
36.	Driver I		-do-				
37.	Mistry II		90-5-120	-do-	-do-	-do-	
38.	Elect. & Wireman I		90-5-120-5-160	-do-	-do-	-do-	
39.	Asstt. Rurb. Att.		90-5-120	-do-	-do-	-do-	
40.	Boiler Attendant		80-5-120-5-160	-do-	-do-	-do-	
41.	Cable Jointer I		90-5-120-5-160	-do-	-do-	-do-	
42.	Welder II		80-5-120-5-160	-do-	-do-	-do-	
43.	Chemist & Asstt. Chemist		--	--	--	--	
44.	Fitter II		60-3-90	60-4-80-EB 5-100	60-4-80- 5-100	60-4-80EB 5-100	
45.	Mechanic II		-do-	-do-	-do-	-do-	
46.	Lineman II		-do-	-do-	-do-	-do-	
47.	Driver II		-do-	-do-	-do-	-do-	
48.	Mistry III		-do-	-do-	-do-	-do-	
49.	Elect. & Wireman II		-do-	-do-	-do-	-do-	
50.	Fireman		-do-	-do-	-do-	-do-	
51.	SSA. SBA		-do-	-do-	-do-	-do-	
52.	Pump Driver		-do-	-do-	-do-	-do-	
53.	Cable Jointer II		-do-	-do-	-do-	-do-	
54.	Tools Keeper		-do-	-do-	-do-	-do-	
55.	Artisan II		-do-	-do-	-do-	-do-	
56.	Chargeman II		50-3-80-4- 100	60-4-80-EB-5 100-EB-5-130	60-4-80-EB 5-100-EB-5-130	60-4-80-5 100-EB-5- 130	
57.	Halper I		40-2-60	40-2-60-2-70	40-2-50-2-70	40-2-50-270	
58.	Halper II		30-1-40	30-1-45-2-55	30-1-45-2-55	30-1-45-2-55	

NOTES:- 1. C.A. to continue as admissible at present.

2. Educational qualifications prescribed for particular posts to continue.





REVISED SCALES OF PAY PROPOSED BY THE COMMITTEE  
FOR THE WORKERS OF THE ELECTRICITY BOARD (FORMERLY  
ELECTRICAL & MECHANICAL DEPARTMENT) AND THE  
WATER WORKS DEPARTMENT.

Scale I- 30-1-50.

1. Helper II (Fresh recruits will be starting pay of Rs. 3 in the above scale )

SCALE II 40 -2-50-2-70.

1. Helper I
2. Meter Checker and Meter Reader II.

SCALE III 60-4-80- EB-5- 100.

SCALE III A- 60-4-80-5-100-EB-5-X ~~100~~ 130.

NOTE : Those to whom scale III applies will be in scale III A if a Matriculate.

1. Meter Inspector II.
2. Meter Checker and Meter Reader.
3. Fitter II.
4. Mechanic II
5. Lineman II
6. Driver II.
7. Mistry III
8. Electrician and Wireman II
9. Fireman.
10. Sub Station attendant and Switch Board Attendant
11. Pump Driver.
12. Cable Jointer.
13. Tools Keeper.
14. Artisan II.
15. Chargoeman II.
16. Junior Pump Attendant. ( W. W. ).
17. Laboratory Assistance ( W.W. ).

SCALE IV 80-5-120-EB-5-175.

1. Foreman III
2. Head Electrician and Lineman II.
3. Chargoeman I.
4. Radio Mechanic.
5. Meter Inspector I.
6. Meter Tester and Meter Repairer II.
7. Gate Sergeant.
8. Surveyor and Estimator ( for the electrical and Mechanical Department only.)
9. Fitter I.
10. Mechanic I.
11. Artisan I
12. Lineman I.
13. Driver I.
14. Mistry II.
15. Electrician and Wireman I.
16. Asstt. Turbine Attendant.
17. Boiler Attendant.
18. Cable Jointer.
19. Welder II.
20. Senior Pump Attendant ( W. W. ).
21. Junior Fitter Attendant ( W. W. ).
22. Pump Driver I ( W. W. ).
23. Water Works Inspector ( W. W. ).

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September 2, 1959.

The General Secretary,  
Tamilnad Electricity Workers Federation  
5, Aurumuga Naicken Street,  
MADRAS-2.

Dear Comrade,

Thank you for your invitation to Com. S.A. Dange to the First Annual Conference of the Tamilnad Electricity Workers Federation to be held at Madurai from September 16 to 19. It is regretted that he want be able to attend the same as he has gone abroad.

I take this occasion to greet your conference on behalf of All India Trade Union Congress and send you best wishes of success in coming struggles.

With Greetings,

Yours fraternally,

( K.G. SRIWASTAVA )  
Secretary.

21 OCT 1959

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BRIEF NOTE ON THE DISCUSSIONS HELD BY THE  
CHAIRMAN WITH THE REPRESENTATIVES OF THE  
RAJASTHAN ELECTRIC AND WATER WORKERS  
FEDERATION ON 8th AND 9th SEPTEMBER, 1959.

\*\*\*\*\*

Present:

- 1) Shri K.P.U. Menon, IAS, Chairman,  
Rajasthan State Electricity Board.
- 2) Shri Sohan Lal Khindaria, Accounts Member, Rajasthan  
State Electricity Board, Jaipur. He could not attend  
the meeting on 9th  
September, 1959.
- 3) Shri V. Mudgal, R.S.S.,  
Secretary, Rajasthan State  
Electricity Board, Jaipur.
- 4) Shri Narendra Pal, President. Representatives of  
the Federation.
- 5) Shri R.L. Pande, Jaipur. -do-
- 6) Shri Damodar Morya, Jaipur. -do-
- 7) Shri Fateh Singh, -do-
- 8) Shri Shyam Kumar, Bharatpur. -do-
- 9) Shri Krishna Kant Varma, Kishangarh. -do-

\*\*\*\*\*

The discussions held were on the basis of the demands put forward by the Federation as per their General Secretary's communication No. REWF/VA dated the 2nd July 1959. Part I of the demands related to the implementation of certain decisions already taken. The matter was accordingly discussed on the basis of various items included in the Demands Enquiry Committee Report.

2. It was brought out by the Representatives of the Federation that the implementation of the decision relating to the inclusion of Dearness Allowance with effect from 18th May 1958 for purpose of calculation of their contributions to their Provident Fund has not been implemented and that it was not necessary to wait for any further orders from the Government in this behalf. It was emphasized by the Administration and agreed to by the Labour Representatives that this scheme should be enforced at every Station and that the Statements of Accounts should also be sent to the contributors at fixed intervals for

So far as the application of the Scheme and the Statements of Accounts are concerned it was decided that the Accounts Member would kindly look into the matter. (Action: Accounts Member).

Demand No.2.- Fixation in the Revised Pay Scales.

A D.O. reminder should be issued to all the Unit Officers to send the Statements and a time limit should be fixed. Finance Department should also be reminded (Action : Secretary)-

Demand No.3.- Fixation Anomalies.

A complete list of the persons involved should be submitted to the Chairman early. The Labour Welfare Officer will visit Jodhpur and Bikaner for getting the required information and 1 clerk each will be deputed to smaller stations where from information is not received. (Action Administrative Officer and Chief Engineer).

Demand No.9.- Filling of vacant posts.

The question of filling of vacant posts was brought up by the representatives of the Federation. The matter was discussed and it was indicated that a Committee should be set up to examine this question. If necessary the representatives of the Workers could be associated with the Committee. (The Chief Engineer to put up proposal).

Demand No.5.- Establishment Code.

The Labour Welfare Officer, Jaipur to put up a Draft as early as possible. The Draft could then be considered by a Committee. In this connection attention was also invited to the action taken by the Water Works Department. (Action: Labour Welfare Officer).

Demand No.12.- Non-Technical employees working against Technical posts.

A D.O. letter should be sent to all the Superintendents and Executive Engineers of the Power Houses to send the lists of such persons. The Labour



and find out the facts on the spot. The local branches of the Federation will help in getting this information compiled (Action: Secretary and Labour Welfare Officer, Jaipur).

Demand No.23.- Condonation of old Work Charged Service-

The matter will be examined by the Chairman as soon as possible.

Demand No.17.- Dearness Allowance to merge in Pay.

Orders to issue immediately after consultation with the Accounts Member. (Action : Secretary).

Demand No.18.- Free Housing.

The matter was generally discussed. It was pointed out that unless any particular category was specifically declared as covered by the definition of emergency staff the question of granting this facility did not arise. If and where the class of such officials is determined, the matter could be examined further.

Demand No.19.- Free Supply Electricity.

The Union representatives agains brought up the case of Tonk and Kishangarh and stated that they would pay the bills for consumption with effect from 1st Sept. 1959. The last date given to them was 1st November 1958 and it is not understood how the recoveries were not enforced by the Superintendents of the Power Houses concerned. Meanwhile the representatives of the Federation agreed that the the payment of bills for supply of electricity will be made with effect from 1st September 1959, where such payments have not yet been started. The problem according to the representatives of the Labour restricted itself to the Stations of Kishangarh and Tonk. (Action: Chief Engineer).

Demand No.20.- Amerdment of Leave Rules.

This was left for the next meeting. The Secretary to put the case to the Chairman before that. (Action: Secretary).

Demand No.24.- Uniforms.

The revised recommendations of the Chief Engineer have not yet been received. A Committee may be formed for the purpose and action expedited. (Action : Chief Engineer).

Demand No.25.- Festival and Paid Holidays.

Further instructions from the Government have not yet been received. The question of Jaipur Unit was brought up by the representatives of the Federation and it was explained to them that in view of the unanimous decision taken by the Demands Enquiry Committee to which they have also a party it was not fair for the Jaipur Unit to make an attempt to re-open this question. The representatives of the Federation stated that in the case of Jaipur Unit some special consideration was necessary. On behalf of the Board the Secretary indicated that reopening of issues already decided by the Demands Enquiry Committee would lead to serious complications. The matter was discussed and it was decided that the decision of the Government should be awaited.

Demand No.31.- Leave Statements.

The Labour Welfare Officer, Jaipur to see that all the forms are got printed and supplied, where necessary. (Action : Labour Welfare Officer, Jaipur).

The other demands discussed were:-

Adhoc increase of Rs.5/- from 1st October, 1958.

The adhoc increase of Rs.5/- from 1st October, 1958 was reported not to have been paid to some of the staff at Bikaner. The Labour Welfare Officer, Jaipur, was asked to look into the matter when he visits Bikaner. (Action : Labour Welfare Officer).

Welfare Grant.

The Labour Welfare Officer, Jaipur, to put up a note immediately. It was explained that the provision in the Budget should be utilised to the maximum extent

providing more funds under this Head should be examined by the Chief Engineer when formulating the proposals for the next Budget. ( Action : Labour Welfare Officer and Chief Engineer).

Hospital Technical Staff:-

The question of Hospital Staff (Technical) at Jaipur has already been referred to the Medical Authorities and there is no objection to the transfer of these employees permanently to that Department. The matter should be pursued with the Medical Authorities. The question of similar staff at Bikaner should also be examined and report sent to the Board's Office. (Action :- Chief Engineer).

Transfer of Technical Staff to Construction Work.

Since a number of new power stations are coming up new staff will have to be recruited. Where existing staff is found suitable for a particular job opportunity should be given to such staff. (Action; Chief Engineer)

The question of extending amenities enjoyed by the regular staff to the Construction staff was discussed and it was agreed that it was not possible to treat the two types of staff at par. But where a member of the regular staff is transferred to the Construction side, he will continue to enjoy the facilities so far enjoyed by him as a member of the regular staff except any special facility provided for any particular station.

Staff taken from Private Owned Power Houses.

It was explained that no staff from Sikar and Phalodi Power Houses was taken over by the State Electrical and Mechanical Department. The two Power Houses were taken over after they were closed. The Staff of the Sirohi Power House has already been taken over by the Electricity Board and the question of including them in the integrated set up of the Electricity Board is under examination. Action is possible only after full

In the case of Kuchaman Power House it was brought out that the staff was not allowed Rs.5/- adhoc increment. This Staff is mostly from the Private Company on those behalf the Electricity Board is running the Power House. It was agreed that in view of the low pay scales the question of grant of adhoc increase of Rs.5/- should be considered by the Board.

If there were any suitable persons available from Phalodi Power House and if there were any vacancies under the Board they could be considered for fresh employment. It was agreed that there was no obligation on the part of the Board to take any person from these Power Houses in Board's service.

As regards the old pending pension claims the Accounts Officer (Funds) and Accounts Officer (M) should examine the question and put up a note.

The question of postponing annual increments in case of employees proceeding on leave without pay will be further examined. (Action : Secretary).

Efforts will be made to settle Pension and Gratuity claims as early as possible. Instructions to issue from the Accounts Branch. (Action : Accounts Member).

It was explained that the question of framing the Discipline Code and Grievance Procedure was under consideration of the Board. The practice in other Boards is being ascertained.

The other demands included in Part II and Part III of the communication referred to in the beginning of these proceedings were not discussed. It was explained to the representatives of the Federation that if we could implement the existing decisions it would be a great advance in itself, and any additional ~~demands~~ demands if taken up at this stage were likely to delay even the implementation of the earlier decisions. It was further explained that the Demands Enquiry Committee was set up at the instance of the Workers to meet long pending



demands ~~is~~ and it would not be in the fitness of things to put up further demands immediately after the first set of demands were disposed of by the Demands Enquiry Committee. This view point was appreciated by the Labour Representatives and the matter was left over for discussions, if necessary, at a later meeting.

---

No. REMF/6

Dated the 17th October, 1959.

Copy forwarded to: *Shri Narinder Pal*

1. The

for confirming the above minutes or finding out discrepancies if there is any.

*R. E. W. S. Red.*  
*General Secretary*  
*T. E. P.*

21 SEP 1959

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TAMILNAD

ELECTRICITY WORKERS' FEDERATION

*Invitation*

to

FIRST ANNUAL CONFERENCE

on

19TH SEPTEMBER 1959

at TAMUKAM GROUNDS

MADURAI

Dear Sir/Madam,

*On behalf of the Reception Committee for the First Annual Conference of the Tamilnad Electricity Workers' Federation representing all the Unions of the Electricity Employees in the State of Madras, we consider it a privilege to request you to grace the occasion and offer your valuable advice and blessings, in our endeavours to improve the living standard of the employees and the efficiency of this vital industry. We look forward to your generous response,*

*Thanking you,*

*Yours sincerely,*

**P. DHANARAJ,**  
Chairman, Reception Committee

**S. ANANTHARAMAN,**  
Secretary, Reception Committee

## FIRST ANNUAL CONFERENCE.

### PROGRAMME.

19th September 1959	...	Open session at Thamukkam Grounds.
<b>Morning Session</b>		
8-00 A. M.	...	Procession from Reception Committee Office, Modern Cafe, Town Hall Road.
10-35 A. M.	...	Federation Flag Hoisting.
10-45 A. M.	...	President's Opening remarks.
11-15 A. M.	...	Welcome address.
11-30 A. M.	...	Report by General Secretary.
12-00 noon	...	INAUGURAL ADDRESS by Sri K. Sattanatha Karayalar, B.A., M.L.A.
12-30 P. M.	...	Souvenir presentation by the Convenor, Souvenir Committee Sri D. Janakiraman.
12-45 P. M.	...	Address by Sri K. Anbazaghan, M.A., M.L.A.
1-30 P. M.	...	Morning session adjourns.
<b>Evening Session</b>		
3-30 P. M.	...	Music by Sri G. Kadar Batcha & Party. (Elec. Employees)
4-00 P. M.	...	Resolutions.
5-00 P. M.	...	Messages of greeting.
5-30 P. M.	...	Speeches by :
	...	Sri V. Sankaran, B. A. B. L., M. L. A.
	...	Sri P. S. Chinnadurai, M. L. A.
	...	Smy. P. K. R. Laksmikantham Ammal, M. L. A.
	...	Sri R. Rengasamy, Madurai.
	...	P. Ramamoorthy.
8-30 P. M.	...	Vote of thanks.
<b>CULTURAL PROGRAMME</b>		
10-00 P. M.	...	"Azhiva Elamai" Drama by M. V. S. Dramatic Club. Sri S. Devasahayam, Chairman, Madurai Municipality. Presides.

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October 20, 1959

Dear Com.Krishnan,

Recently I had been to Jaipur and there I met Com.Roshanlal of the Rajasthan Electricity Workers Federation. He complained that he had written you several letters re. functioning of the All-India Electricity Workers Federation and about holding meeting of its Executive Committee, etc., but did not get any response.

The Rajasthan Federation is an active organisation and it will be good if you can keep in touch with them regularly.

With greetings,

Yours fraternally,

*ms*  
*21.10*  
(K.G.Sriwastava)

Com.S.C.Krishnan,  
General Secretary,  
Tamilnad Electricity Workers Federation  
Madras

Copy to: Com.Roshanlal, Jaipur  
Com.T.R.Ganesan, General Secretary, TNTUC