

264.1

# Central P. W. D. Workers' Union

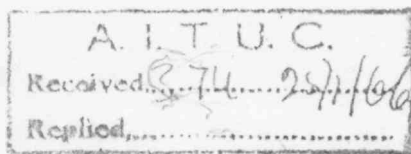
(Registered & Recognised by the Government of India)

EASTERN INDIA REGIONAL COMMITTEE

Central Office :

CHHAI TONTI, PAHARGUNJ,  
NEW DELHI-1

Ref. No. ...ORGN/472.....



Regional Office :

52/7, BIPIN BEHARI GANGULY STREET,  
CALCUTTA-12

Dated, Calcutta the 20th Jan. 1966.

MINUTES OF THE MEETING HELD ON 19.1.66 AT  
CALCUTTA OF THE REGIONAL EXECUTIVE COMMITTEE  
OF THE CENTRAL P.W.D. WORKERS' UNION.

The Central P.W.D. Workers' Union receives the shocking news of the sudden passing away of the Prime Minister Lal Bahadur Shastri.

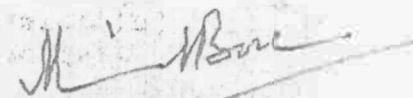
A true representative of the Indian people Lal Bahadur Shastri started from a humble beginning and rose to the highest position. His life was ordinary but the sudden demise was dramatic. The members of the Central P.W.D. Workers' Union join the nation in mourning the loss of the outstanding leader.

A true follower of Nehru, Lal Bahadur Shastri had endeavoured to carry forward the basic National policies of peace, non-alignment, peaceful Co-existence and secularism. Friendly understanding between Nations, settlement of disputes by peaceful negotiations, anti-colonialism, lessening of International tensions, peace, goodwill and friendship were the mission of his life, in him we found the true symbols of honesty, simplicity and patience.

The signing of TASHKENT DECLARATION, which paves the way for lessening tension and normalising relations between 600 million people of India and Pakistan, is the logical conclusion of the policies of peace, friendship, co-operation and sincerity of Shastriji.

His memory leaves us with the firm determination to strive for fulfilling the causes for which he stood and gave his life. We pledge, we shall actively support these causes, which are the pillars of our National Policy.

This meeting pays its respectful homage to the memory of the departed leader and conveys its heartfelt condolence and deep sympathy to Srimati Lalita Shastri, the grand old mother of Shastriji and other members of the bereaved family.

  
(Mrinal Bose)

REGIONAL SECRETARY,  
CENTRAL P.W.D. WORKERS' UNION, CAL.

# डालमियानगर के मजदूरों के नाम आवश्यक अपील

## और चेतावनी

हमें गेक्सन कमिटी की ओर से कुछ व्यक्तियों का नोटिस मिला है कि यदि हम उनकी माँगें पूरी नहीं करेंगे तो वे ६ जून से हड़ताल और सत्याग्रह करेंगे। इसी प्रकार डालमियानगर मजदूर यूनियन का भी नोटिस आया है कि यदि उनकी माँगें न मानी गईं तो वे भी ८ जून के बाद हड़ताल करेंगे। उनकी मुख्य माँगें हैं कि हम हाई कोर्ट से अपना मुकदमा हटा लें, पंच के निर्णय के अनुसार महँगाई दें और ६२-६३, ६३-६४ का ४-४ महीने का बोनस दें।

ये लोग जो आज पंच के फ़ैसले की बात कर रहे हैं उस समय पंच को यह मामला सपुर्द करने के विरोध में थे। उन्होंने कभी उस कार्रवाई में भाग नहीं लिया। जब मजदूर यूनियन ने हाई कोर्ट में पार्टी बनने के लिए आवेदन-पत्र दिया तो हाई कोर्ट ने उसे अस्वीकार कर दिया। फिर भी पंच के फ़ैसले की पूर्ति कराने और उसके नाम पर आन्दोलन करने की जिम्मेदारी आज इन्हीं लोगों ने अपने ऊपर ले रखी है।

मजदूर यूनियन और गेक्सन कमिटी की श्रमिकों के सामूहिक प्रतिनिधि के रूप में कम्पनी अथवा सरकार के सामने कोई हेसियत नहीं है, न इनसे कम्पनी कोई बात करके समझौता कर सकती है, न ऐसी बात और समझौते में कोई बल होगा, न यह किसी

पंच के फ़ैसले से कम्पनी असन्तुष्ट है। कम्पनी का मत है कि वह ग़ैरकानूनी है और अनुचित भी है और उसके आधार पर इन्डस्ट्री का चलना असम्भव है। कम्पनी ने अपनी यही फ़रियाद हाई कोर्ट में कर रखी है और यह मामला ३ मई से हाई कोर्ट की दैनिक लिस्ट पर है। पंचों के फ़ैसलों के विरुद्ध हाई कोर्ट में जाना कोई नई बात नहीं है। कम्पनी और मजदूरों के बीच समझौता होकर १९५७ की हड़ताल के विवाद पंचों को सौंपे गये थे और पंचों ने कम्पनी के पक्ष में निर्णय दिया था। परन्तु मजदूर हाई कोर्ट में गये और उस निर्णयके विरुद्ध हाई कोर्ट का आदेश प्राप्त किया। कानून का दरवाजा सब के लिए बराबर खुला है। वहाँ अपनी फ़रियाद लेकर जाना कोई अनुचित बात नहीं है। अनुचित और ग़ैरकानूनी है किसी को धमकी देना कि या तो हाई कोर्ट से अपना मुकदमा वापस लो, नहीं तो हम तुम्हारे यहाँ सत्याग्रह करेंगे और ग़ैरकानूनी हड़ताल करके देश का उत्पादन बन्द करायेंगे। ऐसे मामलों में सत्याग्रह का प्रयोग करने की सभी दल निन्दा करते हैं। आज यहाँ इसका प्रयोग कहाँ तक उचित होगा, वह अभिक सुद्ध ही सोच लें।

आप यह भी जानते हैं कि कम्पनी हाई कोर्ट के सभी आदेशों का पूरी तरह पालन करती आई है, यद्यपि उनके पालन से कम्पनी पर अनुचित आर्थिक बोझ पड़ा है। फिर भी कम्पनी ने उनके अनुसार महँगाई और बोनस दे दिया है क्योंकि कानून का उल्लंघन किसी नागरिक के लिए उचित नहीं होता। यह तो वही करते हैं जो शान्ति और विकास के शत्रु हैं और विनाशक आन्दोलन के बल पर जीना चाहते हैं।

बोनस के विषय में सारे देश के लिए कानून बन चुका है। इससे पहले भी एक देशव्यापी फ़ार्मुला था जो सब को मान्य था। इनके आधार पर बोनस के प्रश्न का निवटारा करने को कम्पनी हमेशा तैयार रही है और हम यूनियन तथा सरकारी अधिकारियों से यह पहले ही कह भी चुके हैं। इसके अतिरिक्त सभी प्रश्नों पर आपसी निवटारे के लिए मान्यताप्राप्त तथा प्रतिनिधि यूनियनों से बातचीत करने में कम्पनी हमेशा अप्रसर रही है और रहेगी और सरकारी अधिकारियों के सुझावों और बीच-बिचाओं का भी स्वागत करती है।

ऐसी दशा में सत्याग्रह अथवा हड़ताल की कोशिश करना इन अस्त्रों का और श्रमिकों की शक्ति का दुरुपयोग ही होगा और कुछ नहीं। यह सभी जानते हैं कि इन परिस्थितियों में हड़ताल केवल अनुचित तथा विनाशकारी ही नहीं बल्कि बिल्कुल ग़ैरकानूनी भी होगी। जब कभी भी श्रमिक विचारहीन आन्दोलनकारियों के बहकावे तथा आवेश में आकर इस प्रकार की हड़तालों के चक्कर में पड़े हैं, उन्होंने हानि और कष्ट के सिवा कभी कोई लाभ नहीं उठाया। कम्पनी को भी हानि पहुँचाई है और देश तथा समाज को भी, और अपने परिवारों को भी कष्ट में डाला है।

मजदूरों की कठिनाइयाँ कम्पनी जानती है परन्तु इनका वही हल स्थायी और सफल हो सकता है जो उचित हो और जिसका भार कम्पनी उठा सके। ऐसे हल की तलाश कम्पनी मान्यताप्राप्त यूनियनों तथा सरकारी अधिकारियों से मिल कर हर समय करती रही है और इस समय भी कर रही है और आशा करती है कि यदि विचारहीन लोग बाधा न डालें तो ऐसा हल शीघ्र ही निकल भी आएगा जो बोनस, पिछली महँगाई वर्तमान महँगाई और भविष्य की वृद्धि आदि सभी प्रश्नों के विषय में होगा। परन्तु श्रमिकों को भी कम्पनी की कठिनाइयाँ समझनी चाहिए, तभी सन्तोषजनक हल निकल सकता है।

हमें आशा है कि मजदूर कोई ऐसा आचरण नहीं करेंगे जो उनके लिए, इन्डस्ट्री के लिए और समाज तथा देश के लिए विनाशकारी हो। यदि ऐसा करेंगे तो इसके परिणाम को जिम्मेदारी उन पर और उन व्यक्तियों पर होगी जो मजदूरों को हड़ताल आदि की आग में भोंकते हुए उनके हानि-लाभ की परवाह नहीं करते।

MEMORANDUM

Submitted to Sri R.Prasad, Advisor II, Kerala State, Trivandru  
by the Tile Workers' Union, Feroke, PO.Chervannur.  
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Respected Sir,

We submitted this memorandum to bring to your kind notice certain facts about the workers who are on strike in the three tile factories at Feroke- Chervannur area at present.

To get conceded the legitimate demand of bonus, the workers in the three tile factories at chervannur, standard Tile And clay works Calicut Tile Comapany, and Hindustan Tile Works, resorted to strike before the Vishu. In Standard Tile & Clay works, there are about 450 workers, in Calicut tile Co., there are about 400 workers and in the Hindustan Tile works, there are about 200 workers.

Before detailing about the demand which led to the present strike, we like to bring to your kind notice a few words about the tile industry in general. The owner of various tile factories bring to the notice of the government as well as the public a wrong picture about the tile industry. They state that the industry is facing crisis, no future for the industry and also that they sustain heavy loss at present. All these facts are incorrect. It is a common fact that at present in almost all the tile factories there is no accumulation of stock even upto the extent of 4 days production and that consumers who pay money in advance experience to get tiles only very late. This shows that tiles are at large demand at present and the owners have recently enhanced the rates of the tiles. Under such a circumstances, it is incorrect to say that the industry is in a crisis and is facing heavy loss. The balance sheets and profits & loss accounts of the tile factory owners are, we strongly believe, prepared in such way to evade themselves from paying income tax, etc. and they do not reveal the real picture of the industry. In fact, the Tile industry can at present afford to meet liabilities including bonus to the workers.

We wish to give below the stand of the workers as well as the management concerned in each of the tile factories wherein the workers are on strike for bonus:

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### 1. STANDARD TILE & CLAY WORKS.

Since 6-4-1966, the workers resorted to strike in this factory and the strike is full and peaceful. The demand of the workers is to allow bonus for vishu as was in the past about 20 years. The management during the past several years allowed bonus at the rate of 25% of the wages to the workers and as this practice was in force for more than ten years continuously in the past irrespective of considering profit or loss of the company, this had become a part of their service condition to get bonus for vishu at this rate as in the case of Pooja Bonus in Northern India. The attitude of the management towards this demand is that they can allow only the minimum bonus as stipulated in the payment of Bonus Act, 1965, i.e., 4% along with the workers, the members of the staff are also on strike over this demand and the strike is still continuing peacefully. The average daily production of this factory is about 45,000 tiles.

### 2. CALICUT TILE COMPANY.

Here the workers resorted to strike with effect from 8-4-66 and the issue is the same as in the standard Tile & Clay works as detailed above. Here also, the management used to disburse bonus for Vishu irrespective of profit or loss for the last about 20 years and they prepare their balance sheet including the provisions for paying bonus to the workers, which clearly shows that the management fully admits their liability for paying bonus to the workers. This year the management is adamant that they can allow only the minimum bonus of 4% as stipulated in the Bonus Act. The Strike in this factory is full. The daily average production will come to about 30,000 tiles.

### 3. HINDUSTAN TILE WORKS:

The management contends that they have sustained loss and as they can pay only the minimum bonus of 4% as per the Bonus Act. It is incorrect to say that they have sustained loss during the relevant period, wherein the production has very high and ought to have accrued huge profit. The workers resorted to strike with effect from 8-4-66 and the strike is full. Without considering in detail in respect of the process of the raw materials, such as clay, etc., which are taken from the properties owned by the partners of the company and also other accounts in detail, it can not be believed that this company has sustained loss as contended by the management.

Although the workers who are on strike are organised in different

trade unions, they have united together for acheiving their legitimate demand of bonus, ~~they have united to-~~ By denying the bonus to the workers, the management have welcomed industrial unrest at this present period when the workers are put to great hardship due to several other reasons.

The workers have decided to go ahead strongly with the strike rprogramme for bargaining to get acheived their legitimate demang of bonus and are prepared to face a prolonged strike if ti becomes inevita-ble.

Under the circumstances, we have a request to the Government. It is reliably understood that the managements are trying to get the issue referred for compulsory adjudication and we therefore request the Government not to refer the issue for adjudication.

We also take up this opportunity to bring to your kind notice that on 17-4-1966, the Sub Inspector of Police, Meenchanda along with a police party came to the company premises of standard Tile and clay Works and arrested 33 workers including important trade union workers , who are o strike. The union has strong protest in the intervention of police in trade dispute. The police has also charged cases against the said 33 workers. The management can very easily approach the authorities by phone etc. and can mis represent facts to the authorities to take action against the workers with their malafic intention to harass the workers who are on strike . Such incidents have, in our opinion, taken place in the aforesaid arrest of workers of Standard Tile & Clay Works also. We therefore request the Government to withdraw all the cases charged against these workers.

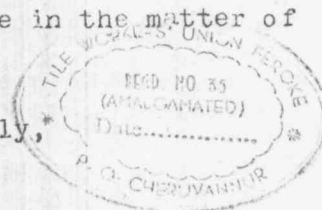
Awaiting the favour of an early action as desired above and also request to convene a high level conference in the matter of settlement.

Feroke,

22 - 4 - 1966

*(True copy)*

Yours Faithfully,



Sd/-

Acting General Secretary, Tile Workers' Union, Feroke.

Copy to

1. The Labour Commissioner, Trivandrum. (2). The Labour Secretary, Trivandrum. (3). The Deputy Labour Commissioner, K zhikode.
4. The D.L.O.Kozhikode. (5). A.L.O, Feroke, Meenchanda, (6).The Collector Kozhikode. (7) The District Suptd.of Police Kozhikode-1
- (8). The secretary, Kerala State Trade Union, Council, Trivandrum

MEMORANDUM SUBMITTED TO THE HON'BLE MINISTER FOR LABOUR,  
GOVERNMENT OF INDIA, NEW DELHI.

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Respected Sir,

We the undersigned representatives of various trade unions, viz., (1). Tile Workers' Union, Feroke, PO. Cheruvannur, Kerala State; (A.I.T.U.C.); (2). Tile Mazdoor Sabha, PO. Cheruvannur, Feroke (H.M.S.); (3). Tile & Ceramics Employees' Union, PO. Cheruvannur; (4). Industrial & General Workers Union, PO. Cheruvannur (I.A.T.U.C.); (5). Kozhikode Taluke Engineering Workers' Union, PO. Cheruvannur and (6). Shanmugham Engineering & Trading Company Workers' Union, PO. Cheruvannur, being the following facts to your kind notice and humbly request you to be pleased to make use of your good offices to bring about a settlement in the matter.

We hope that you are aware of the facts that the workers in Standard Tile & Clay works, Calicut Tile Company, Hindustan Tile Works and Shanmugham Engineering & Trading company at Cheruvannur are on strike since April 1966 for achieving their demand for bonus. For the last 10 to 20 years, the workers in these factories were getting bonus during the period of Vishu, a festival period of this area. Taking shelter under the payment of Bonus Act, the managements denied the usual bonus to the workers this year contending that they do not have enough profit for paying bonus at the rate they were paying during the past. It is worth mentioning here that during the past, bonus was paid without looking into the profit or loss and the payment was ~~paid-without~~ continued for the last long period of 10 to 20 years, the workers are therefore entitled to get the same as a right as the same has become a part and parcel of their service condition. The denial attitude of the managements lead to great discontentment among the workers and all attempts made to bring about a settlement by way of negotiations were in failure and

Contd..2.

the workers had no other way but to resort to a strike to get conceded their legitimate demand for bonus. Accordingly the strike started on and after 6-4-1966 and the same still continues. About 1100 workers are involved in the strike.

We also like to bring to your notice that the attitude of the Kerala Government towards this issue was unhelpful before and after the strike. Without looking into the special circumstances that led to this strike, the Government have referred the issue for adjudication.

The Strike, started about three months back and still continues. During the recent days past, the District Collector, Kozhikode tried to bring about settlement over the issues and convened conferences of the parties. During the conferences, although the representatives of the workers were prepared to settle the issues amicably, no settlement was arrived as the managements were adamant.

Under the circumstances, we request you goodself to be pleased to intervene in the matter to bring about a settlement and thus to avoid the strike which is continuing for the last more than three months.

Awaiting the favour of an early action.

Yours faithfully,

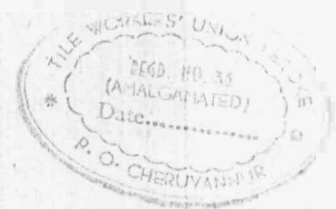
Feroke,

25-7-'66

Copy to:-

- 1. Leaders of all political parties in parliament.
- 2. Sri C.H.Mohammed Koya, P.P. Kozhikod.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



*(Signature)*  
*(Annie Coppin)*

Notes on discussion held by the Assistant Commissioner of Labour and Conciliation Officer, Jamshedpur on 29-3-66 at Jamshedpur with regard to the dispute arising out of the strike notice served upon the Management of Messres Chaibasa Cement works, Jhinkpani and the Rajanka Limestone Quarries (attached to the factory) on 17-3-1966 by the Chaibasa Cement workers' Union, Jhinkpani.

Representing Employers:

1. Shri A.T.Lalchani,  
works Manager,  
Chaibasa Cement works &  
Agent, Rajanka Limestone Quarries  
of A.C.C.
2. Shri N.N.Mitra,  
Administrative Officer,  
Chaibasa Cement Works,
3. Shri B.Jha,  
Personnel & Welfare Officer,  
Chaibasa Cement Works.

Representing workmen:

1. Shri V.P.Sinha,  
vice-President,  
Chaibasa Cement Workers Union,
2. Shri A.K.Roy,  
General Secretary,  
Chaibasa Cement Workers Union,
3. Shri Jai Ram Sharma,  
Joint Secretary,  
Chaibasa Cement Workers Union,

The General Secretary of the Chaibasa Cement Workers' Union, served a notice of strike on the Management of the Chaibasa Cement Works and Rajanka Limestone Quarries of the Associated Cement Companies, Limited on 17th March, 1966. The Labour & Conciliation Officer, Chaibasa intervened in the dispute at the initial stage. Eventually the Assistant Commissioner of Labour & Conciliation Officer, Jamshedpur intervened in the dispute. He noticed the concerned parties to attend Conciliation proceeding on 29th March, 1966 when the Assistant Labour Commissioner discussed with the subject matter of the strike separately and jointly. Having heard the views points of the Management and the workers representative with regard to Bonus dispute for the year 1964-65 he advised the parties as under:-

1. The Union will accept the amount of bonus offered by the Management vide their notice dated 25.2.66, on the condition that the Management will submit calculation -sheet in respect of bonus calculation within April, 1966 and the Union will have the opportunity to examine the same in order to satisfy itself with regard to its correctness or otherwise.



2. The Management is to make available copy of calculation sheet along with the balance sheet of the Company for the year 1964-65 to the Union by the 30th April, 1966 latest.

3. The Union will persuade the workers to accept within 31-3-65 ( ? ) the bonus payment as offered by the Management at present as conditional acceptance, condition being what has been stated in item No.1.

4. The Union will formally call off the aforesaid strike-notice with immediate effect.

5. Other items of demand contained in the aforesaid strike notice will be taken up separately.

1. Sd. A.T.Lakhani,  
works Manager,  
Chaibasa Cement Works &  
agent, Rajanka Limestone Quarries  
of M.C.

2. Sd. N.N.Mitra,  
Administrative Officer,  
Chaibasa Cement Works,.

3. Sd. B.Jha,  
Personnel & Welfare Officer,  
Chaibasa Cement Works.

1. Sd. U.P.Sinha,  
Vice-President,  
Chaibasa Cement workers' Union,  
Jhinkpani.

2. Sd. A.K.Roy,  
General Secretary, 29.3.66  
Chaibasa Cement workers Union,  
Jhinkpani.

3. Sd. Jai Ram Sharma, 29.3.66  
Joint Secretary,  
Chaibasa Cement workers Union,  
Jhinkpani.

Sd. B.Kumar,  
Assistant Commissioner of Labour  
&  
Conciliation Officer, Jamshedpur.

*M. K. Singh*

Expenditure on restoration of bridges-roads etc., likely to be incurred during the financial year 1st April 1962 to 31st March 63.

Panjim-Ponda-Anmond Road. Remaining works related to repairs of road surface asphaltting the surface and reconstruction of bridge at Saptamoilem 1,01,000

Assonara bridge (remaining work) 100,000

Restoration of Culverts.

1 at Canacona	30,000
2 at Sanguem	25,000
3 at Parra	22,000
4 at Onda	10000

Bicholim Bridge - abortment in order, girder blown off 150,000

Sanquelim Bridge = as above 150,000

WQueupem Bridge = two spans blown off, one in order 350,000

Borim Bridge = four spans blown off-piers in order 800000

Ordofond bridge - two spans blown off 300,000

Usgao Bridge - concrete - span damaged 500,000

Daucond Bridge = concrete = span damaged 150,000

Sanguelim bridge = concrete .Candelever blown off and one span 100,000

Total 3,702,000.

All the figures as shown above are only approximate estimates.

Panjim 20th Jan

NOTES ON ROADS & BRIDGES (P.T.No.7)

Director

The expenditure incurred on restoration of bridges and roads so far from the public funds account of the Chief Civil Administrator in Rps.7.40 lacs. (a) Rs.2Rs<sup>1</sup> lacs for part payment to contractors for works done (b) Rps.=2 lacs advance to Gammons (c) Rps. 2Rs<sup>1</sup> lacs to public works Dept., for repairing culverts on Mapuca road, on Ponda Road etc (d) Rs.40.000 for P.W.De t., for maintenance of divisions (e) the expenditure likely to be incurred in this connection till the current financial year i.e., till 31.3.1962 is Rp. 25 lacs. The expenditure likely to be incurred during the next financial year i.e., for the period 1.4.1962 to 31.3.196 will be Rps.37 lacs.

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Import-export trade- cont'd

before 18th Dec- 1961 should be honoured and necessary foreign exchange provided.

(ii) In respect of fresh imports, there should be no reduction in 1962 quotas for essential supplies unless it is possible to provide for such supplies from India at the same price. The price factor is very important; in view of the existing inflation, any sudden rise would cause great hardship to the people.

(iii) Import of other items may be cut up by 50% depending on the articles in question. Some discretion should be left to the Chief Civil Administrator and his staff in this matter as it will not be possible to refer every case to Delhi for orders.

(iv) In view of the fact that exports of ore may have to be cut in order to conserve natural resources, foreign exchange should not be limited to that available in Goa. In fact, at the beginning, in any case, foreign exchange will have to be provided from our pool, as all the foreign exchange available on ore account is now held by Portugal and it will be some time before iron exports produce any significant amount of foreign exchange.

(C) LEGAL.

A small expert committee should be set up to examine the extremely complicated, legal structure of the area and to suggest ways and means of bringing it into line with the rest of the country. The position of the High Court of Goa will have to be considered as also its relationship with the supreme Court. The whole question of adaptation of laws will also have to be decided.

(2) It appears necessary to have some form of an ordinance granting immunity to the Military and Civil Administrators (ion) from legal liability for acts done up to a certain period. For example, we have had to suspend the operation of harsh and oppressive laws (Portuguese) and, in some cases, we have had to actually contra-nene some of the existing laws in order to enable the normal life of the community to proceed. These acts done in an emergency will have to be indemnified to prevent any risk of civil litigation later on. A law on these lines was passed at the time of the merger of the former princely States.

(D) Civil Supplies.

(1) Food. Import of 5000 tons of raw rice and 800 tons of sugar is urgently necessary. In spite of repeated references, progress in actual supply seems to be very slow.

Zonal restrictions on rice should be removed so that this commodity may be imported on trade account from any part of India. The removal of zonal restrictions need only apply to stocks moving to Goa. A reference had been made.

(2) Cement. We have asked for a quota of 2 30,000 tons for 1962 in view of the fact that we have so many bridges to rebuild. If it is not possible to supply this from Indian production, the short-fall should be permitted to be imported.

(3-) Petroleum products. The price of petroleum products in Goa is very much lower than in India. (diesel Rs.1.12np per gallon as against Rp.1.62np in India) and any rise in price will upset the economic balance immediately.

Either we should get stocks from bonded storage places in India or direct imports as before should be allowed. This will of course involve foreign exchange. A specific case of Burmah Shell has been referred for orders.

(E) DEVELOPMENT. The two primary requirements for this area are power and water. As regards power the Dudhsagar Scheme should be surveyed by experts. Shri Chowgule has already spent nearly a lakh in having this survey made by foreign experts and is willing to make their findings available to any team that is deputed for the purpose, free of cost. So far as water supply is concerned, the irrigation project on the Candepar River at Caranzol should be surveyed. If these two things are done, there is much scope for metal and textile industries in Goa.

At the same time, the policy of the Gov. of India towards the setting up of new industries in Goa, particularly with reference to non-Goans should be decided. It is suggested that our policy should be to encourage all industrialists irrespective of community or residence, and to give them specific concessions as in Maharashtra and M.P.

(F) COMMUNICATIONS. We propose to keep one road,

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road, the Panjim-Anmond Road, open during the rains. For this purpose, we have already accepted contracts for the reconition of Candepar and Banastarim Bridges which were blown up by the Portuguese. We require Rps.20 lackhs for road repairs on this section as a number of minor culverts have been blown up and some sections of the road cut. It is vital that this amount be made available plus whatever is required for bridges. Simultaneously the Mysore G<sub>o</sub>vernment should be requested to take up the immediately for the repair of the road from Anmod to Khanapur - this is in bad condition.

(G) Revenue and Tenancy. (1) AT present, the actual cultivator of the land pays at least 50% of the estimated gross production as his rent. In many cases, he pays more. The landlord pays 12% of the estimated gross production to the State by way of tax. It is obvious that this fudal and arabaic system should not continue much longer. It is suggested that a small expert committee be appointed to go into the question of modification and revision of land laws with a view to giving more facilities to the actual cultivator. It is likely that landlordism will have to be abolished (on the lines of the Zamandari Abolition Act) and this may perhaps cause a certain resentment amongst richer classes. It will be more than compendæd by the gratitude of the vast majority of the people. Landlordism, whether by the Comunidade or by the Individual needs to be adolished.

(H) GENERAL. The Finance Adviser feels, and I agree with him, that a Directorate of Accounts will have to be set up here, with suitable trained staff with a view to bringing the present system of accounting into line with India's.  
19.1.1962.

=====  
Scale of pay & allowance - same as applicable in India,  
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Notes on 5 / cont'd.

Detailed list of police units with transport.

Maharashtra Unit.	42 light vans and one S/W	30 light vans been returned 15.1.1962.
Mysore Unit.	4 jeeps and 2 s/w vans	4 jeeps and one s/w vans returned on 15.1.62.

1. Strength of staff in various offices, their scales of pay and allowances drawn etc.
2. When were the last scales of pay and allowance revised recently and the last date when such revisions was done.
3. Superannuation and other benefits admissible to the staff.
4. The strength of staff after taking over  
(a) by deputation and 'b) by direct recruitment.  
The intention is that direct recruitment should be restricted to the barest minimum without any long term comitment. Normally, this should be on contract terms. We should not be more liberal than those admissible to staff for corresponding status drawn on deputation)
5. The strength of vehicles in each office categorised like like heavy vehicles, jeeps, staff cars etc. The number of vehicles added after taking over in each category 'a) by borrowing from the Gov. of India Departments, State Governments etc and (b) by fresh purchases.
6. Expenditure incurred by the Military Governor in the nature of expenditure attributable to VCivil purposes and debitabale to Civil Estimates.
7. Expenditure on restoration of bridges, roads, water supplies etc., incurred so far, likely to be incurred during the current financial year and during the next financial year.
8. Budget for 1961=62 and 1962=63. An estimate of the receipts and expenditure and also loans and advances may be attempted. This may be classified under as many heads as possible.

Notes on Point 2. The scales of pay and allowances were last revised by Decree No.40.708 dated 31.7.56 and the revision was brought into effect in 1957. However, in 1957 and 1958, only 40% of the difference between the old scales and the new scales were paid instead of the whole difference. This was due to financial difficulties.

There was an increase in the financial resources in 1959 due to tax reforms and from 1st Jan.1959 Gov.servants were paid according to the new scales of pay at the full rate.

By Decree No.42.325 of 16.6.1959, a small increase in pay scales of the Government servants of the lower classes was sanctioned. This was actually given effect to from 1st Jan. 1961.

Point 5. The strength of vehicles in each office categorised like heavy vehicles, jeeps, staff cars, etc., is given in appended abstract. The number of vehicles added after taking over in each category:-

- |                                                |      |
|------------------------------------------------|------|
| (a) (1) by borrowing from Gov. of India depots | Nil. |
| (2) by borrowing from State Governments        | Nil. |

Telephonic sanction was given at Belgaum for the purchase of the following:- 12 jeeps, 6 trailers, jeep S $\frac{1}{2}$ W and 1 Ambassador Car of above, except for 1 S $\frac{1}{2}$ W which was not brought, the rest were purchased. There are no further fresh purchases.

20.1.1962.

Part 7

At the request of ..... I give below the elements solicited by him.

(1) The expenditure incurred on the restoration of water supply to Panjim, Londa, Mangao and Farmagoa amounts to Rs.33,000/- approx.

An amount of Rs.18000 had been sanctioned and advanced for this work. As the final account is not yet prepared, a correct figure cannot be indicated.

Shri .....also wanted the provision of the budget for the financial year 1.4.62 to 31.3.1963.

According to the laws prevailing before 18th Dec.61 the financial year was considered from 1st Jan.62 to 31st Dec.62 and the budget for the period has been submitted, to this office in three copies - in English. Therein the provision of the Revenue and Expenditure has been calculated at Rs.750,000. This provision can be maintained for the financial year from 1.4.1962 to 31.3.1963 for the Private Ordinary Budget of this Dept.

For the new schemes undertaken during the current year of 1962 an amount of Rs 676,000 is required to be sanctioned from the Gov. Budget.

The provision for the Private Ordinary Budget of this Department for the financial year 1963-1964 can be estimated at Rs.800000/.

Regarding the new schemes to be undertaken during this financial year this Dept., intends to open tenders for water supply to Sapuca and Nicholia and the expenditure is estimated at Rs.20, lacs and has to be sanctioned from the Gov. Budget.

sgd. B.R. Naique. Director - Water Works Dept.

Notes on Water works.

The expenditure incurred on the restoration of water supplies so far from the public fund account of the Chief Civil Administrator is Rs.18,000 (for repairs to pipes etc)

The expenditure likely to be incurred in this connection till the end of the current financial year till 31.3.1962 is Rs.33,000.

The expenditure likely to be incurred during the next financial year i.e., for the period 1.4.1962 to 31.3.1963 will be Rs.73 lacs for maintenance and Rs.6.75 lacs for new schemes.

total of Gov. vehicles taken over at 18.12.1961.

Heavy vehicles.	Jeps.	Staff cars.	Motor Cycles.	Total.
104	46	183 plus	57	486
	129	13	57	

Civil adm. details of staff on deputation in Goa after take over. Gov of I. Madhya Pradesh. Mysore. Bahar. Total.

Civil adm.	1			1
Sec to above	1			1
Financial Adviser	1	1	1	2
Deputy		3	4	7
		3	4	7



Details of staff in civil arm.

	Gov. of Ind.	Madhya Pradesh	Mysore	Other
Police officers	7	7		14
Sub-divisional officers	6	7		13
Police to Civil arm.	1			1
Steno officers	2			2
<b>Total.</b>	<b>16</b>	<b>14</b>	<b>23</b>	<b>23</b>

Police establishment in force on 22.12.1961.

	S.I.	AGP	ISF	C.	S.I.	H.	CS.	P.	CS.	Office staff
Madhya Pradesh	1		2					3		Steno. I.
Mysore	2		6	5	12	75	500			i. v. Clerk I.
										Steno I.
										Typist I.
										III. v. Clerk I
Madhya Pradesh	2		6	5	12	75	500			
<b>Total</b>	<b>5</b>		<b>14</b>	<b>10</b>	<b>24</b>	<b>150</b>	<b>1000</b>			

Position at 15.1.62

5	10	8	21	75	500
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Special for one.

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Pensioning. Cases on point 3. Full pensions can be earned only on completion of 40 years of qualified service. The compulsory age for retirement is 55. Between the ages of 60 and 65, there are three biennial medical examinations to determine medical fitness for continuance in service. If the 1st draw was in force for five years, pension will be paid to pay. Otherwise proportionate pension is sanctioned. To meet this, a pension contribution of 6% of pay is deducted every month from permanent employees. These deductions are not credited to pay fund, but is treated as an income to the Government. For 5 years was collected on this account in 1960. Service under Gov. was colonial service, by which employees of one colony were liable for service in all colonial territories because of the common address. Pensions in such cases were disbursed by the colony where the individual retired but the pensionary liability was distributed to the other colonies in proportion to the year of service spent in each colony. In addition there is a compulsory service insurance to cover the payment of family pension. Class of pension is fixed for each grade to relate to recovery of insurance charges; but the individual has an option to choose a higher class. This amount went into a fund constituted and maintained in Portugal up to 1940. Later 1.4.0 a new rate and has been set up for the purpose of Gov itself. Accounts adjustments were made among Portugal and the colonies, whichever paid the family pensions, for this purpose no account was taken in Portugal.

264.5  
264.5.1

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A. I. T. U. C.  
Received... 23/12/65  
Replied.....

Central P.W.D. Workers Union (Regd & Recognised)  
14 New Cantt Road, Dehradun, Phone 289

Ref No. CPW/WU/AITUC

Dated 19.12.65

To

\_\_\_\_\_  
\_\_\_\_\_

Subject: Charter of demands:

Dear Sir,

I have been directed by the Union to send the Charter of demands as approved in the Ninth Annual session of the Union held on 11th and 12th December, 1965 at Dehradun,

Many of the demands are easy to be settled and implemented at the earliest and I hope that the authorities will consider the issues with sympathy and reasonableness.

These are the days of National Emergency and as such to give impetus, encouragement and confidence, it is necessary, if not essential to settle all the problems and issues of the workers and employees without much delay.

I am sure the authorities will pay heed to our request and see that the demands are met at the earliest.

Thanking you.

Yours faithfully,

*(Signature)*

(S.C. Dutta)  
Br. Secretary

*TRK*  
*23/12/65*

Under certificate of posting:

*The Sec. Secy*

2645:2

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for favour of Publication

N.S.P. EMPLOYEES & LABOUR UNION.  
(Reg. No. 1880).

Vijayanuri  
17.1.1966.

- 1) The Secretary, P.W.D., Govt. of Andhra Pradesh, Hyderabad.
- 2) The Chief Engineer Projects, Govt. of Andhra Pradesh, Hyderabad.
- 3) The Chief Engineer, Nagarjunasagar Dam, Vijayapuri.
- 4) All the Contractors, Nagarjunasagar Dam, Vijayanuri.

Sri.....

Sub:- Notice of strike under Sec.22 of the Industrial Disputes Act of 1947.

Sir,

In accordance with the provisions of sub-section (1) of Section 22 of the Industrial Disputes Act of 1947, the N.S.P. Employees & Labour Union (Reg.No.1880) hereby gives you notice of strike.

The strike will last indefinitely and until the just demands of the Labourers and Employees are redressed. It will commence on or after 1.2.1966 from 8.00 AM. and all the labourers and employees engaged in all the Nagarjunasagar works will participate in the strike. The reasons for the strike are set in the annexe.

Yours faithfully,

*M. Parandhamaiah*

Nagarjuna Sagar Project  
Employees & Labour Union.  
Regd. No. 1880.

(M. PARANDHAMA IAH),  
General Secretary,  
N.S.P.EMPLOYEES & LABOUR  
UNION (REG.NO. 1880).

ANNEXE

"N.S.P. EMPLOYEES AND LABOUR UNION"  
(Registered No. 188C).

Sub:- Memorandum regarding demands of workers -  
Submitted. (Statement of case for which  
strike notice is given).

Sir,

The labourers who are the real builders of the Project are inhumanly exploited. They are not paid reasonable wages. The Contractors are refusing to increase the wages in proportion to the rise of prices where as the Contractors increased their Tender rates every year. The labourers are paid in January 1966 the same wages paid in 1962-63. Hence the strike notice.

Hence we request you to intervene and concede the following demands in view of the sky-risen prices of food stuffs etc.

1) Rubble rates:

- a) Hand drilled Rubble per unit (100 cft) Rs.15-00 without cleaning..
- b) Jack Hammer loose rubble per unit (100 cft) Rs.9-00
- c) The Contractor should be held responsible for the rejected load of rubble.
- d) Face stone per stone ~~Rs.2-00~~ 2.50

2) Metal Rates:

- a) 3/4" metal per unit (100 cft) Rs. 50/-
- b) 1 1/2" " " " Rs. 25/-
- c) 3" " " " Rs. 20/-

3) Loading and Unloading:

- a) Pottichelama to Damsite per unit Rs. 6-00
- b) Sunkisala to Damsite per unit Rs. 6-00
- c) B.K. Quarry to Damsite per unit Rs. 5-50
- d) Hill Quarry to Damsite per unit Rs. 5-50
- e) N.Konda to Damsite per unit Rs. 5-50
- f) One skip loading " " Rs. 6-00
- g) Earthloading and unloading trip Rs. 6-00

- 4) Mason Workers daily wage .. Rs. 10-50
- Packer worker daily wage .. Rs. 4-50
- Jawali (Per head) daily wage .. Rs. 6-00

contd.....

Jawali (per head) daily wage ..	Rs. 6-00
Mortar carriers big Gamela	Rs. 2-50
Mortar carriers small Gamela	Rs. 2-00
Block cleaning worker daily wage	Rs. 3-00
Mortar spade women daily wage	Rs. 3-50
5) Stone dresser daily wage.	Rs. 7-00
Hand Driller daily wage.	Rs. 6-00
Stone cutter daily wage.	Rs. 7-00
Stone loading worker daily wage.	Rs. 5-00
Earth loading worker daily wage.	Rs. 3-50

6) a) The above mentioned daily wage rates should be taken as basis for the purpose of paying compensation in case of accidents.

b) Implement G.O.Ms.No.2320, dt.7.6.1959 to all Project accidents caused by vehicles.

c) Settle all pending cases relating to accidents (the list of cases is enclosed herewith).

The case of Sengodan S/o.Muthuswamy, under the Contractor Sri N.R.Lingaiah should be settled immediately and the compensation amount should be paid.

d) The Executive Engineers in-charge of cases should be instructed to file their written statements on behalf of the project at the very first hearing in all cases before the Commissioner for Workmen's Compensation, Andhra Pradesh.

7) Adequate water supply and lighting arrangements and Road construction should be provided in all labour camps.

8) The last but not the least it is that cheap depots should be opened in all labour camps immediately.

Yours faithfully,



( M. PARANDHAMIAH )  
N.S.P. EMPLOYEES & LABOUR UNION  
REGISTERED No. 1880.

Vijayaburi, 1  
Dated: 17-1-1966. 1

# CODACAL TILE WORKERS' UNION

( Regd. No. 219 / 57. )

AFFILIATED TO A. I. T. U. C.

Ref: P.O. Codacal. (Via. B.P. Angadi) Calicut *Dy. Kerala.* 196  
29-1-1966.

To

The Hon: Prime Minister of India,  
New Delhi.

A. I. T. U. C.

Respected Sir,

We beg to submit the following resolution for your kind consideration and favourable decision regarding the food ration of the Kerala State.

The whole workers of the Codacal Tile Factory (both A.I.T.U.C and I.N.T.U.C.) and all staff in connection with "Kerala-Benth" struck work and taken Sathiyagraha in Thirunavaya Village-Office on 28-1-66, as a protest against the food policy of Central Government.

After the Sathiyagraha we held a public meeting at Thirunavaya Railway Station, and unanimassly passed the following resolution.

"This public meeting of the workers of the Codacal Tile Factory (both I. N. T. U. C. and A. I. T. U. C) and all staff protest against the food policy of the Central Government, and request the Central Government to increase the rice ration atleast 12 ozce. and accept a national rice ration policy throughout all States."

Copy To: Hon. Food Minister,  
Government of India,  
New Delhi.  
Secretary,  
A. I. T. U. C.  
NEW DELHI.

Yours faithfully,

*Raymond...*  
SECRETARY,

*7/1/66*

64-5.3

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A. T. U. C.  
563 9/2/66

From:

The Secretary,  
Ramakrishna Cement Factory Workers' Union,  
Registered No. 1874,  
Macherla, Palnad Taluq, GUNTUR DISTRICT.

To

The Evaluation & Implementation Officer,  
Government of Andhra Pradesh,  
HYDRABAD.

Dear Sir,

Sub: Code of discipline -- Recognition of Union --  
Ramakrishna Cements, Macherla.

Ref: Your letter No. SI.27475/64, dated 25-1-1966.

Through the letter under reference, the result of the verification done by the Evaluation & Implementation Inspector, Guntur, in respect of the membership of the two unions in Ramakrishna Cement Factory, Macherla, has been communicated to us. The results have shocked us.

The findings, we can say, are not only unfair and unjust but highly illegal and not sustainable, as they are in violation of all known principles of procedure and justice. We detail below the grounds for setting aside the said findings:

(1) Under the code of discipline under which verification of membership of trade unions is done, as soon as verification is applied for by any union, within 10 days thereafter, the verifying Officer should issue notices and conduct the verification, the results of which would be binding for a period of two years. In the instant case, our union applied for verification by letter dated 19-11-1962 addressed to the Evaluation and Implementation Officer. In response to it, the first letter intimating us that verification procedure would be gone into was addressed to us nearly after 2 years i.e. 31-8-1964 written by the Inspector, Evaluation and Implementation, Guntur. We were asked to file before him before 24-10-1964 all the related records by a letter dated 9-10-1964 by a letter from the said Inspector. Immediately thereafter we filed all the records of our union and the membership stood at 787. The said records were all verified and admitted by the Inspector. It may be noted that by that date, the rival union (now upheld as the majority union) did not file any of the records called for. On 8-12-1964, we wrote to the Inspector submitting that the other union (Employees Union) had neither records nor accounts nor had if any role at any time of functioning as a trade union in the past and also of the heavy pressure brought by the Management on the workman workers to join the rival trade union and that records were being cooked up in collusion between the Management and the rival "Employees Union". On 10-12-1964 the Inspector wrote to us defending his extension of time upto 15-12-1964.

limits and also by passing on all our records to the Management and the rival union to facilitate the cooking operations.

Secondly, the undue delay adopted by the Inspector in his observing the procedure for verification by starting actual verification only on 5-11-1965 (1) after 1 year of submission of records by us. By any sense of conduct, this undue delay adopted by the Inspector cannot be justified. We record our vehement protest at this wanton delay of the Inspector in discharging his duties under Code of Discipline. Actually, as visualised by the mentors of code of discipline, during the period 1962-66 verification should have been done twice, as the result of each verification would be in force for a period of two years at a time.

The third illegality in the verification procedure may now be seen. Actually, at the verification, the Inspector first decided on interrogating about 150 workmen and intimated the Management of the names of all of them; the Management represented to Inspector staging that about 25 of them were not available, (as they belonged to our union) and hence the Inspector chose alternative workers in the place of the said 25 workers, from out of workers said by the Management to be available. This has upset very greatly our case in the verification.

Fourthly, out of our membership of 787, the Inspector eliminated in the beginning itself, without any interrogation, 300 of them on the ground that they are contract labour engaged on piecerates. In spite of our letters dated 19-3-1965 that all the said 300 are all workers engaged firstly in the manufacturing processes with continuity of service from 1958 in a manufacturing process and only devised by the Management as contract labour to avoid payment of lawful benefits to them, this elimination process was adopted by the Inspector, highly injuring our case.

Fifthly, on the other hand, even workers who worked for a few days only as casual labour were reckoned, illegally, by the Inspector as workers eligible for verification.

Sixthly, to the 342 objections raised by us, during verification, to the membership of the rival union, the Inspector did not enquire at all and rejected overwhelming number of our objections and upheld the illegal and unreal membership of the other union.

Seventhly, in the verification process, the Inspector wrongly put the questions: Are you a member of the "Inside Union" (meaning the Management ~~kind~~ sponsored rival "employees union") or the Outside Union (meaning our union). This naturally ended in a confusion among workers who only knew our union as 'workers union' as contrasted with "employees union" and that all worked inside in the factory. Such wrong questions also meant a sort of threat to workers, however concealed, and helped the Inspector to get the wrong answers required by him to uphold the Management sponsored membership.

Eighthly, the Inspector never cared to find out that accounts of rival union were properly kept. In fact, there is no Bank Account for the rival union (now upheld as a majority union) even today.



With all these defects and illegalities adopted by the Inspector, he could find the membership of the rival employees union 367 as against 327 declared as members of our union. Out of the 150 workers interrogated workers, 125 of them gave in writing to us that they declared as our members.

The finding has been brought about by adopting the said illegalities in procedure in collusion with the Management. In the records of the trade union registrar, our union has been there functioning actually since 1957. Ever since, our union has sponsored all the grievances of workers throughout and raised several industrial disputes known to the Labour Department too well. In fact and in reality, the overwhelming majority of workers i.e. 787 out of the total strength of about 1000 workers have been our members all these years. In the face of such facts, which speak for themselves, the Inspector's illegal findings *helps to* ~~and~~ upset the industrial peace.

In the interests of peace and justice and for the sake of upholding the rightful case of workmen, the findings of the Inspector should be set aside and fresh verification ordered on proper lines.

We once again propose the procedure of secret ballot for determining the relative strength of the two unions. Incidentally, we may state here that we had proposed, in presence of the Inspector of Evaluation & Implementation, to the rival union to accept the procedure of secret ballot of all workers or members claimed by both the unions. But, for obvious reasons, the rival union and curiously enough the Management also, vehemently opposed to have the verdict of the workers through secret ballot. Now the rival union is said to be the majority union, and therefore, they should not have any objection to ascertain the workers' opinion through secret ballot.

We request once again that immediate orders would be issued staying the finding of the Evaluation and Implementation Inspector, Guntur.

Camp: Hyderabad,

Dated: 2nd February, 1966.

Be pleased to consider,

*M. Appinreddy*

GENERAL SECRETARY,  
RAMAKRISHNA CEMENT FACTORY  
WORKERS UNION: MACHERLA.

Copies to:

1. The General Secretary, A.I.T.U.C., New Delhi,
2. - d o - A.P.T.U.C., Hyderabad,
3. Sri P.L.Mekta, Addl. Secretary, Govt. of India,  
Ministry of Labour (Evaluation & Implementation)

# United Cement Mazdoor Union

Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

PRESIDENT : SHRI BARIN DEY.

GEN. SECY. : SHRI K. K. SINHA

Raj Bhawan,

P. O. JHINKPANI,  
DIST. SINGHBHUM.

(REGISTERED A.D. )

A. I. T. U. C.

FORM L

(See Rule 71)

Received... 22/3/66

Form of Notices of strikes to be given by the employe(s) in a Public Utility Service:

Name of Union: UNITED CEMENT MAZDOOR UNION,

ADDRESS: Raj Bhawan, P.O. Jhinkpani, Dt. Singbhum, Bihar, S.E. Rly.

Dated Jhinkpani, the 17th day of March, 1966.

To

The Agent,  
Associated Cement Companies, Limited,  
Rajanka Limestone Quarries, Jhinkpani  
&  
Manager,  
Associated Cement Companies, Limited,  
Chaibasa Cement works, Jhinkpani.

Dear Sir,

In accordance with the provisions contained in sub-section (1) of section 22 of the Industrial Disputes Act, 1947 I hereby give you notice that I propose to call a strike on the 31st March, 1966 for the reasons explained in the annexe.

Yours faithfully,  
For the United Cement Mazdoor Union,

Encl:

1. Annexure containing the statement of the case.

(K.K. Sinha),  
General Secretary.

Copy to:-

1. The Conciliation Officer, Government of Bihar, Chaibasa.
2. The Regional Labour Commissioner (Central), Gov. of India, Ministry of Labour and Employment, Dhanbad.
3. The Commissioner of Labour Bihar, Patna.
4. The Chief Labour Commissioner (Central), Govt. of India, Ministry of Labour and Employment, New Delhi.
5. The Labour Enforcement Officer (Central), Govt. of India, Ministry of Labour & Employment, Chaibasa, Singhbhum.
6. The Assistant Commissioner of Labour, Bihar, Jamshedpur.

7. The Deputy Commissioner, Singhbhum, Chaibasa.

8. The Superintendent of Police, Singhbhum, Chaibasa.

9. The Secretary, All India Trade Union Congress, 5, Rani Jhansi Road, New Delhi -1.

10. The Secretary, All India, - Trade Union Congress, Bihar State Committee, Ajoy Bhawan, Mangartoli, Patna- 4.

11. The Secretary, All India Cement workers Federation, Ganpat Niwas, Laxmipatna, Inxurdwar, Bombay-2.

12.

# United Cement Mazdoor Union

Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

Raj Bhawan,  
P. O. JHINKPANI,  
DIST. SINGHBHUM.

PRESIDENT : SHRI BARIN DEY.  
GEN. SECY. : SHRI K. K. SINHA

Page 2.

Dated.....

f. No.....

## ANNEXURE

### Statement of the Cases:

1. It is demanded that the unlawful Notice dated the 25th February, 1966 by the Management declaring an Interim on account bonus at the rate of 15 per cent of the annual basic wage/salary shall be withd awn forthwith.
2. It is demanded that arrears of Interim bonus already paid for the year 1963-64 at the rate of 15% of the Basic wage only shall be calculated at the rate of 20 percent of the Annual Basic Wage/Salary inclusive of Dearness Allowance of all forms and Bonus for the year 1964-65 shall be paid at the rate of 20 per cent of Annual Wages/Salary inclusive of Dearness Allowance of all forms.
3. It is demanded that Section 34 of the Payment of Bonus Act, 1965 should be amended as to provide option to workers to choose whether they should get Bonus under their settlements, awards or contract of service or the act.
4. It is demanded that Section 16 of the Payment of Bonus Act, 1965 should be suitably amended abrogating the clause regarding the non-payment of Bonus in new concerns.
5. It is demanded that a second Interim Relief at the rate of 25 per cent of gross wages/salary should be granted from 1.1.1966 to all Cement Workers.
6. It is demanded that all piece-rated workers engaged in Limestone Quarries and Cement factories shall be paid fall-back wages (Minimum basic wages) as a result of reduced output due to causes beyond the control of the workers as per recommendations of the First Wage Board for the Cement Industry and in order to stop Management's hoodwinking and cheating such workers, it shall provide with formal daily earning slips to all individual workers containing volume

P.T.O.

# United Cement Mazdoor Union

Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

RESIDENT : SHRI BARIN DEY.  
EN. SECY. : SHRI K. K. SINHA

Raj Bhawan,  
P. O. JHINKPANI,  
DIST. SINGHBHUM.

Page 3.

Dated .....

1. No. ....

workers containing calculated volume of works done from different distances and at different heights and corresponding basic earnings earned by such individual workers at the end of their daily or the following day at the commencement of their work in order to assure more and more output and checking pilferage of workers earning by the Management. The arrears of fall back wages should be paid with retrospective effect from 1.1.1969.

6. It is demanded that Village Improvement Department running agricultural farms should be liquidated at once as it incurs unnecessary expenditure on livestock. The last year's Profit and Loss Account of the Company shows writing off livestock worth Rs6,00,267 with loose tools. Instead of it, the Company should instal electrical precipitators to stop the dust nuisance of the Cement Factory causing heavy damage to agriculture in a radius of 10 miles all around the Cement Factory. Since the last 10 years, the Village Improvement Department has not done any improvement of the villages. It is only a propaganda organisation of the Forum of Free Enterprise of the Swatantra Party and Imperialists.

7. It is demanded that all out-dated medicines and injections should be destroyed forthwith instead of being used upon suffering workers.

8. It is demanded that the Management do construct the building of a full-fledged Secondary School as it is doing at all other factories except three and impart education free to all its employees' dependants.

9. No worker shall be victimised for participation in the Strike and no deduction from wages/ salary shall be made on this account.

*Musankh*

TO

The Minister of Labour,  
Assam, Shillong.

Dated the 1st February '66.

ALL ASSAM VENEER PLYWOOD &  
SAW MILL MAZDUR UNION  
MARIANI BRANCH  
Date - 1/2/66

Subject:- Minimum wages of Plywood workers and Ad hoc cost of living allowances.

Ref. No /6-8/66

Sir,

We take the privilege of bringing to your notice the following facts and beg your favour of issuing necessary orders so as to concede the legitimate demands of the plywood workers viz the workers of Woodcrafts Ltd. Mariani.

1. That the minimum wage committee constituted for determining the minimum wages of plywood workers of Assam, submitted its report long ago. But no action is being taken by the Govt. so far to implement the minimum wages, as laid down by the Act. As the workers are hard hit by the rising prices, an early action in this respect is solicited.
2. The management of M/s Woodcrafts Ltd. Mariani, whimsically cut down the Ad hoc cost of living allowances of Rs.10/- granted to the workers by the Assam govt under DIR, from the month of May 1965. Despite our repeated requests, the management did not take action for making the payment.

It may be mentioned here that M/S Jalan Industries of Dibrugarh moved a writ petition in the Honourable High Court at Gauhati, challenging the action of the Govt. But they did not stop payment. We wonder how although M/S Woodcraft dares to stop the payment although they are not a party to the same.

We therefore solicit your favour of looking into the matters at an early date.

Yours faithfully,

K. C. Saikia

President,

Assam Veneer Plywood & Saw  
Mill Mazdur Union  
Mariani Branch  
Regd. NO. 290.

Copy forwarded to:-

1. Labour Commissioner, Assam, Shillong.
2. Secretary, AITUC, New Delhi.



# United Cement Mazdoor Union

Kegd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

PRESIDENT : SHRI BARIN DEY.  
GEN. SECY : SHRI K. K. SINHA

Raj Bhawan,  
P. O. JHINKPANI,  
DIST. SINGHBHUM.

Ref. No. \_\_\_\_\_

FORM E 1445-4/4/66 Dated the 31st March, 1966  
(See Rule 71)

Form of Notices of Strike given by employee(s) in  
a Public Utility Service.

Name of Union: UNITED CEMENT MAZDOOR UNION,

Address: Raj Bhawan, P.O. JHINKPANI, District Singbhum, Bihar.

Dated Jhinkpani, the 31st day of March, 1966.

To

The Agent,  
Associated Cement Companies, Limited,  
Rajanka Limestone Quarries, Jhinkpani  
&  
Manager,  
Associated Cement Companies, Limited,  
Chaibasa Cement Works, Jhinkpani, Dt. Singbhum.

Dear Sir,

In accordance with the provisions contained in sub-section (1)  
of Section 22 of the Industrial Disputes Act, 1947, I hereby give you  
Notice that I propose to call a strike on and/or from from the 15<sup>th</sup> April,  
1966 for the reasons explained in the annexe.

Yours faithfully,

*K.K. Sinha*  
(K.K. Sinha),  
General Secretary.

Enclosure:

1. Annexe containing the  
statement of the case.

Copy to:-

- (1) The Labour Officer, Chaibasa, Dt. Singbhum.
- (2) The Regional Labour Commissioner (Central), Government of India,  
Ministry of Labour & Employment, Dhanbad.
- (3) The Chief Labour Commissioner (Central), Government of India,  
Ministry of Labour & Employment, New Delhi.
- (4) The Assistant Commissioner of Labour, Jamshedpur.
- (5) The All India Trade Union Congress, *MD*  
*P-T-V.*

# United Cement Mazdoor Union

Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

PRESIDENT : SHRI BARIN DEY.

GEN SECY : SHRI K. K. SINHA

( Page 2 )

Raj Bhawan,  
P. O. JHINKPANI,  
DIST. SINGHBHUM.

Ref. No. \_\_\_\_\_

Dated \_\_\_\_\_

## ANNEXURE

### Statement of the Cases

1. It is demanded that all the workers shall be paid adequate and correct share in profits as Bonus for the year 1964-65 under the Payment of Bonus Act, 1965.
2. It is further demanded that the final payment of the arrears of profits as Bonus for the year 1963-64 shall be made to the workers deducting the interim on account amount already paid.



# United Cement Mazdoor Union

Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

PRESIDENT : SHRI BARIN DEY.  
GEN. SECY. : SHRI K. K. SINHA

Raj Bhawan.  
P. O. JHINKPANI.  
DIST. SINGHBHUM.

Ref. No. \_\_\_\_\_

Dated 30th March, 1966

To


The Manager,  
Associated Cement Companies, Limited,  
Chaibasa Cement Works, Jhinkpani,  
&  
The Agent,  
Associated Cement Companies, Limited  
Bajanka Limestone Quarries, Jhinkpani.

Dear Sir,

Please refer to our notice of strike for one day to be effective on 31.3.66 dated the 17th March, 1966.

In accordance with the resolution, passed unanimously in the meeting of the General Body of workers held this afternoon and convened jointly by the United Cement Mazdoor Union and the Chaibasa Cement workers Union, this is to inform you that the said notice of strike stands withdrawn.

Yours faithfully,

  
( K.K. Sinha ),  
General Secretary.

Copy to:

1. The Assistant Commissioner of Labour, Jamshedpur,
2. The Labour Officer, Chaibasa,
3. The Regional Labour Commissioner (Central), Govt. of India, Ministry of Labour & Employment, Dhanbad,
4. The Chief Labour Commissioner (Central), Govt. of India, Ministry of Labour and Employment, New Delhi

for information and necessary action.

Copy forwarded to :-

- 1/ Supdt. of Labour, Shahabad, Arrah with the lists for kind information.
- 2/ The Asstt. Commissioner of Labour, Patna Division, Patna along with the copies of the lists for his kind information and necessary action.

Encl. Two.

- 3/ The Commissioner of Labour, Bihar, Patna, along with the lists for his kind information and necessary action.

Encl. Two.

- 4/ The General Secretary, AITUC, Bihar State Committee, Patna,
- 5/ The Secretary, AITUC, Rani Jhansi Road, New Delhi,

along with the two lists for information and necessary action.

Encl. Two.

*[Handwritten signature]*

291

DALAZANAGAR HAZILOOR UNION  
(Affiliated to All India Trade Union Congress)

Ref. No. 1031/ASB/CLSR.

A. I. T. U. C.  
Received 13/3/66 29/3/66

P.O. Daluzanagar, Bihar.  
The 29th March, 1966.

To

The Labour & Conciliation Officer,  
Government of Bihar, Shahabad, DALAZANAGAR.

Subject :- Grave situation arising out of lay-off of 234 workmen  
of Asbestos Cement Factory by M/s. Bohas Industries Ltd.

Sir,

In furtherance to our letter of even No. dated the 17th March, 1966 and the subsequent discussions held with the Asstt. Commissioner of Labour on the 22nd March on the above subject, we are enclosing herewith two lists of such employees who have been either dismissed or discharged or have retired or died and vacancies thus caused remain unfulfilled so far. The number of such employees is still more larger and what we are sending herewith is only a fraction. What we mean to suggest is that the employees laid-off by the Company can easily be accommodated in different factories not only for a short time but even on long term basis. This, however, should not be taken to mean that the Asbestos Factory may or should remain closed. Our stand for its restart/the same rather we once again lay emphasis for an early start of the factory so as to absorb all the workmen sent elsewhere.

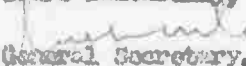
Enclosure

Apart from what we have said above we have also to point out that in several factories heavy overtime work is done even illegally. For example in the Pulp Engg. from 11th March to 20th March, 1966 some 255 workers of the shifts worked overtime for 2000 hours besides their normal duties. Such is the case in other factories as well. A detailed statement may be demanded from the management showing the hours of overtime work taken from workers of various designations and we are sure it will then be obvious how the management is escaping their liability by not absorbing the laid-off workers.

We hope you are now fully equipped with the facts that were asked for from the management by the Asstt. Commissioner of Labour and you must have been convinced that what the management has done is wrong, that is to say, not providing with job all the workers involved in the lay-off. As such we earnestly request you to take up the matter to see that all the workers are provided with full job besides the demand made by us that they are to be paid full wages for the entire period until they get back their jobs.

We also hope that you have taken up the matter of arrangement of Asbestos fibre with the Industries Deptt. for an early restart of the Asbestos Factory. On hearing from you in this respect we shall also write to Govt. of Bihar in the Deptt. of Industries as also to Govt. of India, if need be.

Thanking you in anticipation.

Yours faithfully,  
  
General Secretary.

Encl. Two Lists.

P.S. Further lists of the nature enclosed herewith will be sent to you as soon as the same is prepared.

LIST OF WORKERS OF SUGAR FACTORY, BOKSAR, TERHAUSI DISTRICT, WHO HAVE DIED, RESIGNED OR HAVE BEEN DISCHARGED AND/OR DISMISSED OR RETIRED AND VACANCIES CAUSED REMAINING UNFILLED.

1. Sri Pooala Singh, Taidail,
2. Sri Brinda, Khalasi,
3. Sri Paudar, Fitter,
4. Shoo Risun, Khalasi - Dead
5. Sri Mahachuk, " "
6. Sri Ram Chanior, " "
7. Sri Bichan, Fitter, "
8. Sri Ram Lal, Khalasi, "
9. Sri Aklu, Taidail
10. Sri Hanji Timari, Khalasi,
11. Sri Deepa Mistry, Foreman,
12. Sri Deomanan Lal, Fitter, Dead
13. Sri Shri Ghanshary, Halper,
14. Sri Hitan Tiwary, Turner,
15. Sri Kulkar, Halper,
16. Sri Ishwar Nayal, Pump Driver, Seasonal,
17. Sri Hari, Baltan,
18. Sri Ram Charitar, Pattern Maker,
19. Sri H. K. Gupta, Turner,
20. Sri Ambika Singh, Halper,
21. Sri Gaurhatt Singh, Mistry,
22. Sri Richwanath, Mistry,
23. Sri Ram Pratap Sharma, Welder,
24. Sri Karhai, Welder,
25. Sri Bhola Pandey,
26. Sri Singhasen Pandey,
27. Sri Dudhath Pandey,
28. Sri Koshkar, Fitter
29. Sri Ram Srivastava, Driver,
30. Sri Ram Narain Singh, Pump Driver.

*[Handwritten signature]*

LIST OF MEMBERS OF DIFFERENT FACTORIES OF BORDS INDUSTRIES LTD.  
WH. HAVE DIED, RESIGNED OR HAVE BEEN DISCHARGED AND/OR RESIGNED  
OR RESIGNED AND VACANCIES CAUSED REMAINED UNFILLED.

<u>No.</u>	<u>Name</u>	<u>Designation</u>	<u>Occupation</u>	<u>Status</u>
1.	Shri Gopal Mishra,	Cement S.I.	Mistry	Retired
2.	" Kailash Das	Paper Godown	Checker,	Dismissed
3.	" Ram Raj Singh	Cement, S.I.	Chalasi	Dead
4.	" Jagdishan Das	Paper	Mistry	-
5.	" Sushoo M. Singh	"	Electrician	On long leave
6.	" Ram Ganan	Scoldarer	Paper Mngg.	Retired.
7.	" Ram Gopal	Paper Mngg.	Asst. Fitter	Dismissed
8.	" Mohi Singh	"	Helper	Left
9.	" Ram Vilas	"	Chalasi	Left
10.	" Kotes Singh	Paper Godown	Handcar	Dismissed
11.	" Ram Ganan	"	"	"
12.	" Hari Sharma	"	"	Dead
13.	" Jhagra Mistry	Water House	Mistry	Retired
14.	" Mohi Lal	Fuly Mngg.	Tankal	"
15.	" Babu Lal	"	"	"
16.	" Ram Mohal Singh	"	Chalasi	Dismissed
17.	" Ram Narain	"	Fitter	"
18.	" Rajkumath	Water House	Handcar	"
19.	" Mahiboo	"	"	"
20.	" Ram Pd.	"	"	Retired
21.	" Shagloo	"	Condar	Dead
22.	" Jagdish	"	Handcar	Dead
23.	" Harinar Das	"	Op. Operator	Dismissed
24.	" Lochan	"	-do-	"
25.	" Jyadhar	"	Handcar	Dead
26.	" Jhagroo	"	-do-	Dismissed
27.	" Mahwanath	C.M. Shop	Machinist	"
28.	" Prasad	"	Chalasi	"
29.	" Hari	"	Handman,	Dead
30.	" Mahadeo	"	Blacksmith	Retired
31.	" Ram Mohi	"	Fitter	"

*Handwritten signature*

4-915  
391  
United Cement Mazdoor Union

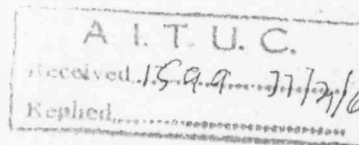
Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

PRESIDENT : SHRI BARIN DEY.  
GEN. SECY. : SHRI K. K. SINHA

Raj Bhawan,  
P. O. JHINKPANI,  
DIST. SINGHBHUM.

Ref. No. \_\_\_\_\_



Dated April 6, 1966.

To,  
The Secretary,  
Department of Labour,  
Government of Bihar, Patna.

Sub: Industrial unrest at Jhinkpani and  
strike notice on the company for  
launching continuous strike actions  
from 15.4.1966 on the demand for  
Bonus for 1964-65.

.....

11/9  
Dear Sir,

You must be aware by this time about the nature of the unrest brewing at Jhinkpani on the issue of payment of adequate Bonus by the Associated Cement Companies Ltd., and the projected strike action by the workers continuously from 15.4.1966, along with the workers of the Khelari and Sindri ~~xxxxxx~~ cement factories, owned by the same company.

In this connection we intend to state certain facts concerning the illegal actions of the company and the subsequent failure of the Assistant Labour Commissioner, Jamshedpur, to initiate effort in the right direction to solve the dispute. This Officer, not only failed in his duties as Conciliation Officer, but also abetted, whether knowingly or ignorantly, with the company's illegal actions.

The company first issued notice dated 25.2.1966 to its employees to pay 15% on basic rates only as interim payment as Bonus for the year 1964-65. The Payment of Bonus Act does not provide for interim payment within the last date of payment of Bonus and computation of the percentage on basic rates only. The provision in the said Act about the computation is very clear as it states wages as basic rate and dearness allowance added together. This illegal notice very correctly induced the Bihar Government's Labour officer at Chaibasa to write to the company on 1.3.1966 and ~~xxxx~~ again on 14.3.1966, asking the company to withdraw its "illegal" notice and also directed the company to effect full payment by 31.3.1966, the last date of payment as stipulated in the Bonus Act. The company also ignored the Labour officer's directive to submit to him relevant account books to ascertain the correct quantum of the allocable surplus. The notice of the company itself and its subsequent arrogant attitude not to comply with the Labour officer's directives were illegal actions, as they contravened the relevant provisions of the Bonus Act.

The INTUC and the AITUC Unions, working at Jhinkpani, rejected  
..2.

Resolution adopted unanimously in today's meeting of the General Body of the workers and employees of the Associated Cement Companies Ltd., Jhinkpani, employed in the Factory and in the Rajanka Limestone Quarries, called jointly by the Chaibasa Cement Workers Union and the United Cement Majdur Union :

1. Since the Company was served with Notice of Strike for one day on 31.3.1966 by the two unions on 17.3.1966, all the workers and the employees at Jhinkpani displayed an unparalleled and magnificent fighting unity and determination in their just struggle against the company for realisation of legitimate share in Bonus, manifested in various <sup>actions</sup> forms and culminating in the historic and total boycott of the Bonus.

2. This meeting condemns the Company for its continued hostile actions in respect of paying its employees legitimate share in the profit as Bonus and reiterates its earlier resolve of rejecting totally <sup>the Company's</sup> inadequate and principally illegal offer made by it to its employees.

3. This meeting views with misgivings the slow, halting and <sup>Somewhat</sup> somehow open conniving attitude of the Assistant Labour Commissioner, Jamshedpur, exhibited in his primary functions to ease the industrial unrest here generated by the Company's offer of inadequate bonus <sup>and</sup> which infringed almost all the Statutory provisions of the Payment of Bonus Act, 1965. This meeting disapproves the failure of the State Labour Department to institute legal actions against the Company or to influence or force the company to pay adequate and correct quantum of bonus to their employees.

4. This meeting views with fraternal admiration and enthusiasm the decision of brother workers in Sindri and Khalari to launch prolonged strike action against the common employer after they totally boycotted the bonus as we have done, with effect from 15/4/66, if the common demand and for adequate and legitimate <sup>part</sup> the profit as Bonus is not made by that date. This <sup>thing</sup> <sup>is</sup> then convinced of the imperative necessity <sup>by</sup> prepari

preparing for and launching a co-ordinated and prolonged strike action with brother workers of other units of the Associated Cement Companies Ltd., to bend their arrogant and adamant employers.

5. This meeting further feels that the main purpose of launching a one-day token strike has been amply fulfilled by the workers and employees through their various actions of unity and solidarity culminating in the actions of total boycott of the payment of bonus at Jhinkpani. This meeting stresses that the forging of this fighting unity in all sections of workers and employees has not only to be zealously guarded and preserved but carried still further to win the genuine demands.

6. This meeting, therefore, resolves to direct ~~that~~ the two unions, viz, the Chaibasa Cement Workers Union (INTUC) and the United Cement Majdoor Union (AITUC) to withdraw their respective notices of the strike for one day token strike to be effective on 31.3.1966.

7. This meeting further directs ~~that~~ the two unions to issue forthwith notices of Strike on the Company and others for prolonged strike actions on and or from 15th. April, 1966, within such period of six weeks.

8. This meeting also directs all workers and employees to continue the boycott of the payment of bonus till the launching of the projected strike action and till the demands are fully made.

9. This meeting urges upon all the monthly-paid staffs, teachers, clerks, doctors, nurses, compounders etc.etc., who draw their salaries on 31.3.66, to defer the receipt of such payment till 1.4.1966 in order to obviate any difficulty arising out of the intended plan to hustle the bonus payment with it and bring it amongst the unskilled workers.



10. This meeting exhorts all workers and employees to prepare unitedly for the coming struggle against the company for adequate bonus and other demands.

-----

Moved By: *Barin Dey*  
Adopted ~~xxx~~ Unanimously

Seconded By: *H. K. Roy, Gen Secy  
Chairman Council  
unless the way (M.F.C.)  
of unionism.*

Dated 30th. March, 1966.

JHINKPANI.

*W. H. Dey*

11 291

extra

5 April 1966

To,


Com. K.K. Sinha,  
General Secretary,  
U.C.M.U., JHINKPANI.

Dear Comrade,

Your letter. I am afraid your interpretation of Section 22 of the Bonus Act is totally wrong. It applies to all the Bonus Disputes in both the Public and the Private Sectors and in addition it will apply to the determination of the application of the Act to a Public Sector enterprise.

With greetings,

Yours fraternally,

  
(Satish Lomha)  
Secretary

Estd. 1944

Phone No. 506

Regd. No. 1406

**SOUTH KANARA TILE WORKERS' UNION**

(AFFILIATED TO THE ALL INDIA TRADE UNION CONGRESS)

ವ. ಕ. ಹಂಚಿನ ಮಜೂರರ ಸಂಘ, ಬೀಳಾರ, ಮಂಗಳೂರು-೧.

Ref. No. \_\_\_\_\_

291

BOLAR.  
Mangalore 4th April, 1966

To  
The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road, NEW DELHI.

Dear Comrade,

Sub: Formation of a rival Union by  
A. Shantaram Pai and H. Umanath Nayak.

1534  
6/4/66

-----  
TU  
Please refer to our letter No/24 dated

1st September 1965 in regard to the above matter. It is a pity that you have not even acknowledged the receipt of our letter. But we learn that you have asked Com. Vasan and Narasimhan the President and General Secretary respectively of the KPTUC to enquire into the matter and submit a report. But both of them have not made any enquiries so far as we know.

The rival Union with the name Dhakshina Kannada Hanchina Kelasagarara Singha is carrying on the splitting activities. Umanath Nayak has not yet returned the scooter, wall-clock, books, seals, rubber stamps etc., that are in his wrongful possession. This anti working-class activities is opposed to the AITUC understanding. Even after their formation, registration and other activities to form a rival Union they could not enroll about more than about 300 workers and this is the Union which continues to have confidence and a membership of more than 4000 tile workers. The rival Union we learn are making preparation to send delegates to the 27th session of the AITUC.

Please take necessary action to put an end to the activities of the rival Union that have been set up by a Working Committee and a General Council member of the AITUC.

Yours faithfully,

*B. Narayana*  
(B. NARAYANA)  
President.

291  
पी० डब्लू० डी० वरकर्स यूनियन

अखिल भारतीय ट्रेड यूनियन कांग्रेस से सम्बद्ध रजि० नं० ५३६

सभापति:- श्री चंद्रशेखर सिंह एम. एल. ए.

पी०-डिहरी-त्रोन-सोन

प्र० सचिव- श्री शिवसागर सिंह

(शाहाबाद)

पत्रांक.....

दिनांक 10-11-1966

RECEIVED  
1605-11/11/66  
REPLIED

सुधी-

महामंत्री,

अखिल भारतीय ट्रेड यूनियन कांग्रेस, नई-दिल्ली

आजी,

पी० डब्लू० डी० वरकर्स यूनियन, पी० डिहरी-त्रोन-सोन, शाहाबाद, बिहार  
9/12/66 सालमें बिहार, ग्राम विभाग द्वारा निर्वाचित हुआ था। बादमें

यूनियनने अपने विद्यार्थों करके इसके दायरेको पूरे राज्यमें विस्तारित  
करनेका प्रयत्न लिया। लेकिन, यूनियन अपने मकसदको पूरा करनेमें

आज तक सफलता नहीं पाया है। इसका मुख्य कारण है इसकी  
आर्थिक दशा। चूंकि, सीमित दायरेके अंदर से निकलकर मजदूरोंको

संगठित करने तथा संगठनके राजमार्गके कार्योंका पार देकर  
नियमित रूपसे चलानेमें सबसे बड़ी बाधा है। अर्थात् कमी-

फलस्वरूप, विस्तारकी योजनायें सफल नहीं हो पा रही हैं।  
वार्षिक-विवरणके अवलोकनके पश्चात देखा जा सकता है कि

उत्पत्ति सदस्य-संख्या एक समान ही रहता है, जपर नहीं उठ पा  
रहा है। क्योंकि, इसकी छोटी सी स्तम्भ आमदनीका समस्त खर्च

व्यय-संख्या 29-वर्षका भी पूरा नहीं कर पाया है। सुनकर आश्चर्य होगा  
कि इसके एकमात्र प्रभावकी कार्यकर्ता (प्रधान सचिव) को मारमें स्थिति

X  
11/11

# पी० डब्लू० डी० बरकर्स यूनियन

अखिल भारतीय ट्रेड यूनियन कांग्रेस से सम्बद्ध रजि० नं० १३६

सभापति:—श्री चंद्रशेखर सिंह एम. एल. ए.

पी०-दिल्ली-ब्रोन-सोन

प्र० सचिव-श्री शिवसागर सिंह

(शाहाबाद)

पत्रांक.....

दिनांक.....१६६

इसका अर्थ है कि हमें भी और कर्मचारियों को प्रेरणा पड़ना है। हमें  
 कर्मियों को प्रोत्साहित करना है। हमें मुकदमों को खोला करना पड़ना है।  
 पुंकि, यह यूनियन सचि विहार राज्य सरकार से प्र०, सौ अधिकारियों  
 से अथवा औद्योगिक-विद्यार्थियों के निपटारे के लिये निम्न निम्न  
 स्थानों में सक्रिय रहना है। अंततः यह प्रश्नों में काफी समय तथा साधन  
 का इस्तेमाल करना पड़ना है। फिर भी यह धारणा का है कि विहार  
 राज्य में शांति रही हमारा एकमात्र मजदूर संगठन है जो मान्यता-  
 प्राप्त है, "वर्कर्स-कमेटी" में सभी सदस्य यूनियन के द्वारा मनोनीत  
 किये जा रहे हैं।

हमें सचेत है कि बहुत दिनों से यूनियन प्र० प्र० प्र० प्र०  
 की AFFILIATION-FEE, नहीं दे पाया है और यह सिर्फ इस कारण कि  
 इसकी सीमित आय से धर खर्च चलाना असंभव सा हो रहा है।  
 अतः अथवा इनकी ममावह है कि फिलहाल इससे औरसे कोई सहायता  
 नहीं मिली तो यह एकमात्र यूनियन (मान्यता प्राप्त) प्रथम नाम से जमने के  
 कार्यों को एवं कर देने का लाचार से जायेगा/इसलिए निर्बंध है कि:

- १- प्र० प्र० प्र० यूनियन कांग्रेस १६६/६६, सोन पिचले नमाम कापी  
 फीसकी माफी है।
- २- पी० डब्लू० डी० बरकर्स यूनियन विहार की प्र० प्र० संभव से तो

# पी० डब्लू० डी० वरकर्स यूनियन

अखिल भारतीय ट्रेड यूनियन कांफेस से सम्बद्ध रजि० नं० ५३६

सभापति:- श्री चंद्रशेखर सिंह एम. एल. ए.

पो०-डिहरो-ओन-सोन

प्र० सचिव-श्री शिवसागर सिंह

(शाहाबाद)

पत्रांक.....

दिनांक.....१९६६

शुभ आशिर्वाद सभ्यता के अखिल भारतीय ट्रेड यूनियन कांफेस सभ्य

को दे, और

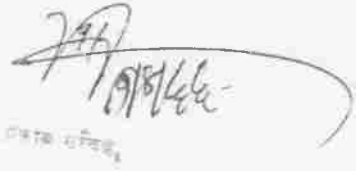
इ-पी० डब्लू० डी० वरकर्स यूनियन, पी० डिहरो-ओन-सोन, शाहाबाद  
रजिस्ट्ररड नं०-५३६, AFFILIATION. VWA NO (जो आमतौर पर नं०) मिला है।

अपने ही नाम देना चाहिए।

आशा है, यूनियनकी इस दमनीय आविधि-अवस्था पर सुदृष्टि के  
साथ विचार करेंगे और उपरोक्त त्रुटियों पर अनुकूल निर्णय लेंगे।

धन्यः, उपरोक्त अवस्था एक विरोध परिस्थिति है।  
प्रयत्न करें।

आपका विश्वस्तनीय साथी

  
रजि० नं० ५३६

291

From, Barin Dey,  
President,  
United Cement Mazdoor Union,  
Rajbhawan, P.O. Jhinkpani,  
Singhbhum District, Bihar.

Dated,  
1988 19/4/66 16.4.1966.

Sub: Strike in the Chaibasa Cement  
Works of the A.C.C.Ltd.,  
Jhinkpani on the demand of  
Bonus.

.....

Dear Comrade Dharadhar,

I understand you are aware about the situation that was developing in Jhinkpani for the last 2 months. The unrest there culminated in the commencement of an indefinite strike since midnight of 14/15 April. The strike is total in the factory and quarry and has been sponsored jointly by the INTUC and the AITUC Unions.

L 107  
The issue of Bonus became hot when the company issued a notice on 25.2.1966 to Bonus for the year 1964-65 calculated at ~~15%~~ 15% on basic rates only as interim on adjustment after their case in the Supreme Court was decided. This notice contravened the provisions of the Payment of Bonus Act and naturally the two Unions rejected the offer and asked their respective followers to boycott the payment. Subsequently, on the scheduled payment dates all the daily rated and the monthly staff boycotted the payment.

Strike notices were given on the company by the two Unions to launch continuous strike actions from April 15 if the demand for 20% on basic rates and dearness allowance was as Bonus for the year 1964-65 was not met before that date. Another demand in the strike notices was the payment of the balance amount as Bonus for 1963-64 since the company paid only 15% as interim payment in that year.

Conciliation proceedings at Patna failed since the strike notice was given. The INTUC Union, whose representatives were called in the proceedings, offered the following as terms for withdrawing the strike: \*

1. Accepting the payment of Bonus as offered by the company for 1964-65 on condition that the account books and other papers would be checked to ascertain the allocable surplus and adjustment after this process.
2. Rs 100/- as ad-hoc payment against the balance of bonus payment of 1963-64.
3. All points of dispute to be referred to an Arbitrator. The Union named the chairman of the Patna Industrial Tribunal, as an arbitrator.

The company rejected the above offer and the Labour Commissioner also did not induce the company to accept it.

Our General Secretary Com K.K.Sinha and Com. A.K.Roy, General

\* The AITUC Union was not called in the proceedings, because this Union gave strike notice on the company.

Secretary of the INTUC Unions were arrested near the factory gate immediately after the strike commenced at midnight on ~~14/15~~ 14/15 April. There was no picketting at the gate and actually there was no collection of any worker at the gate as the workers voluntarily stayed away in their homes. They were arrested under sections 107/151/117.

The strike is complete and peaceful. The morale of the workers is unique.

Please circulate this news to all sister Unions of the Federation and ask for help and let us know the actual position of the Bonus struggle in the other A.C.C. factories.

Please reply. With Greetings,

Yours Fraternally,

Copy to :

✓ General Secretary,  
All India Trade Union Congress,  
Rani Jhansi Road,  
Jhandewalla, New Delhi.

  
(Barin Dey).

General Secretary,  
Bihar State Committee, AITUC,  
Patna.

To:

Comrade G. G. Daxradhar,  
General Secretary,  
All India Cement Workers' Federation,  
Ganpat Nivas,  
Zaoba's Cart,  
Thakurduar, Bombay .. 2.

1-1  
4-1  
7-1



P.Raman,  
Treasurer,  
Karnataka Provincial Plantation Workers' Union,  
Chikka magalur, Mysore State.

Address; 30-A A.S.Char Street, Bangalore-2.

To  
The All-India Trade Union Congress,  
New Delhi.

A.I.T.U.C.  
20.12.66

Dated: 20-4-66

Dear Comrade,

Sub: ~~Disruptionist~~ activities of the CP(M) leaders in Karnataka  
~~Plantation~~ Provincial Plantation Workers' Union.

I have read with keen interest the agreement signed by Com.S.S.Mirajkar on one side and Com Dange on the other for maintaining the unity of the AITUC and the union affiliated to it. I am writing this to bring to your notice the disruptive activities and goonda methods of the followers of Com.Mirajkar in the above mentioned union of which I was the vice-president till recently and treasurer at present. I hope the committee that is going to be set up as per the terms of the agreement will go into this matter, make enquiries, and restore unity of the union.

The Karnataka Provincial Plantation Workers' Union is an affiliate of the AITUC, although it has not paid the affiliation fees to the AITUC for the last six years. This union had received much help from the AITUC, including the gift of a motor cycle in 1960. Com.M.C.Narasimhan, General Secretary of the KPTUC, has been its president from its inception and continues to be so.

One Com.M.V.Bhasker was made the General Secretary of the Union one or two years later. He held the office of Secretaryship till the year 1962-63. At one stage this Union had become the major trade union of plantation workers in this state. It had two branch office in addition to the head office. But from about the year 1961 ~~xxxx~~ main functionaries of the Union fell apart and the union got split into two, one of the Asst. secretaries forming the Interdistrict Plantation Workers' Union. That Union has also sought affiliation to AITUC and the remarkable thing is that now both M.V. Bhasker and John Taylor, the leader of this break-away Interdistrict Plantation Workers' Union are said to be members of the CP(M) though they are as poles apart today from one another as they were when they broke the Union into two between them.

Efforts were made to ~~bring the~~ restore unity between the two unions, but in the face of opposition from both, it failed. So later steps were taken to strengthen the KPPWU. It was found that in order to regain the confidence of the workers it was necessary to remove Bhasker from General Secretaryship. Therefore in 1963 Bhasker was removed from General Secretaryship and B.N.Kuttappa, General Secretary of the Coorg District Estate Workers' Union and a member of the AITUC General Council, was elected General Secretary. M.V.Bhasker was elected as one of the Vice-presidents. I was asked to work as organiser among the plantation workers in the capacity of a vice-president. Com.Simpson Soans was elected as another vice-president. P.Keshava Maistry, a plantation worker himself and a founder member of the Union, was reelected as another vice-president. ~~A.K.Keshava Maistry and A.C.K.~~ A.K.Vishwanathan and A.C.Keshava, Asst.Secretaries were reelected as such. One Vijayan was elected treasurer. Com.M.C.Narasimhan continued as the president.

M.V.Bhasker never reconciled himself to his removal from Gen.Secretaryship. He was waiting for an opportunity to stage a come back and that opportunity opened up for him when the 'Left Communists' broke away from the CPI and formed their own party, the CP(M). B.N.Kuttappa, A.K.Vishwanath, A.C.Keshava and their associates joined the CP(M) and Bhasker, with a view to becoming the Gen.Secretary of the Union again with the support of these people, joined their party. In the absence of Coms.M.C.Narasimhan and P.Raman (who were in Bangalore at the time) and of Keshava Maistry who was in his estate at Kadamane and of Simpson Soans who was at Mangalore, the CP(M) leaders mentioned above conspired to throw out all except themselves from the Union and 'capture' it and install Bhasker as the General Secretary.

A so-called meeting of the ~~executive~~ executive of the Union was held by these CP(M) people without informing any of us. To my best knowledge, even Com.MCN, the president was not informed of the meeting. This meeting took a decision to 'expell' Com.Keshava Maistry from the Union on the basis of certain allegations which were not even intimated to him and enquired into. He was not even asked to or allowed to answer the charges. ~~The only question put before him~~ The removal was unconstitutional and beyond the powers of the executive. The only 'crime' of Keshava Maistry was that he refused to join the ~~the~~ CP(M) and remained loyal to

the CPI and that he opposed the move to sell the motor cycle donated by the AITUC. These CP(M) leaders not only 'removed' Keshava Maistry, but also wrote ~~the~~ to the officials of the labour department and the management of the Kadamane Estate to that effect. The officials and especially the management utilised this to ~~deny~~ decline to entertain any complaints from Keshava Maistry and to negotiate with them. This put the workers of the Estate in a very difficult position as they were at that time fighting a case of victimisation of 13 workers. ~~After~~

These CP(M) leaders began acting in an arbitrary manner writing to managements and the labour department not to talk to any body whom they considered to be against them. After thus 'Capturing' the Union they proceeded to hold a GB meeting and get de-jure sanction for ~~themselves~~ whatever they were doing and to get themselves elected to whatever positions they wanted to be elected.

But then there was strong opposition to Bhasker from the workers. Coming to know this A.K.Vishwanath and A.C.Keshava wanted to have a march over Bhasker. They approached us and asked us whether we would work jointly with the CP(M) comrades in the Union. We said that we ~~always~~ would always be ready to work with any one in the trade unions for the interest of the workers on the basis of trade union democracy. We also made it plain that we would never support corrupt practices and highhandedness in trade unions. On the basis of our talks with these friends, notice of the GB meeting was issued to us. We understand that this was done against the wishes of Bhasker and Kuttappa, who did not want notices to be given to us. ~~xx~~ They wanted the 'GB' to be a meeting of the supporters of the CP(M) alone.

The GB was held on 12-12-66 under the presidentship of Com.Narasimhan. I attended the meeting. A.K.Vishwanathan, Asst.Secretary, gave a report of the work of the union ~~in the above~~ as Kuttappa the then Gen.Sec. was not present. There was lively discussion on the report. Several instances of Bhasker taking money from the managements was revealed by the workers who were present. A.K.Vishwanathan also pointed out such things in his report as well as in a complaint he had earlier given in writing to the president of the union. Then accounts of the Union were placed before the meeting. It was revealed that Bhasker had sold the motor cycle given to the union by the AITUC and utilised the money for himself. He could do so because the motor cycle had been registered in his personal name and not in the name of the union. Workers took exception to this. After all this, elections were ~~xx~~ held.

First of all honorary members were elected. Altogether 10 names were proposed, seconded and voted on. The following seven were elected: M.C.Narasimhan, B.V.Kakkilaya, P.Raman, A.K.Vishwanathan, A.C.Keshava, P.Thavamani, P.Keshava Maistry.

M.V.Bhasker, B.N.Kuttappa and B.V.Chandrashekher were eliminated as they got the least number of votes.

Com.M.C.Narasimhan was elected president, Thavamani General Secretary, Kakkilaya Keshava Maistry and Saidali vice presidents, Raman treasurer, Keshava and Vishwanath Asst. Secretaries.

A week after this when Thavamani was absent and Vishwanath and Keshava had gone to an estate and to attend the labour court at Hassan, Bhasker and Kuttappa broke open the lock of the office of the Union and occupied it. They have removed from the office whatever records they wanted to remove. Vishwanath and Keshava have made a police complaint against these two people and ~~they~~ Vishwanath has stated in the labour court what had happened on 12-12-66 and that Bhasker no more represented the Union.

We learn from a handbill issued by Bhasker and a report in the Kannada journal of the CP(M) that the version of these people is that no election has taken place on 12-12-66. ~~and that~~ We understand also that for taking the the position of joint work with us in the union, AKV and ACK, Asst. Secretaries have been thrown out of the CP(M).

At present Bhasker and Kuttappa are working in the name of the Union, as rivals to the real union. The labour court and the labour ~~department~~ department have not decided as to which is the real union and ~~as~~ to whether election were held on the 12th Of Dec. or not.

I request you (1) to take up this matter with ~~the~~ Com.Mirajkar and others and persuade them to vacate the union office which they have forcibly occupied and return all the records of the union to the ~~real office of the~~ president of the union and (2) not allow any delegation, if they send any, to participate in the deliberations of the AITUC as they have no locus standii.

With greetings,

Yours fraternally,

Copy: to: A.P.T.U.C.  
Bangalore.

P. Raman  
(P. Raman)

To

1. His Excellency the Governor of Kerala, Trivandrum.
2. The Advisor, II, Govt: of Kerala Trivandrum.

Memorandum submitted by the President of:-

1. The Tile Workers' Union, Feroke.
2. The Ceramics Workers' Union, Feroke.
3. The Shanmugha Engineering & Trading Company Workers' Union, Feroke.

Sub:- Strike of Tile Factories and other two Factories workers at Feroke.

Sir,

About 1200 workmen engaged in 3 Tile factories and two other establishments have been on strike for the last twenty five days over the question of Vishu bonus for the year. The strike call was made by all unions in the industry belonging to all the four central trade union organisations including the I.N.T.U.C and A.I.T.U.C.. The demand is for payment of customary Vishu bonus payable on the eve of the last vishu, It has been the invariable practice in the industry to pay vishu bonus, for the last 10 to 25 years,

Considering the boom conditions the industry is enjoying at present there is no comprehensible reason for the refusal of the Managements to continue to do so.

We regret to state in this connection that the Labour Department has not effectively intervened in the dispute so far, despite the strike and the interruption in production caused thereby. The conciliation machinery under the Industrial Dispute Act has not moved and commenced conciliation proceedings so far.

In this situation we were surprised to receive an order Government No. 1433/66 HLD dated 22-4-66, making a reference to Industrial Tribunal, Kozhikode.

The reference is bad and infructuous for the following reasons:-

1. The procedure prescribed under the Industrial Dispute Act has not been followed in the instant case.

II. A direct reference to the Tribunal without any attempt to settle the matter through conciliation is against the declared policy of Government and the principles embodied in the code of conduct, in industry for the avoidance of litigation.

III. The subject matter of the reference is not the demands raised by the Unions, which is vishu bonus payable in the current year. The reference relates to " the quantum of bonus for the years 1964-65 and 1965-66." No such demand has been raised by the Unions.

IV. The reference is infructuous by the mere fact that any kind of bonus for the year 1965-66 becomes payable only after the expiry of eight months under the payment of bonus Act, and no dispute can be raised at the present stage.

V. The reference is also infructuous for the reason that three disparate and different industries have been clubbed together in the same reference, viz. Tiles, Engineering and Ceramics.

The result has been that the reference order helps only to defeat the attempts of the workmen to achieve their demands while nothing can come out of a reference framed on the above described defective lines.

VI. We therefore request that a high-level conference be held to discuss and settle the disputes and terminate the strike.

Yours Faithfully,

CAMP: Trivandrum.

Sd/-

2 - 5-'66.

PRESIDENT.

Copy to

Labour Commissioner,  
Trivandrum.

1. The workers' Union, Feroke.
2. Ceramics Workers' Union, Feroke.
3. Shanmuga Engineering & Trading Company Workers' Union, Feroke

TRUE COPY



DALMIANAGAR MAZDOOR UNION  
(Affiliated to All India Trade Union Congress)

Ref. No. DMU/Demands/10.

P.O. Dalmianagar,  
Dist. Shahabad (Bihar)  
The 26th May, 1966.

To

- 1). The Works Director,  
Rohtas Industries Ltd.,  
Dalmianagar.
- 2). The Director,  
Ashoka Cement Ltd.,  
Dalmianagar.

Dear Sir,

Please refer to our letter No. DMU/Demands/9 of the 25th May, 1966 and find herewith enclosed the true copy of the resolution passed by the Executive Committee of this Union in its meeting held on 24th instt. which was inadvertently left to be mentioned in and enclosed with our above strike notice.

Yours faithfully,

*[Signature]*  
General Secretary.

Encl. As stated.

Copy to :-

- 1/. The Conciliation & Labour Officer, Dalmianagar,
- 2/. The Conciliation Officer & Supdt. of Labour, Shahabad, Arrah
- 3/. The Asstt. Commissioner of Labour, Patna Dn., Patna,
- 4/. The Commissioner of Labour, Bihar, Patna,
- 5/. The Secretary, Deptt. of Labour, Govt. of Bihar, Patna,
- 6/. The Officer-in-Charge, Dehri Police Station, Dehri,
- 7/. The A. S. P., Dehri,
- 8/. The Sub-divisional Officer, Sasaram,
- 9/. The District Magistrate & Collector of Shahabad, Arrah,
- 10/. The Secretary, AITUC, Bihar State Committee, Patna-4,
- 11/. The Secretary, AITUC, Rani Jhansi Road, New Delhi,

alongwith a copy of the resolution for information.

Encl:1.

RESOLUTION

This meeting of the Executive Committee of Dalmianagar Mazdoor Union held to-day, the 24th May, 1966 having considered the fast deteriorating economic conditions of the employees in general on account of non-fulfilment of their basic and major demands by the managements of Rohtas Industries and Ashoka Cement Ltd. and also having further considered the absence of any substantial relief to stay on, much less any hope of satisfactory and immediate possibility of settlement of the said demands, hereby unanimously decides to immediately serve a strike notice on the concerned managements for meeting the demands of the enclosed charter within 2 weeks from the date of the receipt of the strike notice failing which the union shall call the employees to go on a general strike. The General Secretary of the Union is requested to serve the strike notice atonce.

Passed unanimously.

Encl. Charter  
of demands.

Sd/- Dwarka Singh,  
President of the meeting.

Certified to be true copy.

  
General Secretary.

2a1

A. I. T. U. C.  
Received 27.6.1966

**DAIMIANAGAR MAZDOOR UNION**

(Affiliated to All India Trade Union Congress)

Ref.No. ISU/Demanda/9.

P.O. Daimianagar,  
Distt. Shahabad (Bihar).  
The 25th May, 1966.

To

- 1). The Works Director,  
Biptas Industries Ltd.,  
Daimianagar.
- 2). The Director,  
Ashoka Cement Ltd.,  
Daimianagar.

Dear Sir,

In accordance with the provisions in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947 I hereby give you notice that I propose to call a strike after 6th June, 1966 if the demands as appearing in the enclosed charter are not met within 14 days from today.

Yours faithfully,  
for DAIMIANAGAR MAZDOOR UNION  
*[Signature]*  
General Secretary.

Encl: Charter of Demands.

Copy to :-

Regd.A/D

Exp.Dly.A  
U.P.C.

- 1. The Labour & Conciliation Officer, Daimianagar
- ( 2. The Conciliation Officer & Superintendent of Labour, Shahabad, Arrah,
- ( 3. The Asstt. Commissioner of Labour, Patna Dn., Patna.
- ( 4. The Commissioner of Labour, Bihar, Patna,
- ( 5. The Secretary, Department of Labour, Govt. of Bihar, Patna,
- 6. The Officer-in-Charge, Dabri Police Station, Dabri.
- 7. The Asstt. S pdt. of Police, Dabri
- ( 8. The Sub-Divisional Officer, Sasaram
- ( 9. The District Magistrate & Collector, Shahabad, Arrah
- 10. The General Secretary, R.I. Mazdoor Sangh, Daimianagar
- 11. -do- Daimianagar Mazdoor Seva Sangh, Daimianagar
- 12. -do- D.I. Staff Union, Daimianagar.
- 13. -do- Daimianagar Staff Employees Union, Daimianagar
- 14. Action-Committee, Daimianagar
- 15. The Secretary, A.I.T.U.C. Bihar State Committee, Ajoy Bhawan, Patna-4.
- 16. The Secretary, All India Trade Union Congress, Bani Jhansi Road, New Delhi

alongwith a copy of charter of demands for information.

Encl: 1.

CHARTER OF DEMANDS

1. Withdraw the Writ Application from the Patna High Court and implement the Arbitrators' Award.
2. Pay to every employee of Rohtas Industries and Ashoka Cement 4 months wages as Bonus for each of years 1962-63 and 1963-64.
3. A rise of Rs. 30/- or 30 %, whichever be higher, be given in the wages of every employee of Rohtas Industries and Ashoka Cement not covered by the Wage Boards.
4. Such casual employees of Rohtas Industries and Ashoka Cement who have completed two years service be made permanent.
5. Gratuity scheme as applicable to employees of Rohtas Industries Ltd. Dalmianagar be introduced and enforced in Ashoka Cement Ltd.
6. Workmen of the labour category in Rohtas Industries Ltd. and Ashoka Cement Ltd. be allowed the same quantum of leaves as are allowed to employees of staff category.

*[Handwritten Signature]*  
General Secretary,  
Dalmianagar Mazdoor Union,  
Dalmianagar.



291

This meeting of the Managing Committee of P.W.U. held on  
deeply mourns the untimely demise of late Prime Minister Lal Bahadur  
Shastri and extends to his beloved wife Shri Lalitabai Shastri and  
the bereaved family our heartfelt condolences.

The nation has sustained an irreparable loss in the passing  
away of this illustrious and noble son of India only a few hours after  
he signed the historic Tashkent Declaration in bringing about which  
he almost worked himself to death.

The Tashkent Declaration is the parting gift of Lal Bahadurji  
who worked ceaselessly for building peace and friendship with our  
neighbour Pakistan even while fighting for the upholding of the  
nation's honour and integrity. This meeting derives inspiration  
from the Declaration and from the pledge given by our new Prime Minister  
Shri Gulzarilal Nanda and our beloved President Shri Radhakrishnan  
to honour and implement in full the Tashkent Declaration which is  
best tribute the nation can pay to the revered memory of Lal Bahadurji.  
This meeting pledges to mobilise the petroleum workers also to make their  
humble contribution in the worthy cause of implementation of the  
Tashkent Declaration in the moulding of which our another great <sup>and friendly</sup> neighbour  
the Soviet Union and its Premier Khrushchev played a leading part.

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TELEPHONE : DALMIANAGAR, 64

TELEGRAM : "SAHUJAIN"

# Rohtas Industries Limited

Registered Office : DALMIANAGAR, BIHAR

MANAGING AGENTS :  
SAHU JAIN LTD.

RLY. STATION :  
DEHRI-ON-SONE, E. RLY.

291

A.I.T.U.C.  
Received 28/6 8/6/66

Ref. PM/AC-33/124

The 6th June '66.

The Secretary, .....

All India Trade Union Congress, .....

NEW DELHI, *Kune Jhansi Road* .....

Dear Sir,

Sub: Threat of Strike from 9-6-66

We are herewith enclosing a copy of the hand-bill which we have handed over to each employee of the company here in connection with the above.

*[Handwritten initials]*  
*AS/STB*

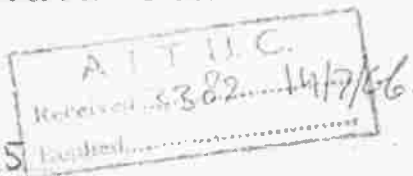
Yours faithfully,  
for ROHTAS INDUSTRIES LIMITED;

*[Handwritten signature]*  
Personnel Manager.

Encl: As above.

# All-India Cement Workers' Federation

Our Ref. No. AFF/115



Ganpat Nivas, Zaoba's Oart,  
Thakurdwar, Bombay 2.  
9th July 1966.

To

All Affiliated A.C.C. Units:

Dear Comrades,

We reproduce below letter No.17/5/66/LRIV dated the 25th June 1966.

" Subject:- Constitution of a National Tribunal for the bonus dispute for the years 1962-63, 1963-64 and 1964-65 in the A.C.C. Limited - Proposal for the -

I am directed to forward herewith a copy of letter No.LRA/80-C(NT)/1269 dated the 25th April, 1966, from the management of the Associated Cement Companies Limited, Bombay requesting for reference of the dispute relating to bonus for the years 1962-63, 1963-64 and 1964-65 to a National Tribunal. It is requested that the views of your Federation in the matter may kindly be communicated to this Ministry at an early date."

2) The Federation proposes to send a reply after receiving the necessary comments from the affiliated A.C.C. Units. As at present it is proposed to send in the reply by the 20th July 1966.

3) To facilitate the consideration of the above circular, we give below our comments bearing on the advantages and the disadvantages of the appointment of a Tribunal to - (1) The Company (2) The affiliated units (3) The Federation.

4) The Company is naturally anxious to secure the appointment of a National Tribunal for the following reasons:

- (a) It will help the Company to have a unified approach to all the points raised by the workmen.
- (b) It can secure the services of an eminent lawyer to contest the claims of the workmen.
- (c) The best possible evidence can be given on behalf of the Company namely, that of Shri S.N. Cooper, the Chief Accountant, to prepare the necessary documents and statements and counter-statements to the best advantage of the Company with the necessary manipulations and twist.
- (d) To have approaches to all records at short notice.
- (e) Reduction in the travel-expenses of the necessary competent personnel.
- (f) To divide individual sections of workmen behind the backs of others as was done last time.

5) The disadvantages to our affiliated units are as follows:-

- (a) We will lose the advantages from separate attacks on the same problem and the necessary division of forces of the Company.

Cont'd...2

- (b) It may not be possible for the representatives to attend the hearings before the Tribunal for lack of provision by the Company and the paucity of funds with the Union.
  - (c) The centralised conduct of the dispute will naturally mean delay.
  - (d) The bonus dispute will not help the organisation of the Unions and will not contribute the necessary pressure on other disputes for individual units.
  - (e) Individual bonus disputes will have to be withdrawn.
- 6) The advantages to the affiliated units are -
- (a) The 1962-63 dispute will be decided through Adjudication machinery.
  - (b) A centralised conduct of disputes can bring better pressure on the Management to bring about settlement as was done last time.
  - (c) Reduction in the total overall cost of the conducts of the disputes.
  - (d) More concentrated attack on the dispute.
- 7) The Federation however although it welcomes the opportunity to conduct a dispute on behalf of the affiliated units, it can only undertake the responsibility provided a sum of Rs 2,500/- is raised and is available with the Federation for the purpose of the conduct of the dispute. The undersigned and the Vice-President, Shri M.P. More, will have to bear the heavy burden of the conduct of the dispute. How far the individual units can contribute in advance to these expenses, is therefore a vital aspect also.
- 8) The advantages to the Federation will be that it will be possible to revise contacts with the affiliated units and to organise better the various activities that could be undertaken by the Federation through frequent contacts of the representatives of the affiliated units at various hearings.
- 9) Even then inspite of whatever we may say the Government may proceed ahead and appoint a National Tribunal. This has been our experience in the past so this aspect has also to be taken while sending in your comments.
- 10) The Federation will reply after taking due note of the comments received and the adjustments necessary in the reply.

We shall thank you to devote your earnest consideration and send in your comments at an early date after receipt of this.

With greetings,

Yours fraternally,

*B. P. Baradhar*  
General Secretary.

Estid. : 1956.

Ramakrishna Cement

MACHERLA.

Regd. No. : 18/4.

President; M. Nagi Reddy

Guntur Dt. (A. P.)

Secretary: M. Appi Reddy

Ref. No. ....

Dated 11th, June '66.

URGENT

A.I.T.U.C.  
Received 24/8 16/6/66

Dear Comrade,

A  
M 291

11/6/66

sub:- Ramakrishna Cements, Macherla, Guntur Dt. (A.P.) - demands of workers - strike notices given by both A.I.T.U.C & I.N.T.U.C. Unions - information regarding and necessary action requested for.

I am herewith enclosing the statement of long-standing demands of the workers with necessary details for your information and immediate action.

Report on the previous activities of our Union during the Hunger Strike from 25-4-'66 to 8-5-'66 and General Strike from 29-4-'66 to 8-5-1966.

There are 2 Unions in this industry affilliated to I.N.T.U.C and A.F.T.U.C. Eventhough our A.I.T.U.C. Union has got big majority, with the help of the mangement and I.N.T.U.C. leaders their Union has been recognised about a year back. but we have been fighting for the last several years for the long-standing demands of the workers. The rival Union was not co-operating with us and whenever we give notice of strike they use to compromise with the management and come to a partial settlement. The Government used to refer some of the demands for adjudication and prohibit strike on the plea that Cement Industry is a public utility service. Therefore we are forced to call-off strike.

Due to our continuous efforts for the last several years, gradually the rival Union members are also disgusted with the attitude of their I.N.T.U.C. leaders and most of their union members have accepted for immediate direct action. Thereby, we have intimated the rival union leaders to co-operate with our union or if they are prepared to give call for strike we are prepared to co-operate with them, or agree to give strike notice jointly. But their leaders have rejected our proposals against the will of their workers. So our union has given strike notice violating some legal formalities also (ie) 14 days notice etc. under special circumstances in our industry. In the begining we have begun hunger strike with 3 members of our union under the leadership of our union President Sri M. Nagi Reddy, Ex-P.L.A. to create tempo among all the workers. The rival union members were also in favour of our action. Public meetings and big rallies were conducted in which almost all the rival union members and mojority members of their working committee were also participated and spoke in the public meetings in favour of our action. In view of the tempo created in the workers we have given call for General Strike from 29-4-'66 (ie) after 4 days hunger strike. Afterwards the I.N.T.U.C. have changed their leadership in their general body meeting. Joint Action Committee was also constiated in the joint general body of both the unions. Strike cent-percent successful. Strike continued upto 8-5-'66 ie. 11 days.

During the strike period the Labour Minister and Labour Commissioner conducted joint meetings. This is the main factory which is supplying cement to nagarjunasagar Project. So construction of the project was also stopped for some days and un-employment also arised in the project area for about 20,000 workers. Central Government and State Government agitated very much. Capitalist papers like Andhra Prabha etc wrote editorials against the workers.

In the joint meetings before the Labour Minister and Labour Commissioner the management has agreed to settle the demands amicably within a fortnight and there will be no victimisation if the strike is unconditionally called-off. On the assurances given by the management the Labour Minister and the Commissioner have asked us to call-off strike and assured us that the demands will be settled in their presence. Even we have got a doubt as there is no written agreement the local congress leaders and others viz Macherla Samithi President and Gram Panchayat President, who were supporting our strike all through and the I.N.T.U.C. leaders have asked us to call-off strike. Moreover the Government have referred some of the main demands for adjudication and prohibited the strike. In view of all the circumstances and to avoid split in our united movement we have called-off strike from 9-5-66. unconditionally i.e. after 11 days.

But later the management took stubborn attitude and began victimisation in contravention to the assurance given before calling-off the strike. They have issued memos to all the workers and cut-off the wages for the 11 days strike period and also for 3 more days as punishment. (A copy of the memo issued is herein enclosed as Enclosure I). Thereby we have given replies individually on the advice of the A.P.T.U.C and I.N.T.U.C. leaders (A copy of the reply is herein enclosed as Enclosure II). Later they have issued a Lawyer notice also to all the members of the Action Committee and 10 other important workers, demanding for Rs.4 Lakhs towards loss incurred during strike period (Copy of the notice herein enclosed as Enclosure III).

All the workers belonging to both the unions are very much agitated. The I.N.T.U.C. leaders and other Local leaders also negotiated with the management but failed. Both the unions have decided to give strike notices again on 2-6-1966 to go on strike from 16-6-66. New Joint Action Committee with equal number of members of both the unions has been formed by the joint general body.

After giving strike notice i.e. on 10-6-66, Joint meeting was conducted by the Regional Asst. Labour Commissioner but not fruitful due to the adamant attitude taken by the management. Therefore we are forced to go on strike on or after 16-6-66 and the matter is being intimated to the A.P.T.U.C. The General secretary has been giving directions as and when required. Some of the A.P.T.U.C. leaders including the General Secretary attended our meetings during the last strike period and gave direct help for which we are very much thankful.

In the circumstances we request that necessary and immediate action may kindly be taken at the Central and State Governments level for immediate settlement as the demands of the workers both at factory and quarry are related to State and Centre.

Please acknowledge and intimate the action taken by you at an early date.

Thanking you.

- Copies to:
1. A. I. T. U. C.
  2. A. P. T. U. C.
  3. P. K. Kumaen M.P.
  4. E. Yellamanda Reddy M.P.
  5. P. J. Damari. M.P.

Yours faithfully,  
M. Nag Reddy  
Secretary  
President

# डालमियानगर मजदूर यूनियन

( संबंधित: अखिल भारतीय ट्रेड यूनियन कांग्रेस-न० ६७ बी० एच० नार० )

सभापति : श्री अन्वशेखर सिंह एम.एल.ए.

पो० डालमियानगर, शाहाबाद

जे. सेक्रेटरी: श्री लखन लाल

( बिहार )

MOST IMPORTANT.

पत्र संख्या DMU/UEP/1.

201

June 24, 1956  
A. I. T. तारीख  
Received 3116 28/6/56  
Replied.....

Dear Com. Srivastava,

Sub: Spying on workers by M/s. Rohtas Industries Ltd., Dalmianagar (Bihar).

M/s. Rohtas Industries Ltd., Dalmianagar (Bihar) sometime in 1965 set up an 'Intelligence Deptt.'. The said deptt. is headed by one Sri U.N.Singh, Inspector, I.B. of the State of Bihar who resigned his Govt. post to join Rohtas Industries as Intelligence Officer. The main object of the Company in setting up this deptt. is to spy over the workers in and outside the factories. The staff of this deptt. i.e. Inspectors, Watchers and Informers are deputed in the residential colony as also in the factories to collect information with regard to workers activities. They are also posted on the main factories gates at the time of start and end of the various shifts. The reports and information thus collected are used by the management against the workers and their trade union organisations.

In my opinion spying over workers in this manner is very objectionable and dangerous. This may well be termed as most Unfair Labour Practice. Please consider this very seriously and if considered right this issue may be taken up with the Union Labour Ministry so as to compel M/s. Rohtas Industries Ltd. to disband such an anti-worker deptt.

I am awaiting to hear from you per return of mail.

Comradely Yours,

*Lakhan Lall*  
(Lakhan Lall)

Com. K.C.Srivastava,  
Secretary, All India Trade Union Congress,  
Rani Jhansi Road,  
New Delhi-1.

21/6/56

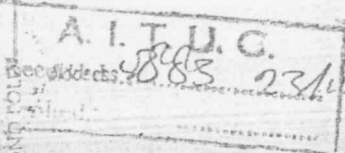
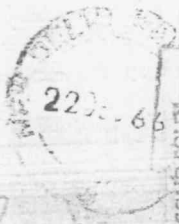
INDIAN POSTS AND TELEGRAPHS DEPARTMENT

TELEGRAM

291

C. No.....

Date Stamp



78

Time of

Booking \_\_\_\_\_  
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AITUE JHANSI ROAD ND =

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O 1430 22 SHANLI 21 39 r

= OWING HIGHER PRICES GUR CANE SUPPLIES SUGAR MILLS

SHANLI MISERABLY FAILED / . / ALL EMPLOYEES LIKELY

SERIOUSLY EFFECTED / . / REQUEST ENHANCEMENT CANE PRICE TO SAVE EMPLOYEES

FROM UNDERGOING UNBEARABLE HARDSHIPS == BHARTIYA MILL MAZDCOR UNION ==

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

This form must accompany any enquiry respecting this telegram.

MSPAh.—1741—21-1-66—1,35,000 Btz.



No. 291/S/66  
18 July 1966

To,

Com. G.G. Dharadhar,  
General Secretary,  
All-India Cement Workers' Federation,  
Ganpat Nivas, Saoba's Court,  
Thakurdwar,  
BOMBAY-2.

Dear Comrade,

Your circular regarding proposed National Tribunal for the A.C.C. bonus dispute. I am personally in favour of the constitution of National Tribunal. Regarding the conduct of the case of course money will be involved and that will have to be borne by the various units. The response to my letter regarding evidence before Cement Wage Board was very good and I would suggest that when the precise date our evidence is finalised you could call a meeting of the Federation one day before that.

More when we meet.

Yours fraternally,

(Satish Lomba)  
Secretary

# हिन्दुस्तान हाऊसिंग फैक्टरी वर्क्स यूनियन (रजि०)

Hindustan Housing Factory Workers' Union (Regd.)

(Affiliated with All India Trade Union Congress) 109 Gopinath Luri Kalkajee

To  
The Honble Labour Minister  
Govt of India

NEW DELHI 19th July 1955

The Honble Minister of Housing  
Govt of India  
Labour Commissioner Delhi Adm.

Subj: Industrial relationship in Hindustan  
Housing Factory Ltd., New Delhi.

Sir,

Kindly excuse us for distracting you from your more pressing problems and engagements by requesting you to go through the following few lines, which are based on irrefutable facts of the state of affairs in Hindustan Housing Factory Ltd., Jangpura, New Delhi, a Government of India Undertaking, and have reached such a stage that your personal and critical intervention can only save the workers from ruin.

That up to 1950 there was only one Union named Hindustan Housing Factory Employees Union and this Union was representing the grievances of workers more or less. After passage of time many workers started growing under the distressing policy of the said Union and became critical of the anti-labour policy of the Union and management. After the practical experience of the workers that any healthy and corrective criticism of the policy and programme of the H.H.F. Employees Union resulted in cautions and threats and assaults on them, they were left no alternative but to form a separate Union where they could ventilate their genuine grievances, seek proper relations and facilities for amelioration of their working and service conditions. In these circumstances 'Hindustan Housing Factory Workers Union' was got registered and the

The formation and functioning of this Union was naturally not at all palatable to the Management and more so to the H.M.F. Employees Union.

The code of discipline in industry and inter-Union conduct were now manifested in their open breach and downright violation by the Management and the Employees Union. The concrete cases of abuses, threats and assaults on the members belonging to this Union can be admitted.

The workers were terrorised and overawed with vindictiveness, invidious discrimination, victimisation and unfair labour practice on the part of the Management. The above policy of the Management, aided and abetted by the other Union did have its effect. Open and free association with this Union shrunk in the number in which its formation was envisaged. However a substantial number of workers remained undeterred and standing solidly behind this Union. In spite of the circumstances explained above our Union has been functioning in the industry for the last 4 1/2 years for the betterment of service capabilities of the workers, to ventilate their genuine grievances and for the sake of public sector.

But this factory is one of the mismanaged public undertakings which gives inspiration to private sector who have been with the help of such instances have been assailing the Government policies of planning and its objective to make the public sector dominate the private sector.

One person of the factory working and its statements of accounts for the last 5 years factory financial condition its profit earning capacity is deploring every year.

The reason for this state of affairs is the corruption existing in the officials of the factory. The materials of the factory are pilfered.

The kind of the work done under the supervision of Shri K.C. Saboi, Production Engineer has brought bad name to the factory. The said officer is known for his anti-labour policies. His carelessness caused the death of one worker Shri Mahi Lal few years ago.

If this state of affair continues then factory clouser will be brought by these officer putting the loss of several lakhs. It will be very unfortunate thing in a public sector. At present factory is only sovring on the huge Govt. loans and over-drafts from the banks.

Due to the anti-labour policy of the Management, and corruption existing in the officials of the Factory, direct recruitment of persons is resorted to, ignoring the seniority and fitness of the existing workers staff. Persons with no special qualifications are recruited by way of pretification. No rules of seniority and juniority or efficient workers are taken into consideration but undeserving and junior most persons are promoted and fitted in much higher scales. On one side workers are change-sheeted and the next day the same worker is given higher grade. There are instances where workers are suspended and on pressure they were reinstated. Some officers of the factory have caused disruption amongst the workers for their personal gains, undue facilities given to some persons to create trouble. Many persons work in the factory without any work to create trouble among the other workers. A number of cases of corruption, nepotism and malpractice of the officials of the H.H.F. can be placed before the Government if an enquiry is held into the affairs of the H.H.F. Ltd. Workers are not being given adequate wages and proper scales of pay whereas managerial staff are being given disproportionate increments.

Workers are not being given house-rent or residential accommodation and uniform. Workers who build houses for others are living in jhuggies and jhonpires and suffering from rigours of nature. In spite of repeated promises the workers have not been paid bonus. A scheme of gratuity has not been implemented upto now. There are several other facilities which the workers of much smaller units enjoy and the employees of other public undertakings are getting but the workers of I.I.F. are being denied.

Considering all this state of affairs in I.I.F. this Union is functioning to improve the service conditions of workers and for the redressing the genuine grievances in the interest of promotion of public sector. But the Management of I.I.F. Ltd. are hostile towards those workers who are seeking proper remedies and agitate for realisation of their working and service conditions to ventilate their genuine grievances and point out the bad labour policies of the Management. This Union is composed of the workmen and no outside element is functioning in this Union.

Whereas the Government's policy is to promote healthy unionism amongst the workers, and it is the declared policy of the Govt. that the Unions should be promoted by workers themselves, the Management is hostile towards the Union office bearers for the obvious reasons, and seeks to victimise them in order to terrorise and intimidate the persons continuing as such. In this connection and to substantiate the above, it may be stated that the Management has suspended Shri Dosh Deepak, General Secretary, and dismissed the acting President Shri F.S. Bali. One increment of the other Vice President Shri Atan Singh has also been stopped without any reason. The third Vice President (now cashier

of the union ) was served with retrenchment notice due to malafide intention of the Management. On taking something in writing from him under a pressure, the retrenchment notice was withdrawn and later on he was promoted.

The General Secretary, Shri Dashi Deepak and Shri F.S. Bali are being harassed for the last 4 years by the Management in some way or the other without any reason. These are the few examples. The other active members of the union are being harassed by the Management by all means. In the affairs of H.R.F. Shri H.D. Joshi, M.C., and Shri V.D. Bakshi are playing a very undesirable role. Shri Joshi is a retired person from some Government office is re-employed by the Management and the second person had come on deputation from the Government from the rank of H.D.C., has now become personal officer by virtue of his anti-labour activities.

Welfare Council has no price with this Management. The Chief Commissioner vide his notification had increased the daily wages of workers working on building construction. But the same has not so far been implemented in H.R.F.

The workers working at site have also been denied the pry scales.

Government decision regarding opening of Fair Price Consumer store for the employees has not been implemented up till now

Overtime rate to workers is paid on 'single' rate.

Workers are pressed to work overtime and then pressed to take compensatory leave equivalent to the worktime, instead of payment of overtime. In many cases neither compensatory leave nor overtime was paid to the workers.

The management terminated the services of workers working outside at construction work by tendering the whole

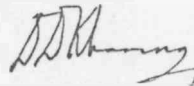
ment .  
The present Management now seems sleeping over the matter and is thus passively pressing and causing provocation to the workmen. Industrial peace is in jeopardy. In such a situation as created by the Management by their inconsistent and provocative behaviour, and the workmen being provoked to direct action, only the workmen and the Factory would be losers. The Managing Director feels least concerned with adverse and prejudicial development. He has nothing to lose. We want to inform that the interests of the workers and H.H.F. are being put into jeopardy by some officers headed by Shri J. Dural Desj, Managing Director.

In such a tense and complicated situation we request your immediate personal and effective intervention so that any breach to industrial peace is averted and the interest of workers and public Sector saved. We also request you to appoint a tripartite committee to go into the matter and hold an enquiry into the affairs of the H.H.F. Ltd. and the condition of its workers. We earnestly hope and assure you of our best cooperation for the sake of the interest of the public Sector and its workmen.

Thanking you,

Yours faithfully,

For Hindustan Housing Factory Worker's Union

  
19/7/65  
General Secretary

291

THE ALL INDIA CEMENT WORKERS' FEDERATION.

Ganpat Nivas, Zaoba's Court  
Thakurdwar, BOMBAY 2

22nd July 1966.

Ref. AFF/110

The Secretary,  
A.I.T.U.C. - Delhi.

Dear Sir.

I am in receipt of your letter No.231/S/66 of 18th instant and thank you very much for same.

After issuing the Circular No AFF/115 of 9th July regarding the proposed National Tribunal, I was awaiting the views of the interested Unions, but so far none has been received.

I was therefore handicapped in replying the letter of the Ministry of Labour, Government of India so far.

Now that you have personally given your opinion in favour of a National Tribunal, I shall reply the Ministry's letter accepting the proposal to form a National Tribunal to resolve the Bonus Disputes for the years 1962-63, 1963-64 & 1964-65. But at the same time I look upon you to use your influence with your affiliated Cement Units to help the Federation and myself by giving response to the Appeal for funds and also material if any.

Re: 2nd Central Cement Wage Board. - You must have come to know from the Circular letter from the Secretary of the Wage Board that the Public Hearings have been postponed from 20th July to 22nd August 1966. I have come to know from Shri H.N.Trivedi, that Shri Dudhla, Bar-at-Law, will, on behalf of the Indian National Cement Workers' Federation, give evidence before the Wage Board at the Public Hearings for complete five days. He will be taking a very strong attitude and We should also put up our case very diligently. On 22nd May last at a meeting of the representatives of Cement Unions at Dadar. Shri N.Satyanarayana Reddy had assured me his full cooperation for Wage Board work and assured also that he will attend the public hearing to give evidence, but now I am informed that he will not be available during August as he has a busy tour programme of the State. In this

P.F.O.



Dear Comrade,

We feel that Section 22 of the Payment of Bonus Act, 1965 does not call Private sector Bonus dispute an industrial dispute. It is only for the public sector. There is no mention of private sector in the section. Also in the subordinate clause the Bonus dispute is not plural. It is singular number. Had the section contemplated to cover private sector industries also, the word Bonus dispute used in subordinate clause would have been plural. Please clarify with authentic legal opinion.

Yours truly

U. S. S. S.

## झालमियानगर मजदूर यूनियन

( संबंधित: अखिल भारतीय इंडियन यूनियन कांफ्रेंस-० ६७ बी० एच० आर० )

सभापति : श्री चन्द्रशेखर सिंह एम. एल. ए.

जे. सेक्रेटरी : श्री लखन ठाकुर

पी० जालमियानगर, साहावापद  
( विहार )

पत्र संख्या BHU/I &amp; R/UD-1.

तारीख 20th June, 1968.

The Labour & Conciliation Officer,  
Shahabad,  
Bihar.Sub Branch of Tripartite Decision by  
M/s. Sohan Industries Ltd & Sohan  
Group Ltd., Patna (Bihar).

Dear Sir,

The services of the Labour Welfare Officers are being utilised by the Managements of the above Companies against their defined duties inasmuch as whether it is a domestic enquiry or conciliation proceeding they are asked to represent the managements against the workers. This is in breach of the decision of the Standing Labour Committee. The concerned managements, therefore, should be asked not to depute their Labour Welfare Officers to work against workers interests. We have taken objection verbally and we do so now in writing for your necessary action to put a stop to this sort of wrong practice of the concerned managements. Kindly confirm action.

Yours faithfully,

General Secretary,

Copy to the Superintendent of Labour, Shahabad, Arrah for his kind information and necessary action.

Copy to the Asstt. Commissioner of Labour, Patna Division, Patna for his kind information and necessary action.

Copy to the Commissioner of Labour, Bihar, Patna, for kind information and necessary action.

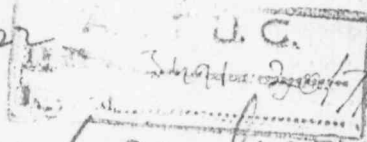
Copy to Com. K.G. Srivastava, Secretary, All India Trade Union Congress, Rani Jhansi Road, New Delhi-1 for suitable action under advice to us.

# मजदूर एकता समिति

(रजिस्टर्ड न० १२)

सीमेंट रोड,  
बरबो दादरी (पंजाब)

कम संख्या MES/CF/12



दिनांक... 27-7-66

Respected Comrade

with ref to your talk with our  
Matu Rani Verma we have to inform  
you that all the cases have been  
adjudicated for 19th August 66. We  
request you to kindly advise us the  
date and time at which our  
representative may come by on with  
all the details of cases for your  
information. We do hope that the  
date would suit you. The date  
has been fixed for Dadri.

Thanks

Yours sincerely  
Ajit Singh  
Secretary

A.I.T.U.C  
Received 3561 3/8/66  
Regd. ....

No. 2/17/66-I&E(I-5)  
Government of India  
Ministry of Labour, Employment & Rehabilitation  
(Department of Labour & Employment)

To

The Secretary,  
All India Trade Union Congress,  
5-E, Jhandewalan,  
Rani Jhansi Road,  
New Delhi-1.

- 1 AUG 1966

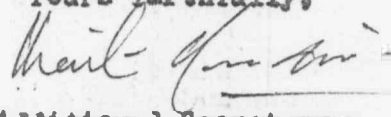
Dated New Delhi, the

Subject:- Breach of Code of Discipline by workers  
Unions in Rehtas Industries Ltd., Dalmianagar,  
(Bihar).

Dear Sir,

With reference to your letter No.291/3/66 of July 17, 1966, on the above subject, I am directed to say that the Dalmianagar Mazdoor Union as well as your Organisation were informed on July 8, 1966 vide this department letter No.2/17/66-I&E. As stated therein the State government has been requested to look into the grievances of your affiliate. You will be informed of the position on hearing from them.

Yours faithfully,



for Additional Secretary.

*Copy 1/1*

# Bhupendra Cement Workers Union

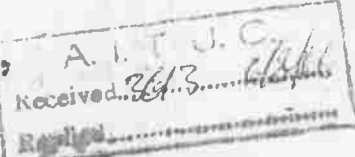
(REGISTERED & RECOGNISED)

SURAJPUR (Punjab)

Our Ref. No. B.C. 104/5766-68

Dated... 2nd August, 1966

The Asst. Labour Commissioner (Central),  
Kanpur.



Sub:- Objection to verification of membership  
of Malla Quarry Workers Union, Malla.

Dear Sir,

Please find below the objection with regard to the membership List of the rival union:-

1. Token No. 456 has been shown against two names i.e. Bhagwan Dass and Saroop Singh. While both the workmen are not working in the Quarry, and they are transferred to the Works before 1st January, 1966.
2. Token No. 811 Sarda Ram is no longer in the employment. He retired in 1965.
3. Token No. 84 has also been shown against some fake name. In fact this token No. is not allotted to any worker.
4. Token No. 14, 17, 26, 43, 52, 61, 81, 94, 95, 103, 105, 106, 111, 114, 124 to 128, 153, 158, 159, 166, 169, 173, 178, 179, 197, 200, 201, 205, 207, 209, 210, 213, 214, 215, 222, 224, 225, 227, 229, 230, 231, 244, 250, 252, 285, 307, 322, 324, 326, 328, 333, 338, 343, 345, 348, 353, 361, 377, 392, 398, 403, 415, 414, 417, 421, 427, 435, 437, 453, 460, 463, 216, 228, 411, 434, 476, 170 - all these workers are not members of the rival claimant union, they are member of our Union.
5. Sarvri R.C. Sood and Bhagwati Lal are staff members and they are our members not their's.
6. Token Nos. shown in the list dated 25-4-1966 are proper members of our union and they fulfil the required conditions for full membership under the Code. (Token No. 183 to 81 and B.S. Tiwana).
7. Token Nos 209, 231, 429, 434, 342, 405, 348, 350, 469, 211, 264. All these workmen paid their monthly subscription in the months of Jan. and February and April, 66. They after they left the Union under mis guidance of the rival union. They again joined our union in May and June, 1966 and paid their arrears. As such they fulfil the Required qualification of Minimum 3 months' subscription. Therefore they should be treated as such.
8. Similar position is of Token Nos. 298, 42, 14, 4, 350, 106, 364, 412, 203, 415, 336, 348, 26, 476, 398, 304, 424, 230, 429, 158, 94, 469, 427, 411, 179, 103, 200, 226, 159, 252, 224, 130, 170, 471, 392, 483, 328, 342, 324, 434, 95, 321, 197, 206, 230, 250, 225, 221,

# Bhupendra Cement Workers' Union

(REGISTERED & RECOGNISED)

SURAJPUR (Punjab)

page -2.

Our Ref. No....(continued)

Dated.....

228, 224, 201, ~~202~~ 205, 207, 260, 227, 231, 229, 213, 214. All these workmen have paid their subscription for the first four months of the period under scrutiny. Thereafter they left the Union and again joined back in the month of May end or June, 66. As such these members too fulfil the required qualifications as full members. They should be counted for deciding our membership.

9. Lastly, the claimant Union has violated the Code of Discipline during the last one year and did not observe the Code of Inter-Rivalry of Union on many occasions. As such also recognition could not be sanction to that union.

Our above objections are in addition to already handed over to you at Surajpur.

Yours faithfully,

*Jaydish Mehta*  
for Secretary 1-8-66

Copies:-

1. The Chief Labour Commissioner (Central), New Delhi  
✓ to The Secretary, A.I.T.U.C. N. Delhi alongwith a copy of letter No. Be.wu/S/66-67 dt-31.3.66.

No.291/S/66  
4 August 1966

The General Secretary,  
Mazdur Ekta Samiti,  
CHARKHI DADRI.

Dear Comrade,

Your letter of 27th. You can come on 16th Aug. with all papers along with the Cement Factory Workers Union. I hope you have clearly understood that I appear for you only on the condition that you have agreed to unite with our affiliated union and that this matter will also be finalised on 19th when I come to Dadri.

With greetings,

Yours fraternally,

S  
(Satish Loomba)  
Secretary

No. 291/S/66.

4 August 1966

To,


The General Secretary,  
Dalmianagar Mazdoor Union,  
Dalmianagar, Dist. Shahabqd,  
Bihar.

Dear Comrade,

We are in receipt of a letter from the Additional Secretary, Ministry of Labour & Employment, New Delhi, vide his letter No. 2/17/66-I&E (I-5) dated 1 Aug. 66 regarding breach of code of discipline in Kothas Industries Ltd. for your information. The letter is in reply to our letter of even number dated 19.7.66 and it says that your union ~~XXXXXXXXXX~~ was informed on July 8, 66. It is also stated that the Ministry has requested the State Government to ~~it~~ look into the grievances, ~~it~~ and that you will be informed of the position on hearing from them.

With greetings,

Yours fraternally,

  
(Satish Loomba)  
Secretary



# Bhupendra Cement Workers' Union

(REGISTERED & RECOGNISED)

SURAJPUR (Punjab)

Our Ref. No.....

Dated.....

Copy of letter No. BCWU/5/66-62 dated 31-7-66 from the President, Bhupendra Cement Workers Union, Surajpur to the Asstt. Labour Commissioner (Central) Kanpur Camp at Surajpur.

.....

In continuation of our letter No. PTUC-LC(C)66-73/42 dated 21/22nd July, 1966.

The Malla Quarry Workers Union applied for recognition in the month of May, 1965, but the same ~~xxx~~ claim was decided by you against the said Union on merits. Therefore the claimant Union could apply for recognition again after two years after their claim for recognition is rejected. It is not open to the Union to apply for recognition at any time.

Secondly, the membership enrollment for the year 1966 will continue till December, 1966 and the strength of membership for the year 1966 could not be determined just now being incomplete.

Thirdly as stated earlier the Malla Quarry and the Works is one establishment, one set of accounts of the management.

Fourthly, this verification is being done on application of the said union which is dated May, 1965 and a reminder dated 27th May, 1966 thereto. In the application of the Malla Quarry Workers Union dated May, 1965 (which is not maintainable) and rejected already majority was claimed, but such claim is not there in the alleged letter dated 27th May, 1966.

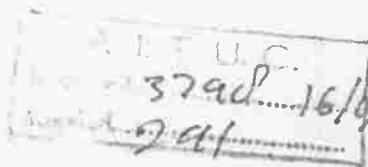
Fifthly, The claimant union nowhere has stated that the Union has ratified the Code of Discipline and no such findings are there by any Sub-Committee or the Central Impl. & Eval. Committee.

Sixthly, we reserve the right to add to our objections on merits of the list which is being supplied to us, will be filled with affidavits of the workmen concerned or the Union in details. Kindly supply us the list of membership of the claimant Union, otherwise by mere inspection it will not be possible for us to check the same properly.

.....

# All-India Cement Workers' Federation

Our Ref. No. AIF/127



Ganpat Niwas,  
Saoba Wadi, Thakurdwar,  
Bombay 2.  
12th August 1966.

To  
All Affiliated Units.

Sub: Organisation and the functioning of  
the Federation.

Dear Comrade,

Please refer to our previous circulars on the subject. This also refers to the discussions the undersigned had with the representatives of some of the affiliated units, when they had come to attend the AITUC session in Bombay in May last.

The matter was also discussed with the secretariate of the All India Trade Union Congress, to which most of the units of the Federation are also affiliated.

It is now learnt that the AITUC and its affiliated units in the Cement Industry have agreed to give evidence before the second Wage Board for the Cement Industry, at its sitting in Bombay, commencing from the 22nd August 1966.

In view of the above, a meeting of Central Working Committee of the Federation and of the representatives of the affiliated Units will be held on Wednesday, the 24th August 1966, at Khandelwal Bhawan, 166, Dr. D. N. Road, Fort, Bombay 1, at 4.00 p.m., to discuss the above subject and other relevant subjects.

Kindly make it convenient to attend the meeting and the discussions therein.

With greetings,

mpm:GGD

Yours fraternally,  
*G. S. D. Bhattacharya*  
General Secretary.

From,

**Tile Workers' Union, Feroke.****P. O. CHERUVANNUR.**Regd. No. 36 [Amalgamated]  
UNDER TRADE UNIONS ACT.The General Secretary,  
A.I.T.U.C., Rani Jhansi Road,  
Newdelhi.

Ref No: 1148/66 4-8-1966.

Dear Comrade,

With effect from first week of April, 1966, the workers in three tile factories at Feroke-Cheruvannur area resorted to a strike to get conceded their legitimate demand for Bonus. (1) Standard Tile & Clay Works (Started on 6-4-1966); (2) Calicut Tile Company (started on 8-4-1966) and (3) The Hindustan Tile Works, Feroke are the three factories. About 1100 workers are involved in the strike and the strike is full.

The demand that resulted in strike is the issue of Bonus for Vishu festival. Herewith we enclose copy of our Memorandum submitted to the Kerala Government and authorities of the Labour Department from which the real position of the workers on this demand and its justification could be convinced. At the instance of the managements, the Government of Kerala referred the issue for adjudication to the Industrial Tribunal, Calicut, arbitrarily and even after the reference for adjudication, the strike continues. Although the union approached the Kerala High Court against the above said attitude of the Government and although the High Court ordered stay in the adjudication proceedings for a period of about one month, the stay has since been vacated.

All the political parties, trade unions, etc. of this area have declared their full support to the workers on strike and helps and aids from several sources were received during the past about four months.

Several conferences convened by the Labour Authorities and the District Collector were failed as the managements were adamant in the matter.

The attitude of the Government in this issue, we like to point out, is that the workers should accept the Minimum Bonus as per the Payment of Bonus Act, which is not acceptable to the workers and they demand bonus which was paid to them for the past 20 to 25 years. There is no justification in curtailing the quantum of bonus which they were enjoying for the long period past under any circumstances.

We also enclose herewith the several leaflets published in connection with the aforesaid strike for your reference and perusal.

We under the circumstances, request you to be pleased to take all necessary steps that are found fit for the successful end of the present of the workers and also valuable donation for the help of the workers who are on strike for the last four months.

Awaiting your early action and reply.

Copy to:

The Secretary, K.S.T.U.C. Trivandrum.

Yours fraternally,  
Gen. Secretary.

No.291/S/66  
16 August 1966

Dear Comrade Dharadhar,

Your Circular dated the 12 August. I think it would have been better to call a meeting on the 28th instead of 24th as our evidence before the Wage Board will be heard on the 29th. It will not be possible for people to stay on for 5 days. As a matter of fact you must have received my circular calling upon the unions to send representatives for a meeting at Bombay on the 28th. Now because of Bombay Bundh on 25th I think 28th has become still more suitable. On 28th we will meet at the office of Girni Kamgar Union.

With greetings,

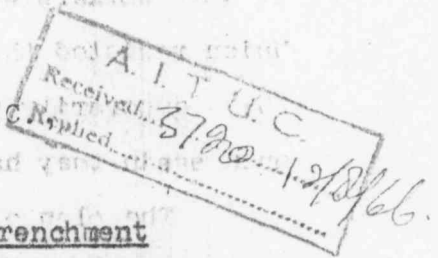
Yours fraternally,

(Satish Lomba)

The Bagalkot Cement Co. Workers Union,  
Venkat Peth, Bagalkot, Dist. Bijapur.  
Mysore State.  
Dated 3-8-1966

To,

Com. S.A. Dange,  
Secretary, A.I.T.U.C.  
Delhi



Sub:- Retrenchment

Dear Sir,

Even though the Tripartite Committee and the Indian Labour Conference had decided that during the Emergency and also due to introduction of better technique and automation no worker should be retrenched, and the Management of Bagalkot Cement Company in Mysore State has been openly and consistently violating those decisions. The Management never respects the decisions of any Committee or of any Labour Law existing in the land.

In October 1964 due to the introduction of Conveyer belt 45 permanent workmen who were working in the Stone loading and unloading department were mercilessly thrown out from service in contravention of the Industrial Disputes Act and Standing Orders. In July 1965 101 workers of Civil Department were removed from service. Again in July 1966 31 workers were sent home on medical grounds even though those workers were hale and healthy.

Now the Management is seriously contemplating and it is also learnt that they have already prepared a list of those workers whom they want to remove from service and also abolish the whole civil department consisting of about 130 workers who have been working in the company since its inception.

The Management has been pursuing a policy of retrenching as many workers as possible.

In 1958 they used to force the workers to

resign by giving them heavy compensation. About 300 or more workers were sent home at that time. When the Union resisted this anti-labour policy of the Company they temporarily stopped that policy. But since 1964 once again they have started adopting the same old policy.

The plan of the Management, it seems, to close down some of the departments like, civil etc., and carry on the work through contractors. The Management thinks that they can save some money through this method. I wish to remind the Management that the contractors also should pay the same rate of pay as recommended by the Cement Wage Board and not less.

Due to the Anti-labour policy and due to the periodical retrenchment of permanent workers, the atmosphere in the factory has become very tense. The workers are preparing to fight against this policy of the Management.

There is no scope for alternative employment if they lose their jobs. They have to face starvation. So they feel that the Government should intervene immediately and pursue the Management not to close down the Civil Dept and not to retrench workers of any department, as there is sufficient work to the existing workers.

I request you to kindly step in immediately as the Management is contemplating to act and retrench by the middle of this month hundreds of workers and do everything possible to force the Management not to close down Civil Dept. and retrench workers.

Thanking you,

Yours truly,

*N.K. Upadhyaya*

(N.K. Upadhyaya)  
President.

# United Cement Mazdoor Union

Regd. No. 984

(AFFILIATED TO ALL INDIA TRADE UNION CONGRESS)

PRESIDENT : SHRI BARIN DEY.

GEN. SECY. : SHRI K. K. SINHA

Raj Bhawan,

P. O. JHINKPANI,

DIST. SINGHBHUM.

Ref. No.

3033 18/8/66 Dated 15. 8. 66.  
29/

श्री श्री,  
महामंत्री, प्रारबल भारतीय ट्रेड यूनियन कांग्रेस.

प्रिय साथी,  
आपका सूचित करना पड़ रहा है कि  
ए प्रगस्त को बिहार बन्द आन्दोलन में आया कि.कि. सिटी  
श्री श्री सिंहभूम जिला में ग्रन्थ सभा नेता गिरफ्तार कर  
लिये गए है. इस की बहुत कम प्रशा है कि खाया  
कि.कि. सिटी 20 प्रगस्त 66 को बन्द में दुसर जीमन्ट  
वज वाड अ सम्बन्धित बठक में उपस्थित हो अलग.  
अतः आपसे अनुरोध है कि प्रारबल भारतीय ट्रेड  
यूनियन कांग्रेस इस सम्बन्ध में उचित कार्यवाही करे.  
दुसर जीमन्ट वज वाड अ सम्बन्धित बठक में उचित  
कार्यवाही करे.

अथवा !

आपका साथी  
मगवानदास कुमरदास  
( उप-मंत्री )

22/8

R. S. Kulkarni

291

ADVOCATE.

Tel. No. 70731

Block No. 9,  
Moshion Mansion,  
Sankli Street,  
BOMBAY-8.

A. I. T. U. C.  
Received... 30/10/1966  
Replied... 1/11/1966

Date 17th Aug. 1966.

The General Secretary,  
AITUC,  
5, Zandelwallan,  
New Delhi-1.

Dear Sir,

I am attaching herewith my proposal  
for amendments to the Bonus Act for your  
information and necessary action.

With greeting, regard and love.

Yours sincerely,

*R. S. Kulkarni*

(R.S.Kulkarni)

Copy forwarded to:

Com. B.S.Dhume,  
Gen. Secretary,  
MRTUC,  
AITUC,  
Bombay.

*At  
1/11/1966*

*7  
1/11/1966*



PROPOSED AMENDMENTS TO BONUS ACT, 1965.

- 1) Section 2(21) after the words 'dearness allowance',  
'retention allowance' should be added.

Object and reason.

In Sugar Industry skilled and semi-skilled workers are paid 'Retention Allowance' during off-season which is calculated for the purpose of gratuity also. It is in the nature of wages. Hence this amendment.

- 2) Section 10. The following proviso should be inserted:

" Provided that in seasonal industries the same shall be six percent".

Object and reason.

In Seasonal Industries like Sugar Industry 4% is too negligible. The minimum of Rs. 40/- may safeguard the unskilled workers but not semi-skilled, skilled and staff. Hence this amendment.

- 3) Section 11:

a) The following proviso should be inserted:-

" Provided further that Tribunal or Court or

b) Arbitrator may relax this limit on equitable grounds:

Provided that in Seasonal Industries it shall be 30%.

c) Provided that the parties may contract out of this provision only for the purpose of greater quantum of Bonus.

Object and reason.

The same as above (2) and to protect present achievements and to give some scope to Judicial Authorities.

- 4) Sec. 6(a): After the words 'depreciation admissible' the words ' for the accounting year' should be inserted.

Object and reason.

In the present section it means all accumulated depreciation also, which was never an idea of LAF formula, Bonus Commission.

Govt. or Parliament, ~~transmitting~~ Accounting year is well sufficient.  
Hence this amendment:

5) Sec. 6(b): After the words 'development allowance' the words  
'for the accounting year' should be inserted.

Object and reason.

The same as above (4).

6) Sec. 7: The following proviso should be added after 7(e):

"Provided that 60% credit of tax refund on and  
bonus amount' should be added to the allocable surplus and  
deemed to be addition to allocable surplus for payment of  
bonus'.

Object and reason.

The tax allowed as prior charge under this Act is actual and not  
notional except the exceptions made in this Section. Tax receipt on  
bonus is not intended only for employer. The employees also are  
entitled to 60% net amount. But there is a lacuna. Therefore this  
amendment. Under the Income Tax Act, 1961 Sec. 36(1)(ii), Bonus is  
not taxable.

7) Sec. 19: The following proviso should be added to Section 19(a).

'Provided that bonus payable according to employers  
shall be paid within eight months from the close  
of the year'

Object and reason.

Not to delay the admitted payment and the mischief of using it  
as a lever for extracting settlements on favourable terms to the  
employers.

8) Sec. 21: After the word agreement, the words 'or under  
this Act' should be inserted.

Object and reason.

Otherwise the vast <sup>unorganized</sup> original section does not get even the minimum.

One of the main strong points of the Act is that vast number of

workers will not be covered by the Act.

has been rendered illusory for the vast number of unorganised workmen.

9) Schedule III a) para 4(1):

After the words 'capital' the words 'excluding subsidy, borrowings or loans' should be added.

Schedule III (b) all paras:

The figures of 8.5% should be substituted by 6%.

Object and reason.

a) This covers 'Co-operatives' only. The present wording gives scope to unnecessary litigation on academic considerations and the quantum of bonus is likely to be reduced. The payment delayed.

b) In view of recent changes in income tax on dividends.

*PSK*

# P. W. D. WORKSHOP WORKERS UNION

REGD. NO. 2431  
AFFILIATED TO A. I. T. U. C.

President  
MAKDOOM MOHIUDDIN M.L.C.  
PH. 32331

General Secretary:  
AMOLAK RAM  
PH. 33375

Ref. No: PWDWU/APP/66

325  
44  
281

3949 26/8/66  
A.I.T.U.C. 291

3-5-912, HIMAYATNAGAR,  
HYDERABAD-29  
Dt. 20/8/66

Dear Com. Ramsh,

Thank you for your letter.

As desired I am herewith enclosing a copy of the Rules of the Union without of course the amendments we have recently adopted but not yet registered as well as a copy of the Annual Returns last submitted.

But the history of the take over of the Union is interesting. It <sup>was</sup> actually a minority Union of the INTUC to which we have got elected. But the majority recognised Union was the H.M.S. When the H.M.S. leaders refused a democratic election, the workers 500 out of a total strength of 729 resigned en masse and became members of the above Union whose worker leadership combined with the big mass and got us elected. Now we are the overwhelming majority and require the affiliation certificate for challenging the majority

Files

character. So the urgency. Even though we are coming to Delhi, the certificate may have to be sent over here immediately.

Padma sends you her hearty greetings. She has great regard for your hospitality and soberness even in Delhi. Regarding writing she is a very bad correspondent and would not write for months — weeks even to me! Of course she has been pestering me to write to you one: to see that Sheila's sweater is picked up from: Vitasini Haravu

Suite No. 4  
North Indian Railway Officers Rest Home  
Opp Plaza Cinema, Connaught New Delhi

Two: to inform you that her name is being proposed in the women delegation to Moscow & Stockholm (Seminar on Children's Health etc.) <sup>in early September</sup> and if you could do something about her getting invitations from GDR & Czechoslovakia to see them & study the medical services, and to Switzerland where she could meet her men. She will write to D herself — she should. She trusts you could also help in her procuring her a wider & longer duration fare part.

Convey greetings to Tai & Sheila, if they are there.

Affectionate greetings,

Sincerely  
Anand

Copies To;  
The C.L.C. (Central) Delhi  
The Manager, BCW, Surajpur  
The Secy, ALTUC, N. Delhi.

Jagdish Kulkarni  
General Secretary.  
17.8.66

INDIA  
POSTAL  
SERVICES  
CORPORATION  
DELHI

The Secretary  
All India Trade Union Congress  
Kam Ghuman Road, New Delhi



Office of the  
BHUPENDRA CEMENT WORKERS UNION, SURATPUR.

No. BCW-V-66/84

Dated. A. I. T. U. C.

The Asstt. Labour Commissioner,  
Kampur.

3 Sza. 18/10/86  
247

Subject:- Recognition of the Union under the  
Cod: of Discipline.

Dear Sir,

As per the decision of the 25rd session of Indian Labour Conference the Code of Discipline no more exist and it has been decided to take legislative measures to replace the Code. Therefore, we hope that no further action shall be taken to recognise union of the Malla Quarry of the Works.

Yours faithfully

General Secretary.

2/11/86

DALMIANAGAR MAZDOOR UNION

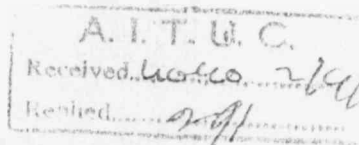
(Affiliated to All India Trade Union Congress).

Ref. No. DMU/ENG.WB/IR/11.

P.O. Dalmianagar (Bihar).  
The 29th August, 1966.

To

The Works Director,  
M/s. Rohtas Industries Ltd.,  
M/s. Ashoka Cement Ltd., (Steel Foundry),  
Dalmianagar.



Sub: Payment of Interim Relief to Engg.  
Workers of Steel Foundry of Ashoka Cement  
Ltd. & Central Workshop of R.I.Limited.

Dear Sir,

This is to draw your immediate attention to Govt. of India, Ministry of Labour & Employment, Resolution No. WB4(4)/SG dated, the 23rd July, 1966 accepting the majority recommendations of the Engg. Wage Board regarding interim relief. Accordingly it is hereby requested that the same be implemented without delay and workers of the above units be paid the Interim Relief along with the arrear amounts.

An immediate action is requested.

Yours faithfully,

*J. K. Sanyal*  
General Secretary.

Copy to :-

- 1/. The Labour Officer, Shahabad, Dalmianagar,
- 2/. The Supdt. of Labour, Shahabad, Arrah,
- 3/. The Asstt. Commissioner of Labour, Patna Dn., Patna,
- 4/. The Commissioner of Labour, Bihar, Patna,
- 5/. The Secretary to the Govt., Deptt. of Labour, Govt. of Bihar, Patna,
- 6/. The Hon'ble Minister for Labour, Govt. of Bihar, Patna,
- 6A/. The Addl. Secretary, Ministry of Labour, Govt. of India, New Delhi,  
for favour of kind information and necessary action.
- 7/. The Secretary, All India Trade Union Congress, Rani Jhansi Road, New Delhi,
- 8/. The Secretary, Bihar State Committee, AITUC, Ajoy Bhavan, Patna-4,  
for information and needful.

28/8/66  
3/9



THE ALL INDIA CEMENT WORKERS' FEDERATION.  
Gandhi Nivas, Zaoba's Court  
Thakurdwar, BOMBAY 2  
Received 29.8.66  
Replied 29.8.66  
20 August 1966  
Dear Shri Dattch Samba

I am glad to receive your letter N° 291/S/66 of 16<sup>th</sup> August 1966 & thank you for same while noting its contents.

As I had not received your circular calling upon the representatives of Unions to arrive in Bombay on 20<sup>th</sup> in exact and no other intimation for any union, and I thought that the Wage Board's Public Hearings begin on 22<sup>nd</sup> August & at the very start, Shri Dutt's - Bar at law - of INTUC Federation will begin his evidence & last for about 5 days, if our comrades attend the Hearings during that time they will have the benefit of discussing & going through the evidence of Shri Dutt & prepare for further attack on Employer's memorandums which will only be available then only. I fixed the date as 24<sup>th</sup> Aug

as our meeting date & signed the circles accordingly.

As the representatives will be here on 28 instant morning as stated in your letter, I shall try to contact them & have a Meeting in the evening or some other date suitable to all.

Thanking you again

Yours faithfully

7/1/58  
6/1/58

Shri Dattajee Deshpande

NEW DELHI

10 AM 8.66

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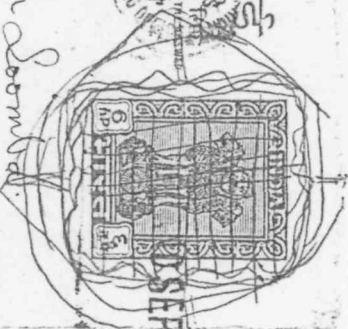
Shri Dattajee Deshpande

All India Trade Union Congress

5 E from Deshpande

Rani Khamei Road

New Delhi



DALMIANAGAR MAZDOOR UNION

(Affiliated to All India Trade Union Congress).

Ref. No. IMU/AA/Imp/Engg.WB-IR/SN.

P.O. Dalmianagar (Bihar),  
The 30th August, 1966.

To

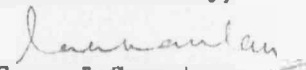
The Works Director,  
M/s. Rohtas Industries Ltd.,  
M/s. Ashoka Cement Ltd. (Steel Foundry), (Cement),  
Dalmianagar.

Sub: Strike Notice.

Dear Sir,

In accordance with the provisions contained in Sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, I hereby give you notice that I propose to call a strike after 12th September, 1966 for the reasons explained in the annexure 'A'.

Yours faithfully,

  
General Secretary.

Encl. Annexure 'A'.

Copy to:-

- 1/. The Labour Officer, Shahabad, Dalmianagar,
- 2/. The Supdt. of Labour, Shahabad, Arrah,
- 3/. The Asstt. Commissioner of Labour, Patna Dn., Patna,
- 4/. The Commissioner of Labour, Bihar, Patna,
- 5/. The Secretary to the Govt., Deptt. of Labour, Govt. of Bihar, Patna,
- 6/. The Hon'ble Minister for Labour & Employment, Govt. of Bihar, Patna,

for favour of kind information and immediate necessary action.

Encl. Annexure 'A'.

- 7/. The Addl. Secretary, Ministry of Labour & Employment, Govt. of India, New Delhi for information and necessary action. Encl.1.

- 8/. The Officer-in-Charge, Dehri Police Station, Dehri,
- 9/. The Sub-divisional Officer, Sasaram,
- 10/. The District Magistrate, Shahabad, Arrah,  
along with a copy of the annexure for information and necessary action.
- 11/. The Secretary, All India Trade Union Congress, New Delhi,
- 12/. The Secretary, AITUC, Bihar State Committee, Patna-4,  
along with a copy of the annexure for information and needful.

Encl.1.

RESOLUTION

"This emergent meeting of the Executive Committee of the Dalmianagar Mazdoor Union notes with satisfaction that after a long period of trial and acute hardships faced by the employees, the Hon'ble Patna High Court by its Judgement dated, 22nd August, 1966 has upheld the Arbitrator's Award in the matters of Boms for the years 1960-61 & 1961-62 and revision of dearness allowance. The position arising out of the above Judgement now is that the said Award, in law, became enforceable after the pronouncement of the Judgement by the High Court. But it is amazing and unfortunate that the management concerned have not yet implemented the said award despite requests made by this Union on this account and thus, in the opinion of this meeting, the managements are guilty of committing a continuing offence under the Industrial Disputes Act, 1947.

"This meeting further regretfully puts on record that the managements have turned their back against their own moral comitment and legal obligations contained in the Arbitration Settlement and further have adopted a most unhelpful and unhealthy attitude towards the most genuine and urgent demands considered and awarded by an agreed and impartial arbitrator and finally upheld by the High Court.

"This meeting also notes with profound regret and sorrow that the managements of Rohtas Industries Ltd. and Ashoka Cement Limited have not paid the Interim Relief to the Engineering Workers of the Central Workshop and Steel Foundry respectively as recommended by the Engg. Wage Board and as accepted by the Govt. of India, Ministry of Labour & Employment per Resolution No.WB-4(4)/66 dated the 23rd July, 1966.

"This meeting is further constrained to opine that the managements by their thoroughly anti-labour policy and practices appear to be throwing a great challenge to the economically hardpressed, depressed and agitated employees and thus seem determined to precipitate an unnecessary crisis by refusing to implement the award as also to pay the Interim Relief as stated above.

"This meeting, in the circumstances, therefore, finds no other way than to take recourse to strike action to secure the implementation of the award in question and payment of the interim relief and accordingly hereby RESOLVES to serve a strike notice with immediate effect on the managements for immediate implementation of the said award and payment of the interim relief.


"The meeting lastly hopes that the authorities of the State Labour Department will recall the past events of Dalmianagar on these issues and take immediate and effective steps to get the Award enforced and payment of interim relief made and avoid the unwanted situation of Strike.

"The meeting hereby requests the General Secretary of the Union to serve the Strike Notice atonce."

Passed unanimously,

Sd/- Dwarka Singh,  
President of the Meeting.

Dalmianagar,  
The 29th August, 1966.

  
General Secretary,  
Dalmianagar Mazdoor Union,  
Dalmianagar.

# हिन्दुस्तान हाऊसिंग फैक्टरी वर्कर्स यूनियन (रजि०)

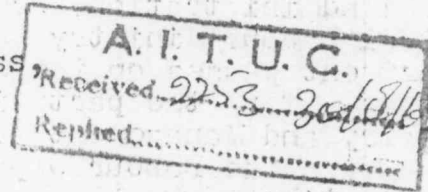
## Hindustan Housing Factory Workers' Union (Regd.)

( Affiliated with All India Trade Union Congress )

109 Jyotindra Lari  
Kalkaji

NEW DELHI 24th Aug. 19 65

291  
The Secretary,  
All India Trade Union Congress  
New Delhi.



Comrade,

With reference to your circular dated 3rd May 1965 regarding Labour Relation Report in Public Sector Units we are sending the following for your information as required, in respect of Hindustan Housing Factory Ltd., New Delhi:-

1. That the Management has not implemented the following decisions of Tripartite Labour Conference:-

- a) The 19th Labour Conference Resolution regarding abolition of contract system is not implemented and whole work is given to private contractors, by terminating the services of workers. Previous to this resolution very little works were given but after the resolution the maximum works are given on contract with a view to deprive the direct labour from benefit of the Labour Statutes. Balance Sheets are testimony to that.
- b) Labour Committee recommendation regarding opening of Fair price shops is not implemented so far in spite of repeated requests.
- c) Delhi Admn. has increased the minimum wages for the workers working at building operation vide Notification No. F-21 (12)/65 dated 7.8.64 but the Management have not implemented the above-referred notification, so far.
- d) The Joint Management Council and Works Committee have not been formed in H.H.F.

2. That the labour relationship in H.H.F. is very bad due to anti-labour policy of the management and open breach of code by the Management. Few examples of anti labour policies and harrasment are given below:-

The Management suspended the Acting President on 5th Oct. 1964 on false allegations and dismissed him on 22nd July 1965. The General Secretary is also suspended since 5th July 1965 on false allegation brought on account of his speech made at gate meeting. The cashier was served with retrenchment notice and under threat and pressures he was compelled to surrender. The Asstt. General Secretary was also pressed to resign and then he was given his due promotion. The Vice President is also unnecessarily harrassed and later on his one increment was stopped without any reason or any enquiry. Retrenchment in large number is continuing since 2 years on baseless pleas of completion of works when on the other side the works of several lakhs are being tendered to private contractors. All the active trade union workers are put to threat of starvation and harrasment by all means by the Management due to their anti-labour policies for obvious reasons. By all means the Manage-

T.M.  
S.  
30.8.

DALMIANAGAR MAZDOOR UNION

(Affiliated to All India Trade Union Congress)

Ref. No. DMU/AA/Imp/11.

P.O. Dalmianagar (Bihar).  
The 27th August, 1966.

To

The Works Director,  
M/s. Rohtas Industries Ltd.,  
DALMIANAGAR.

4633 27/8/66  
291

Sub: Implementation of Arbitrator's Award as published in the Bihar Gazette (Extra-ordinary), Dated 15th June, 1964 in respect of matters of Bonus for the years 1960-61 and 1961-62 and revision of dearness allowance.

Ref: Decision dated 22nd August, 1966 of the Hon'ble Patna High Court.

Dear Sir,

Now that your Writ Application No. JC.1105 filed by you against the above referred award has been dismissed by the Hon'ble Patna High Court, you are hereby requested to implement the award forthwith to enable the employees to have the long awaited fruits of the same from which they remain deprived so long undergoing great economic hardships and miseries. We trust you will now act in true spirit of the Arbitration settlement and complete the implementation fully and very quickly.

We shall be obliged to hear from you immediately the action that you are going to take for quick implementation of the award and shall further be pleased to favour us with a copy of the notification that you issue in that behalf.

Thanking you,

Yours faithfully,

General Secretary.

Copy to:-

- 1/. The Labour Officer, Shahabad, Dalmianagar,
- 2/. The Superintendent of Labour, Shahabad, Arrah,
- 3/. The Asstt. Commissioner of Labour, Patna Div., Patna,
- 4/. The Commissioner of Labour, Bihar, Patna,
- 5/. The Special Officer (Evaluation & Implementation), Department of Labour & Employment (Implementation Cell), Govt. of Bihar, Patna,
- 6/. The Secretary, Deptt. of Labour, Govt. of Bihar, Patna,
- 7/. The Hon'ble Minister for Labour & Employment, Govt. of Bihar, Patna  
for favour of kind information and immediate action for implementation of the award by the management of Rohtas Industries Ltd., Dalmianagar.
- 8/. c.c. to the Addl. Secretary, Ministry of Labour & Employment, Govt. of India, New Delhi for kind information and urgent action. This refers to his office letter No.2/210/64/LAE dated 7.10.1964. We may please be immediately informed of the action taken by the Union Ministry of Labour.
- 9/. to the Hon'ble Minister for Labour & Employment, Govt. of India, New Delhi for favour of kind information and urgent action in view of the urgency of the matter.
- 10/. The Secretary, Bihar State Committee, All India Trade Union Congress, Patna-4 for information and immediate action.

No.291/S/66  
15 September 1966

Dear Comrade K.K. Sinha,

Meeting of Cement workers could not be held after the March. However, we are writing to the Government regarding A.C.C. Bonus disputes.

You are still to send me the power of attorney and Rs.100/-. Please send it immediately.

With greetings,

Yours fraternally,

(Satish Lomba)

1291  
No. 4410 24/9/66  
Replied

IMMEDIATE  
EXPRESS DELIVERY

No. 2/42/66-I&E  
Government of India  
Ministry of Labour, Employment & Rehabilitation  
(Department of Labour & Employment)

Dated New Delhi, the

22 SEP 1966

To

The Secretary,  
All India Trade Union Congress,  
5E, Jhandewalan, Rani Jhansi Road,  
New Delhi-1.

Subject:- High Court Judgement on Bonus issue against  
the management of Rohtas Industries Ltd.,  
Dalmianagar - Strike notice served by Rohtas  
Industries Mazdoor Sangh, Dalmianagar.

Dear Sir,

With reference to your letter No. 291/S/66 of  
September 6, 1966 on the above subject, I am directed to  
say that you may kindly advise your affiliate ~~to~~ not to  
precipitate matters by resorting to a strike as it  
will violate the Code of Discipline and the Industrial  
Truce Resolution but to utilize the existing machinery  
fully for the settlement of its dispute. This department  
is ascertaining facts from the Government of Bihar,  
you may also kindly take up with them to expedite action.

Yours faithfully,

*Hail-Quinn*  
for Additional Secretary

X  
52  
27/9



ENCLOSURE: II

To

The Plant Manager,  
Ramakrishna Cements,  
M A C H E R L A.

Sir,

I received your Memo No. KDF/PM/M/1294/66, dated 28th May, 66, I would like to bring to your kind notice that the above said notice of yours is not based on the actual facts. The Employees <sup>and workers</sup> Unions ~~have~~ submitted to you a memorandum of demands including the implementations of the provision of the Cement wage Board. The Management, instead of considering sympathetically the demands of the workers, have instigated the workers to go on strike. The allegation of the management is that I and the other workers have participated in an illegal strike, but I submit that it is the management that declared Lock-Out against the workmen and alleged that the workers have gone on strike. These are the tactics adopted by the management.

With regard to the deduction of the eight days wages under the section 9 of Payment of Wages Act, I request you to go through once again section 9 of the payment of wages Act wherein it is clearly stated that deduction of eight days wages must be in accordance with the terms of contract or as per the service condition. In the absence of terms of contract between the management and the workmen for deduction of eight days wages, the management's action in deducting the same is illegal and unconstitutional. I hope that the Management will consider the above facts sympathetically.

Thanking you,

Yours faithfully,

M. Bapaiah Choudary, B.A.B.L.,  
Advocate.

Brodipet, 1st Line,  
Guntur d/6-6-1966.

To

- 1) Sri A. Yusuf Khan 2) Sri T. Sambasiva Rao 3) Sri V. Rama  
Guruvu (4) Sri Linga Veeraiiah. (5) Sri D. Venkateswarlu  
(6) Sri M. Appi Reddy. (7) R. Sambasiva Rao (8) N. Venkatramaiah  
(9) B. Subba Rao (10) T. Venkateswarlu. (11) M. Nagi Reddy  
(12) Md. Ismail (13) V. Appa Rao (14) B. Hanumantharao  
(15) Ede Venkateswarlu (16) P. Venkateswarlu (17) B. Nasaraiah  
(18) Komera Venkaiah (19) K. Veeraswamy (20) T. Popala Rao

Under instructions from my clients The K.C.P. Ltd, Ramakrishna Cements, Macherla, Guntur district, please take notice that Ramakrishna Cements is a public utility service as declared by Government of Andhra Pradesh. This factory has been supplying cement mostly for M.S. Dam and other State Government Projects. When the work of the factory is in full swing some among you, in order to create disruption, and with political ends in view started hunger strike. When such of you along with some others, who are so responsible for the said actions, realised that you have failed in your purpose, conspired together, exhorted a large number of workmen by giving false promises, and 1 to 10 among you styled yourself as action committee to agitate to take action to get promises fulfilled. Acting in concert with others, you 1 to 20 forced a large number of workers to go on strike from 29-4-66. 1 to 10 of you with the active support and connivance of the rest, lead the strike from 30-4-66, under name and style of Action Committee. All of you know fully well that the strike is illegal, as notice contemplated under section 22 was not served on the company. Some of you have personal knowledge and the rest are aware that I.D. Nos. 53 and 54 of 64 are also pending before the Industrial Tribunal, Hyderabad and strike was illegal on this count also. As a result of the said illegal strike, the work of the factory was completely paralysed. 1 to 20 of you exhorted the workers by further inducements of promises which were false and known by as such to stage demonstrations, and indulged in high handedness, such as intimidating and obstructing loyal workers and from attending duty and abused individuals who failed to fall a prey to your illegal actions. 1 to 20 of you were responsible in creating the situation warranting the promulgation of orders under section 144 Cr.P.C. as a result of your illegal action, a large number of workers went on strike from 29-4-66 and continued it till 9-5-66. Due to your illegal action as stated above, ~~xxxxxxx~~ the company sustained a loss estimated roughly at Rs.4 Lacs and you are liable to the said loss.

Please take notice that if you failed to make good the loss amounting to Rs.4 Lakhs (four lakhs) within 30 days from the receipt of this notice, by paying the amount in my office or direct to my clients, my clients will be constrained, to file a suit in the appropriate court, for the realisation of the said amount, and you are further liable for costs.

Camp:- Macherla  
Date:- 6-6-1966

(Sd) M. Bapaiah Choudary  
Advocate.

/TRUE COPY/

The K.C.P.Ltd.  
(Ramakrishna Cements, Macherla)

ENCLOSURE:1

KDP/PM/M/1294/66:

D/28th May 1966.

• M E M O.

Sub:- Labour - concerted absentism - deduction of wages - under section 9 of the Payment of Wages Act - show cause notice.

Acting in concert with others, you have absented yourself from duty from 29-4-66 to 8-5-66, both days inclusive, without due notice (ie. to say without giving the notice which is required under the terms of employment) and without reasonable cause.

Please show cause within 2 days, from the receipt of this memo, why wages for 8 days should not be deducted from your pay, for the month of May, under section 9 of Payment of Wages Act.

To  
The Partys.

(Sd) A.Raghava Reddy  
Plant Manager.

/ True Copy /

1. With draw memos issued to all the workers on the plea of concerted absentism and pay full wages for the period 20-4-66 to 8-5-66 both days inclusive.
2. Unjust and unwarranted recent dismissal orders served on some of the workers should be cancelled and they should be re-instated.  
(Note:- 1. B.Satyam, Welder. Dismissed from service for rejecting to do overtime as he was ill)  
2. T.Jalaiah, operator. Dismissed from service alleging that he was sleeping while sitting and leaning to the wall on duty.)  
3. M.Krishnamoorthy, Fitter. Retrenched from service as he has lost his left hand thumb finger in the accident and demanded for compensation.
3. The services of all the casual workers who are working since some years both at factory and quarry should be regularised.  
(Note:- Total workers including staff working both at factory and quarry are about 1200. Out of them only 450 are made permanent. The remaining 750 workers are casual and contract labour. Casual workers numbering are 90 at factory and 250 at quarry are working since some years.)
4. The present contract system both at factory and quarry should be abolished forthwith./at factory.  
(Note:- About 120 workers/and about 300 at quarry are working under contract system, for the last so many years. According to the Cement Wage Board recommendations contract system should be abolished in the manufacturing process.)
5. Minimum Wages should be paid to all the casual and contract labour like permanent workers as per the 1st Cement Wage Board recommendations since 1960.  
(Note:- Permanent workers are being paid minimum wages since 1960 as per the wage Board recommendations but the casual and contract labour are not being paid since 1960. The present minimum wage is about Rs.5-35 but they are paying at Rs.3-50.)
6. Interim relief of Rs.5-46 per month recommended by the Second Wage Board should be paid to all the contract workers also for the period January to October, 1965.  
(Note:- Permanent and casual workers are being paid the Interim Relief from the beginning i.e. from Jan '65 but the contract labour was not paid for the above period. Later on on our objection they are paying since November, 1965.)
7. Bonus at 20 percent should be paid to all the workers for the years 1962-63 to 1964-65.  
(Note:- K.C.P.Ltd., is the main firm and it has got some units such as Ramakrishna Cements at Macherla, Vuyyur Sugars at Vuyyur and Central Workshops at Madras. Balance sheet and Profit & Loss a/c s prepared in the name of K.C.P.Ltd., only. Share-Holders are the same. Every year the profit is about 70 to 80 Lacs of rupees. While calculating bonus the management show less profit or loss for the cement unit & Workshop unit and paying less bonus to these units. A dispute was raised by the Workshop union and the Madras Tribunal gave judgement that according to the balance sheet of the K.C.P.Ltd., the total profit should be

-3-

be taken into account and ordered to pay 20 percent bonus to all the workers working in all the units. management has preferred an appeal in the High Court of Madras and it is pending. Likewise our case is also pending before the Industrial Tribunal, Hyderabad.)

8. Incentive bonus at 50 percent should be paid to all the workers for the years 1964 and 1965.  
(Note:- Production Bonus of about Rs.9 Nine lacs is being paid to the management by the government but they have not paid any portion to the workers who have produced.)
9. Enhance the pay pocket to 25 percent to all the workers in view of the soaring prices.
10. Houses should be provided to all the workers.
11. Present shift timings should be changed and previous timings should be implemented.
12. Management should open fair price shops at their cost and supply all commodities such as food grains, pulses and oils etc. to all the workers including casual and contract labour.
13. Casual leaves, sick leaves and festival holidays should be given 15 days each.
14. Uniforms to all the workers both at factory and quarry should be supplied.

No. 291/S/66  
6 September 1966

To,

The Additional Secretary,  
I & E Division,  
Ministry of Labour & Employment,  
Government of India,  
New Delhi.

Dear Sir,

Please refer to your letter No. 2/210/64/I&E dated 7th October 1964 addressed to the General Secretary, Dalmianagar Mazdoor Union, P.O. Dalmianagar (Bihar). The High Court has since decided the case against the Management of T Rohtas Industries Ltd., Dalmianagar.

You are therefore requested to please see that the award of the arbitrator dated June 15, 1964 is implemented immediately.

Yours faithfully,

(Satish Loomba)  
Secretary

Copy to the Union, for information.

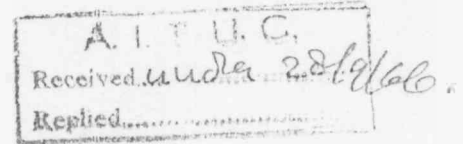
# The All India Cement Workers' Federation

Ganpat Niwas,  
Zaoba's Oart, Thakurdwar,  
BOMBAY 2.

24th September 1966.

Our Ref. No. AFW/130

Shr<sup>i</sup> Sat<sup>i</sup>sh Loomba,  
C/o A.<sup>i</sup>.T.U.C.  
5 Jhandewallan, Ran<sup>i</sup> Jhans<sup>i</sup> Rd  
New Delh<sup>i</sup>.1.



Dear Sir,

Since we & representatives of Cement Unions last met in Bombay by end of August 1966, I have not so far received any correspondence from any of them too.

You may be aware that the 2nd Wage Board's 2nd Session of Public Hearings of argument by Employers & Experts will be commencing from 5th October 1966 at New Delh<sup>i</sup>.

I have to inform you that I shall not be able to attend this session due to financial difficulties, which please note.


I may inform you that before the 2nd Wage Board, to give evidence by Employers, the A.C.C. Ltd has deputed a team of about 15 persons headed by Shr<sup>i</sup> P.K. Ministry, Asstt Managing Director of Co.

As to the Reference to the National Tribunal regarding the share in the Incentive Payment allowed by the Government to the Employers, I learn that the Reference No 1 of 1965 (N.T.) is pending because of the delaying tactics by the employers in filing statements etc. Next date of hearing has therefore not been fixed.

Re: A.C.C. Bonus Dispute for 1962-63, 1963-64 & 1964-65 :- This dispute, the Ministry of Labour, Government of India, proposed to be referred to the National Tribunal. Our Federation, on your advice, had accepted the proposal, but the I.N.P.U.C Federation has rejected the proposal. I do not know what further steps, the Govt. wishes to take in the matter. Please enquire and inform.

Thanking you,

Yours fraternally,

  
(G.G. Dharadhar)  
General Secretary.

Date the 16th September, 1966 From: UNITED CEMENT MAZLOOR UNION,  
Dear Comrade, U348 2/19/66. Raj Bhawan, JHINKPANI.

Your circular dated 5th instt. I regret that due to very unavoidable reasons, I have not yet been able to remit you the promised amount of Rs. 100/- as I could not return from Bombay on the last pay day as I went to join the March at Delhi. So I earnestly request you to believe me and proceed with the preparation for filing the workers case before the National Tribunal and I will remit you the amount within 3 weeks' time. Also please let us know as to what you have decided about the pending Bonus disputes of the ACC in the different State Tribunals where it is not well persued. It is understood that the Second Wage Board for Cement is going to hold its next hearing at New Delhi. Please <sup>check</sup> check it and do the needful. Please send the Notification No. date and reference No and year of ref. for typing out the letter of authority and sending you the same. Please note that in our TUR reports about other wage Boards and AITUC's participation is published but no mention is made about Cement. Our members feel absence of report of our participation in Cement industry matters by us. X. of the Govt's reference to NFM incentive begins



Hoping to hear from you  
and with Greetings,

291  
Yours fraternally

( K.K.Sinha )

P.S. In the last para of the Circular  
it is stated that the next meeting  
of W.B. will be held in Bombay  
but today I saw Shri Mukherjee's  
letter to local W.B. that it will  
be held at Delhi. So please  
check for Lab. Ministry &  
do the needful.

पोस्ट कार्ड  
POST CARD

सिम्पल पोस्टकार्ड के लिए  
TO केवल पता  
ADDRESS ONLY



Comrade Satish Bumba,  
Secretary, All India Trade  
Union Congress,

5-E, Jhandewallan,  
Rani Jhanshi Road,

NEW DELHI.

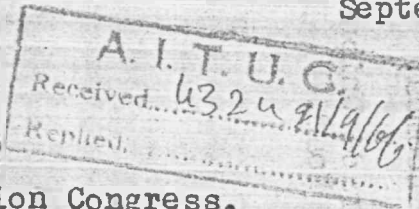
2/1/59

Cement Factory Workers Union  
CHARKHI DADRI.

Ref: CFWU/WB.II/

September 16, 1966.

Com. Satish Loomba,  
Secretary,  
All-India Trade Union Congress,  
Rani Jhansi Road,  
NEW DELHI.



Dear Sir,

We have been informed by the Secretary, Second Central Wage Board for Cement Industry, vide letter No. CWBII/12/2/66/2864 dated 7-9-1966, that the second session of the hearing of the oral arguments of the employers and other experts shall commence at Delhi from 5th October, 1966, for a period of 10 days. You are requested to kindly circulate the same amongst the unions as some of the unions had complained at Delhi, that they had not received any intimation from AITUC. I intend to attend the same.

The next date in our Bonus and permanency case has been fixed for 6th October, 1966. We requested the Tribunal to give us another date, but he refused to accommodate us. The arguments in bonus case shall take place on this date. You may kindly make it convenient to come on this date. I would request you to kindly let me know if you will be available in your office on 22nd or 23rd Sept. so that I may see you along with the relevant files.

Kindly reply per return.

Yours faithfully,  
for CEMENT FACTORY WORKERS UNION,

*[Signature]*  
General Secretary

291

A. I. T. U. C.  
Received... 4962... 24/10/66  
Replied.

extra

PODANUR,  
Dated: 16th Oct. '66.

To,  
**The Honble Minister for Industries and Commerce,**  
New Delhi.

Dear Sir,

Asbestos Cement Ltd.; a British concern, which plays a decisive role in the industrial development of the country is facing a grave crisis to-day. Roofing sheets and building boards which are required in large quantity for projects both in the public and private sectors, rainwater pipes, irrigation pipes and modern house building materials are among the many products manufactured by this company.

The bulk of the products manufactured by this company was absorbed by the Governments and the several undertakings in the public sector till recently. There was a running contract with the Government of India for the last several years and the Company was obliged to sell bulk of its products to the Government.

The important raw-materials required by the industry are cement and asbestos fibre. Good quality fibre on which depends the quality of the products is not available in our country and this has to be imported. The necessary foreign exchange required for the import has not been made available to the Company and more over there is a sudden drop in the oftake by the Governments and the public sector undertakings.

The Company has four factories one at Mulund (Bombay), one at Podanur (Coimbatore Dist.) one at Kymore (Madhya Pradesh) and one at Calcutta employing over 5000 persons.

The Podanur Works Manager in his notification dated 8-10-66 has informed all the employees that the Company's accumulation of stock is in excess of 42,000 tonnes costing over 254 lakhs and consequently the Company has no other alternative but to suspend production initially for a period of one month and lay off the workmen.

This would cause untold suffering to 5000 workers and their dependents. This is to focus your attention to the gravity of the situation. This may be brought to the notice of the Government and immediate remedial measures may be taken to save the several thousand employees from hardship.

We invite your attention to the following remedial measures:—

- 1) The Director General of supplies and Disbursement to enter into a running contract with the Company for the purchase of materials as done previously.
- 2) To make available necessary foreign exchange to the company for importing quality fibre.
- 3) To allow the Company to manufacture sheets in 7.14 m. m. thickness.

Handwritten initials: "M. S. M. 2/11"

SECRETARY,  
Asbestos Cement Workers Union,  
R No. 2526 (A. I. T. U. C.)  
METTUR, PODANUR.  
(Coimbatore District)

Copies to:

- The Prime Minister, New Delhi.
- The Labour Minister, New Delhi.
- The Chief Ministers of Madras, Maharashtra West Bengal and Madya Pradesh.
- The Labour Ministers of Madras, Maharashtra West Bengal and Madya Pradesh.
- The Labour Commissioner, Madras-5.
- The District Collector, Coimbatore.
- The Deputy Labour Commissioner, Coimbatore.
- The Labour Officer III, Coimbatore.
- The Works Manager, A. C. Ltd., Padanur.
- The Managing Director,  
A. C. Ltd., Mulund, Bombay.

- Sri. A. K. Gopalan, M. P.
- Leaders, Members of Parliment and Members of Legislative Assembly of All opposit parties
- All India Trade Union Congress and its Affiliations
- Asbestos Union of Mulund, Kymore and Culcutta.

DALMIANAGAR MAZDOOR UNION

extra

291

DALMIANAGAR  
(BIHAR).

October 19, 1966.

Express Delivery.

A.I.T.U.C.  
505-28/10/66  
Registered

Dear Com. Loomba,

You must have received a letter from Com. Jagannath Sircar about Dalmiagar workers' case in the Supreme Court with regard to D.A. matter and my coming to Delhi in that connection. Com. Jagannath must also have written to you for legal help in our case and fixing up of Sri R.K. Garg. Since the matter is very urgent and important legal help of a very senior and eminent advocate will be very necessary. On the other side i.e. Co's side probably Mr. Setalvad may appear as the Co. had engaged him last time. You will therefore have a talk with Mr. Garg so that when I reach Delhi on the 22nd night by 1 UP Howrah Kalka Mail I may be able to get in touch with him early. In this case I feel Mr. A.S.R. Chari would be best but I do not know whether he can be available to us. However, you will arrange as best as you can.

I shall be accompanied by another gentleman of the Staff Union here about whom I wrote to you last time. He is keen to have our help. Help of AITUC in this important matter will have great political significance.

Rest when we meet.

Comradely yours,

(Lakhan Lal).

PS.

We shall be staying at the AITUC office and I do not think it will be inconvenient.

EXP.

Copy to Com. A.S. Srivastava for information and needful in case Com. Loomba is not there.

with handings  
Lakhan Lal

यहाँ काट कर खोलिये To open cut here →

अन्तर्देशीय पत्र  
INLAND LETTER

Express Delivery



\*00316

Com. K. G. Srivastava,  
Secretary, All India Trade  
Union Congress,  
5E, Jhandewallan,  
Rani Jhansi Road,  
New Delhi-1.

पहला मोड़ First fold

दूसरा मोड़ Second fold

तीसरा मोड़ Third fold

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

Lakhan Mall,  
Lal Bahadur (Bihar).

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

Subject: Industrial Dispute in the Rajaska Limestone Quarries of the Associated Cement Companies, Limited at Jhinkpami, District Singhbhum, Bihar arising out of illegal discharge of Shri Mohammad Abdul Kashim, T.NO.1662, Heavy Equipment (Shovel) Operator, a workman of the abovesaid Quarries:

Dated, the 14th October, 1966.

Dear Sir,

The above-named Management by its letter No. CH/DP/STF/2510 dated the 13th September, 1965 illegally and summarily terminated the service of the above-named workman on the plea of 'Special Instructions' without any disclosure whatsoever as to from which individual or what source or authority such special instructions had emanated or what reasons behind them were.

There was never any charge-sheet against the abovesaid workman nor was he ever asked to show cause against the said order of discharge issued by the Management. On the workman's protests and enquiry, the Management refused to give him any thing in writing but he was simply told that his only fault was that he was born in Chitagong District 42 years back which is now East Pakistan. He was further asked not to go either towards the Quarry site or near the Factory installations and thus it amounted to giving an immediate marching order from Jhinkpami but since the workman's quarter was situated between the Quarries on the one side and the Cement Factory on the other, he was practically interned within his quarter along with his wife and 10 years old school going son. It was not at the instance of the local Police or any Government authority but the Management.

Seeing this gross injustice and cruelty upon the abovesaid workman, besides approaching the Labour Officer (Conciliation Officer), Chaibasa, we represented before Shri M.Minz, the then Sadar Sub-Divisional Officer, Chaibasa. He, it is reported, asked the Management to reinstate the abovesaid workman after due verification from the C.I.D., Inspector (Foreign Section), Chaibasa and also informed the Officer-in-charge of the Jhinkpami Police Station accordingly. But unfortunately the Management did not agree with the learned Sadar S.D.O., Chaibasa.

On 29th September, 1965 by an order of the Civil Authority (Superintendent of Police, Singhbhum), Chaibasa purported to be under Sections 5, 6 and 7 of the Foreigner's Internment Order, 1962 Shri Kashim was interned and while he was in Chaibasa jail, he was served with another detention order under rule 30(1) (b) of the Defence of India Rules. In this way Shri Kashim was restrained in Jail till the 15th May, 1966. Immediately as he was being released from the Jail, he was served with another order from the aforesaid Civil Authority that he should not leave Jhinkpami without his written order under para 3 of the Foreigner's Restriction Order, 1962.

It will be seen that the above-said two orders- one of the Management asking Shri Kashim to quit Jhinkpani and the other of the Civil Authority (S.P.) asking him not to stir out of Jhinkpani without his written orders, are highly contradictory. His family along with himself have been reduced to stark starvation for no fault of his and because of some misunderstanding somewhere.

It is a fact that Shri Mohammad Kashim son of Late Badiur Rahman was born in village Lalamagar, P.S. Sitakind, District Chitagong in or about 1928. At that time this place was within Indian territory. He has been continuously residing in Singhbhum ever since 1948 and in the permanent employment of the abovesaid Management. He has got a spotless record of service giving maximum raising of limestone in the abovesaid quarries as a Shovel Operator and taking due care of his equipment and machinery without even the least whisper that his in any way anti-national, anti-Government or even working against the interests of his employers.

The Agent of the abovesaid quarries (Mr. A.T. Lakhani ) who terminated the service of Shri Kashim was also born in Sindh at present West Pakistan. It has been felt that the ACC Management have been anti-Muslim. During the last communal riot of 1964 when communal riot broke out at Jhinkpani, the Management was a silent spectator while non-Muslim Adivasi workers were protecting life and property of Muslim workers. After the riot the Management transferred all the Muslim employees to its other factories in Bihar and Madhya Pradesh and proposed to transfer Shri Kashim to its Wah Cement Works in the District of Rawalpindi (West Pakistan). At this Shri Kashim took objections saying that his service was non-transferable and he being a Bengali speaking would not like to go to West Pakistan which has different language, culture and food. But when the Management contended that it was only a temporary measure due to situation arising out of the said communal riot in the area, Shri Kashim accordingly applied for a Passport for West Pakistan. But he did not press it for two reasons, firstly, because normalcy was restored and all the trade Unions had actively participated in giving protection and the District authorities had taken adequate measure to prevent its recurrence; and , secondly, because at that time the Political Department (Passport Section) had laid down a condition that he should register himself under the Citizenship Act. To this, Shri Kashim replied that he was an Indian by birth and this being so, he was granted an Indian Passport to visit East Pakistan to attend his brother's marriage (vide India -Pakistan Passport No. C 088632 and Bihar Government, Political Department letter No. C/ IPP-1407/58-1578 dated 11.8.56 forwarding the Passport. It may be stated that Shri Kashim has none in Pakistan nor any landed property. He has married an Indian lady of Singhbhum and has a son out of this wed-lock reading in the ACC Middle School at Jhinkpani and under the circumstances did not pursue the application for passport nor did the Political Department take any action during 1964 or in early 1965.

We have been approaching the Labour Officer, Chaibasa since the early days of Shri Kashim's discharge from service and challenged its legality but unfortunately he has not as yet intervened in this case. On 15.6.66 we again demanded from the Management Shri Kashim's reinstatement but the Management, as we are not recognised by them, did not even acknowledge receipt of our letter. It may be mentioned that Shri Kashim also made approaches personally to the Management but there has been no response.

So the result is that the poor worker because of his being a Muslim by faith and born in Chitagon in 1928 has been unlawfully discharged by his employer and his movement has been totally restricted within the four corners of the industrial township of Jhinkpani (ACC colony) and his whole family have been starving and dying by inches because of some misunderstanding somewhere.

We therefore request you kindly to intervene personally in the name of humanity, justice and fairplay to vouchsafe abject helplessness of a most humble, semi-literate citizen and workman of India and to find some way out for him and in case the Management does not reinstate him, the appropriate Government (Central Government in this case) may kindly be moved to refer the dispute on the issue of his reinstatement to the appropriate Labour Court.

Thanking you,

Yours faithfully,

Copy to:

1. The Chief Labour Commissioner (Central),  
Government of India, Ministry of Labour & Employment,  
New Delhi.
2. The Regional Labour Commissioner (Central),  
Government of India, Ministry of Labour & Employment,  
DHANBAD

( K.K.Sinha ).  
General Secretary,  
United Cement Mazdoor Union  
(Regd.No.984),  
P.O.Jhinkpani,  
District Singhbhum.

3. The Secretary, All India Trade Union Congress,  
5-E Jhandewallan, Rani Jhanshi Road, New Delhi  
to kindly treat this matter as very urgent. The Union have been spending a lot over the relief of this workman, who has been one of the founder members of our Union and he has been a victim of sheer communalism on the part of ACC's local Management. Our case is very simple. The Management had no authority to dismiss his service without even asking an explanation. Also please advise if an application under Section 33-A of the I.D.Act can be filed before the National Tribunal, Bombay. We feel a snag because in the Notification No.6/56/64/LRIV dated the 10th March, 1965 the names of the ACC Management is not in it and I am in a fix if in such case an application under Section 33-A can be admitted by the N.T. It is reported that the ACC Management became a party at a very late stage say after his discharge or in early 1966. Please do move the Labour Ministry and Advise us. Greetings.

(K.K.Sinha):



The Ninth Annual Conference of the CPWD Workers Union, Dehradun Branch was held on 11th and 12th December, 1965, at Dehradun.

Delegates session was held on 11th December, 1965 at the Union office and delegates from Dehradun, Mussorie and Saharanpur numbering about 33 attended the session which started from 4PM and ended at about 9-30PM after adopting resolutions on:

(a) Charter of Demands (b) Organisational matters and (c) Financial affairs of the Union. The Report of the Branch Secretary (Com.S.C Dutta) was adopted after much discussions. Comrade N.N.Manna, Jt. Secretary, All India organisation of the Union, attended the meeting on special invitation and in the delegates session he explained the various problems of the workers and the organisation and stressed on the unity of the workers. Com.Hiramani Badoni was on the chair.

Sondolence resolutions on the death of Pdt. Jawahar Lal Nehru, All India leaders and workers of Central P.W.D were taken and one minute's silence was observed to pay homage to the dead.

Following office bearers and members of the Executive were elected for the ensuing year:

President: Com. Hiramani Badoni

Vice Presidents: Comds. Kanta Prashad  
Bali Ram

Secretary: Com. S.C.Dutta

Asst Secretary: Com. Nitai Ghosh  
" Gurdas Ram

Treasurer: " Ramanand

Members: " Kula Nand (Elect), FRI, Dehradun  
" Tula Ram (Bldg), FRI, Dehradun  
" Nathooram ( " ), " "  
" Dharam Datt (Elect), HBE, "  
" Hem Raj, (Bldg), " "  
" Nihal Singh ( " ), " "  
" Prem Singh (Elect), GBO, "  
" Swarup Singh (Bldg), " "  
" Jagat Ram, ( " ), " "  
" Jai Ram, (Bldg), FRI, "  
" Dayal Singh, Mussorie  
one from SHN, Barielly, Rampur & Mukteswar  
each.

Resolution condemning Pakistan aggression and appealing to the workers for the defence of the Mother Land was taken.

Open session was held on 12th Dec '65 at 3PM under the presidentship of Com. Badoni. Messages of greetings from AITUC, The Home Minister The Asst. Engineer, CPWD, President, City Board, Dehradun, Secretary Samaj Kalyan Samit etc were read and recorded with deep appreciation.

Speakers from various Trade Unions of the Distt stressed on the unity of the workers to achieve the demands and at the same time they appealed to the workers to defend the country against any foreign aggression. The meeting endorsed all the resolutions passed by the delegates in the delegates session.

(S.C. Dutta)

Central P.W.D Workers Union(Regd & Recognised)  
14 New Cantt Road, Dohradun (Phone 289)

Following CHARTER OF DEMANDS have been approved in the open session (Ninth annual conference) of the Union held on 12th Dec'65 under the Presidentship of Com.Hiramani Badoni and it was decided to send the same to respective authorities of the deptt/Govt and other concerned for consideration and implementation of the same.

1. Workers/employees serving for at least three years in the deptt should be declared permanent.
2. Uniforms be supplied to all the workers and employees.
3. Washing allowances be given in enhanced rates considering high prices.
4. Dohradun be declared 'B' Class City and all the facilities of a 'B' class city be granted to the employees and workers.
5. Present hill allowances at Mussorie and Mukteswar be enhanced to reasonable rates. Dohradun be declared a Hill Town.
6. Present grades/scales of skilled/unskilled and semi skilled work ers be revised and wage Board be set up for the purpose. Union re presentatives be taken also in the Wage Board.
7. Union representatives be taken as members of Promotion and Re cruiting Committees of the deptt.
8. Recreation Rooms be provided to the workers as decided.
9. Co-operative Consumers Society be started for the workers and em ployees and Credit Society be also started for the best advantage or relcief of the workers/employees.
10. Tools and other equipments be given in full to the skilled/ semi skilled workers for the efficiency in their works.
11. All vacant posts be filled up in the Division.
12. Chowkidars be granted all facilities of leave, gazetted holidays Sunday off etc. Duty hours be fixed at not more than 8 hours a day. Overtime be granted for the excess period of duty. Uniforms be supp lied without any restrictions for Regular and work charged employees
13. Workers/employees be granted pension and other benefits sooner he is retired from service and no delay be caused to grant the same.
14. Medical bill reimbursements/payment of wages for the leave periods be always granted in time and without delay.
15. Workers employed in Electric Sub Divisions under EE. Elec No.VII be paid off their wages on firts of every month.
16. Unskilled workers be given opportunity and faeilitty to get them selves trained in various trades for further promotion in the deptt and suitable unskilled workers be always given facility to work with the skilled/semi skilled workers.
17. Govt. accomodations be granted to all the workers and employees.
18. Workers/employees who can sign should be allowed to sign on the daily attendance register at the time of HAZIRI every day.

(2)

21. Pay scales of unskilled workers be revised,
22. Preference be given to near relations of the employees for appointments after the retirement of the employee concerned.
23. Inter transfer of unskilled workers from Electric to Building and vice versa be allowed.
24. Regular/correct and prompt entry of statement of CP/GP Fund accts be always made.
25. Regular employees of the deptt be allowed to be recognised member of this organisation.
26. Abolition of restrictions for the promotions to the posts of Wiremen and all categories of the employees be allowed to be promoted, if found suitable for the job and if in possession of license.
27. Grant of E.L to all the w/c staff at the rate of 1/11 days to all.
28. No medical certificate be necessary for the grant of sick leave to the employees for not more than three days.
29. Prompt disposal of Casual/Earned/Sick leave, cycle advance, Medical reimbursements, T.A Claims, CP Fund loans, Children Educational allowances etc and in case unnecessary delays are caused serious action be immediately taken against those responsible.
30. Office bearers of the Union who are employees of the deptt should not be transferred to outside stations till the tenure of their services in the union for the year.
31. Arbitrary transfers should be stopped and all transfer be made in consultation with the union representatives.
32. Rules and regulations for the w/c staff and for the regular staff be compiled and books printed for the advantage of all.
33. All w/c staff employees be regularised and status of Industrial workers be given to them.
34. Union be given the accommodation at the site for office of the union.
35. Contract system be abolished once for all.
36. No retrenchment of the employees.
37. The charter of demands of Sahranpur workers sent through the union under its No. \_\_\_\_\_ Dt \_\_\_\_\_ to \_\_\_\_\_ be implemented.
38. Exemption be granted of age bar for ex-employees at the time of re-employment in the deptt.
39. Opening of Control Shop (Ration) for the employees.
40. Opening of \_\_\_\_\_ for all categories of employees.

(3)

43. Circulars be supplied to the Union by the E.E

44. Provision of additional clerical staff in the Division for quick disposal of the w/c staff cases.

45. All designations/trades be well defined and proper work be given for proper designations.

*CT*  
(S.C. Dutta)  
SECRETARY

(Hira Mani Badoni)  
PRESIDENT

Copy to:

- The E.E, UCPWD, Dehradun
- SE. Central Circle, Agra
- Chief Engineer, New Delhi
- Labour Officer, Central Circle, New Delhi
- E.E Central Electric Circle, VII New Delhi
- E.E. P&T Division, Lucknow
- Gen. Secretary, CPWD Workers Union, New Delhi
- Secretary, Ministry of W&H, New Delhi
- Secretary, Min. of Labour, Govt. of India, N. Delhi
- Sri S.M. Bannerji, M.P.
- Gen. Secretary, AITUC, New Delhi
- Reg. Secretary, CPWD Workers Union, Calcutta



are incapable of deciphering  
the account books of  
Acc. accountants & cannot  
make out who was lost  
under the Act or LAT  
formulae. It would be  
very nice if all firms  
inquiries of Acc. are  
referred to N.T. and you  
do the whole thing &  
we pay you the cost  
& help you. Please  
decide & act  
accordingly.

P.s. bl. With greetings  
fee are feeling  
reluctant to pay full cost  
to. piece-rate workers of Royanagar, Gwalior



Com. Satish Dombay,  
Secretary,  
All India Trade Union  
Congress  
5-E Jhandewallan,  
Rani Jhansi Road,  
New Delhi.

No.2/210/64/I&E. ~~1~~  
Government of India,  
Ministry of Labour & Employment.

To

The General Secretary,  
Dalmianagar Mazdoor Union,  
P.O. Dalmianagar (Bihar).

Dated New Delhi, the 7 Oct. 1964.

Subject:- Non-implementation of arbitration award by Rohtas  
Industries Ltd., Bihar.  
-----

Dear Sir,

I am directed to refer to your letter No.AA/Imp/Compl/9/  
SS dated July 28, 1964 on the above subject addressed to the Union  
Home Minister and to say that the management is reported to have  
filed an appeal against the award in the Patna High Court. The  
management's appeal was admitted by the High Court who stayed the  
operation of the award. It will, therefore, be appreciated that the  
High Court's decision will have to be awaited.

2. However the Government of Bihar has been requested to  
explore the possibility of an out-of-court settlement of the dispute.  
You may kindly contact them to ascertain the position.

Yours faithfully,

Sd/-  
for Additional Secretary.

291.



INDIAN POSTS AND



TELEGRAPHS DEPARTMENT

Class Prefix

0 Code 1930

A.I.T.U.C  
Received 42.5  
Replied H. 291  
14/12/66

Office stamp  
No. 193

C

Recd. from

Handwritten initials

Sent at

By

To

By

13/12/30

Handed in at (Office of Origin)

Day Hour Minute

Service instructions

Words

2 Dalmianagar

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Recd. here at

H.

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Atticong New sellu  
1000 workers in complete  
strike from 2 AM to day  
led gently by hrs Attic  
unions  
Dalmianagar  
mazdoor union

[T-23-5153]

MGIPAL-638-27-7-54-2-84 900 Ells.

Handwritten signature/initials



No.291/S/66  
2 November 1966

Dear Mr. Mathew,

I am enclosing herewith copy of a letter from the United Cement Mazdur Union, Jhinkpani, (Bihar), which is self explanatory.

Could you please move in the matter personally?

With regards,

Yours sincerely,

Encl:

(Satish Loomba)

To,

Shri P.C. Mathew,  
Secretary,  
Ministry of Labour & Employment,  
Government of India,  
New Delhi-1.

Copy of Cem. K.K. Sinha, for information.

To,

The Labour Commissioner &  
Conciliation Officer,  
Bihar, Patna.

Sub: Industrial Dispute in the Rajamka Limestone Quarries of the Associated Cement Companies, Ltd. at Jhinkpani, Dist. Singhbhum Bihar, arising out of illegal discharge of Shri Mohd. Abdul Kashim, T.No.1662, Heavy Equipment (Shovel) Operator, a workman of the abovesaid quarries.

Dated, the 14th Oct., 66

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Seeing this gross injustice and cruelty upon the abovesaid workman, besides approaching the Labour Officer (Conciliation Officer) Chaibasa, we represented before Shri M. Minz, the then Sadar Sub-Divisional Officer, Chaibasa. He, it is reported, asked the Management to reinstate the abovesaid workman after due verification from the C.I.D., Inspector (Foreign Section), Chaibasa and also informed the Office-in-Charge of the K Jhinkpani Police Station accordingly. But unfortunately the Management did not agree with the learned Sadar X.S.D.O. Chaibasa.

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It is a fact that Shri Mohammad Kashim some of Late Badiur Rashman was born in village Lalanagar, P.S. Sitakund, district Chitagon in or about 1928. At that time this place was within Indian Territory. He has been continuously residing in Singhbhum ever since 1948 and since 1946 in the permanent employment of the abovesaid Management. He has got a spotless record of service giving maximum raising of limestone in the abovesaid quarries as a Shovel Operator and taking due care of his equipment and machinery without even the least whisper

that his in any way anti-national, anti-Government or even working against the interests of his employers.

The Agent of the abovesaid Quarries (Mr. A.T. Lakhani) who terminated the service of Shri Kashim was also born in Simdha at present West Pakistan. It has been felt that the ACC Management have been anti-Muslim. During the last communal riot of 1964 when communal riot broke out at K Jhankpani, the Management was a silent spectator while non-muslim Adivasi workers were protecting life and property of Muslim workers. After the riot the Management transferred all the Muslim employees to its other factories in Bihar and M.P. and proposed to transfer Shri Kashim to its Wah Cement works in the District of Rawalpindi (West Pakistan). At this Shri Kashim took objections saying that his service was non-transferable and he being a Bengali speaking would not like to go to West Pakistan which has different language, culture and food. But when the Management contended that it was only a temporary measure due to situation arising out of the said communal riot in the area, Shri Kashim accordingly applied for a Passport for West Pakistan. But he did not press it for two reasons, firstly, because normalcy was restored and all the trade unions had actively participated in giving protection and the District authorities had taken adequate measure to prevent its recurrence; and, secondly, because the Political Department (Passport Section) had laid down a condition that he should register himself under the citizenship Act. To this, Shri Kashim replied that he was an Indian by birth and this being so, he was granted an Indian Passport to visit East Pakistan to attend his brother's marriage (vide India - Pakistan Passport No.C 088632 and Bihar Government, Political Deptt. letter No. C/IPP/-1407/56-1578 dated 11.8.56 forwarding the Passport). It may be stated that Shri Kashim has none in Pakistan nor any landed property. He has married an Indian Lady of Singhbhum and has a son out of this wed-lock reading in the ACC Middle School at K Jhankpani and under the circumstances he did not pursue the application for passport nor did the Political Department take any action during 1964 or in early 1965.

We have been approaching the Labour Officer, Chaibasa since the early days of Shri Kashim's discharge from service and challenged its legality but unfortunately he has not as yet intervened in this case. On 15.6.66 we again demanded from the Management Shri Kashim's reinstatement but the Management, as we are not recognised by them, did not even acknowledge receipt of our letter. It may be mentioned that Shri Kashim also made approaches personally to the Management but there has been no response.

So the result is that the poor worker because of his being a Muslim by faith and born in Chitagong in 1928 has been unlawfully discharged by his employer and his movement has been totally restricted within the four corners of the industrial township of Jhankpani (ACC colony) and his whole family have been starving and dying by inches because of some misunderstanding somewhere.

We therefore request you kindly to intervene personally in the name of humanity, justice and fairplay to vouchsafe abject helplessness of a most humble, semi-literate citizen and workman of India and to find some way out for him and in case the Management does not reinstate him, the appropriate Government (Central Government in this case) may kindly be moved to refer the dispute on the issue of his reinstatement to the appropriate Labour court.

Thanking you,

Yours faithfully,

Sd/.

(K.K. Sinha)  
General Secretary  
United Cement Mazdoor Union,  
P.O. Jhankpani (R.No.984)  
Dist Singhbhum.

291

extra

Before the National Industrial Tribunal, Bombay

In the matter of Industrial Dispute between the workmen  
and the management of The Associated Cement Company

Respectfully sheweth

1. That the above dispute has been referred to this Honourable Tribunal and the Honourable Tribunal has been pleased to order that written statement of claims be filed within two weeks from the date of receipt of the order of reference.
2. That it is not possible to file the same within the allotted time because information from various works and quarries scattered all over India has to be obtained and coordinated.
3. It is prayed therefore that extension of time for filing statement of claims be kindly granted till 15th December, 1966.

22.11.66

5-E, Jhandewalan,  
Rani Jhansi Road,  
New Delhi-1  
Dated

*Satish Chandra*

Attorney on behalf of  
All India Cement Workers'  
Federation.

Cable:AITUCONG

Telephones:54740/57787

A L L - I N D I A T R A D E U N I O N C O N G R E S S

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

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CIRCULAR

22 November 1966

To,

All Cement Unions,

Dear Comrades,

The Government of India has referred for adjudication the following dispute regarding The Associated Cement Co. to the National Industrial Tribunal, at Bombay:

"In respect of the workmen employed in the Head Office, Branches and Works including quarries what quantum of Bonus should be paid for the years 1962-63; 63-64 and 64-65".

You will realise that this dispute is very important and gives an opportunity to our Federation to fight for the workmen. The Tribunal had asked for submission of statement before 15th November. But since we could not prepare it in the short time we have asked for extension of time.

All Unions of A.C.C. should send one representative at their own cost to reach Delhi on the evening of December 2, to prepare for this case. The representatives should come with full information and materials including the audited balance sheets and Profit & Loss Accounts for these years.

The representatives will have to travel and stay here for one day at their own cost.

Each union also will have to pay a minimum of Rs.300/- towards the cost of this case. More funds will be required later on. Each union should also bring a signed letter of authority from the President and the General Secretary authorising the All India Cement Workers' Federation to appear on its behalf before the National Industrial Tribunal.

Please reply immediately on receipt of this circular as to what you are doing.

With greetings,

Yours fraternally,  
*Satish Loomba*  
(Satish Loomba)  
Secretary

Cable: AITUCONG

Telephones: 54740/57787

A L L - I N D I A T R A D E U N I O N C O N G R E S S

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

CIRCULAR

291

22 November 1966

D

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With greetings,

Yours fraternally,

*Satish Loomba*  
(Satish Loomba)  
Secretary

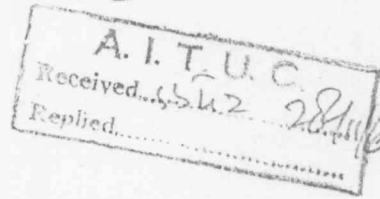
# The All India Cement Workers' Federation

Ganpat Niwas,  
Zaoba's Oart, Thakurdwar,  
BOMBAY 2.

25th November 1966

Our Ref. No. AFF/135

Shri Satish Loomba,  
C/o A.I.T.U.C.  
New Delhi.



Dear Shri Loomba,

This is to invite your attention to my letter No AFF/134 of 15th November 1966 on the subject of a reference of Bonus Disputes to National Tribunal.

I had requested therein that immediate action is necessary as regards filing the written Statement of Claim before the National Tribunal by the 22nd November 1966.

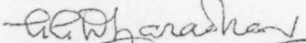
Since no communication is received so far from your end and it is absolutely important that the Federation files a Statement of Claim, I have taken initiative and requested Shri M.P. More, Advocate from Bombay who had conducted our previous dispute before the National Tribunal, to prepare the Statement of Claim. I have also approached the Tribunal with a request for extension of the time by four weeks from 22nd November 1966.

I also propose to issue a Circular to all affiliated Unions informing them about the Reference, and the steps taken by the Federation as above and the immediate necessity of contributions towards the expenses of the conduct of the dispute before the National Tribunal and affiliation fees.

I shall thank you to inform the AITUC affiliated units to cooperate with the Federation in the conduct of the disputes,

With greetings,

Yours fraternally,

  
General Secretary.

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ALL INDIA CEMENT WORKERS' FEDERATION, BOMBAY.

AFF/136/CIR

Ganpat Ndwās, Zaoba's Oart,  
Thakurdwar, Bombay 2.  
26th November 1966.

To  
All Affiliated Units.

Dear Comrades,

Further to our circular No. AFF/115 dated 9th July 1966, the Government of India by its Notification No. 17/5/66 - LRIV dated the 19th October 1966 has referred the following industrial dispute between the Associated Cement Companies and their workmen to the National Industrial Tribunal.

" In respect of the workmen employed in the Head Office, Branches, and Works including quarries, what quantum of Bonus should be paid for the years, 1962-63, 1963-64 and 1964-65 ? "

Shri Salim M. Merchant, the Honourable Presiding Officer of the National Tribunal has directed the Federation to file its statement of Claim.

In view of the necessity and the importance of filing the statement of claim in the above dispute, the Federation has entrusted the work of preparing the Statement of Claim to Com. M. P. More, Advocate from Bombay, who had conducted the previous dispute for bonus, before the National Tribunal.

The Federation takes this opportunity of repeating its request that this issue be taken to the workmen with a proper approach to enable the Federation to realise the affiliation Fees and to raise necessary funds for the conduct of the bonus dispute before the National Tribunal.

We shall also thank you to let us know early, as to the stage of the proceedings in the bonus disputes for various years, being pursued before the State tribunals, if any, and we shall further thank you to send us all the papers in respect of the same to facilitate study.

We shall thank you to let us have your comments on all aspects, as detailed above.

With greetings,

Yours fraternally,

*U. S. Parashar*  
General Secretary.

3/12



Dear Comrade Satish Loomba, The 19th November, 1966.

I am enclosing a copy of the notice in respect of Reference No 2 (NT) of 1966 ( Associated Cement Cos.Ltd versus their workmen in respect of the dispute for bonus for 3 years) and request you kindly to take up its pairvi and needful.

I have a copy of the last case on behalf of workers submitted by the AICWF in Ref. No. 1 of 1960 regarding Buonus disputes for years 1956-57. 1957-58. 1958-59 etc), relevant balance sheets of the Company for current years and the computation done by management of ACC for year 1964-65 under the Payment of Bonus Act, 1965. If you like I may send them to you for making out our case before the National Tribunal. The workers are keen that you should take up the case and we shall send you our levies.

This time I am afraid I may not be able to come to attend General Council meeting as several court cases have been pre-emptorily fixed at Chaibasa. Please send circulars to all Cement Unionss for levies and sending you letters of authority. I am sending you letters of authority on our behalf.

I invite your attention to your letter No. 291/S/66 dated 2Nov, 1966 addressed to Shri Mathew requesting him to take action in the matter of making a reference to Labour Court in respect of our Com. Mohammed Abdul Kashim, T.NO. 1662, Heavy Equipment Operator of Rajanka Limestone Quarries of ACC Limited Jhinkpani summarily discharging him . Up till now no action has been tajken. Please send a reminder or better you personally see him and get a reference made.

Please let us know what happened in incentive Bonus reference to the N.T. which was pending. Also let us know as to when the Wage Board is going to finilise its report and Government publish the same. Here due to very abnormal rise in prices of all commodities the Cement workers along with others in Bihar hre hard hit. I am personally stranded due to rise in price of

Handwritten note: 2/11/66

food and other necessary articles. The employer is not making any contribution in making food and other necessary articles available at reasonable prices. The fluctuating D.A. does not neutralise the daily rising prices. Our members are agitating here that the Company should make the rice available at Rs.31 per maund and wheat at Rs 21 per maund and then the industry can run otherwise the workers cannot depend on very inadequate food stuff available from Fair Price shops on non-stautory rations.

I mean to say that the Cement Wage Board should be asked to expedite their report and in case of delay they should immediately give another Second interia relief to help the Cement Workers.

Hoping to hera from you and with greetings,

Yours fraternally,

*K.K. Sinha*

(K.K.Sinha)

NATIONAL INDUSTRIAL TRIBUNAL AT BOMBAY

4th Floor, City Ice Building,  
298, Bazargate Street, Fort,  
Bombay, the 3rd November, 1966.

No. Ref/2(NT)/66/2711/66

REFERENCE NO. 2 (NT) of 1966.

Employers in relation to the Associated Cement Companies Limited

AND

Their workmen.

NOTICE

WHEREAS by the ministry of Labour & Employment's Notification No.7/24/60 dated 27th January 1961, the Central Government in exercise of the powers conferred by Section 7B of the Industrial Disputes Act, 1947 (Act XIV of 1947), constituted a National Industrial Tribunal with headquarters at Bombay and was pleased to appoint the undersigned as the Presiding Officer of that Tribunal;

been/

AND WHEREAS by another order No.17/5/66-LRIV dated 19-10-1966 made in exercise of the powers conferred by sub-section (1A) of Section 10 of the Industrial Disputes Act, 1947 (Act XIV of 1947), the industrial dispute between the management of the Associated Cement Companies and their workmen, specified in the Schedule to the said order has/referred by the Central Government for adjudication to this Tribunal, constituted as stated above.

SCHEDULE

" In respect of the workman employed in the Head Office, Branches and Works including Quarries what quantum of Bonus should be paid for the years 1962-63, 1963-64 and 1964-65"

NOW THEREFORE TAKE NOTICE that under Rule 10B(1) of the Industrial Disputes (Central) Rules 1957, within two weeks of the date of receipt of the order of reference, the party representing workmen and the employers involved in the dispute are required to file their written statements and shall also forward a copy of such statement to each one of the opposite parties involved in the said dispute.

TAKE FURTHER NOTICE that under RULE 10B(2), within two weeks of the receipt of the statements referred to above, the opposite party shall file its rejoinder with this Tribunal, and simultaneously forward a copy thereof to the other party.

The employer is further directed to give intimation to the workmen of the contents of this notice by affixing a copy thereof at or near the main entrance of their head-office, branches and works including quarries within a week thereof to file an affidavit in proof of compliance thereof.

2. The President,  
Indian National  
Cement Workers  
Federation, Mazdoor  
Karyalaya, Congress House,  
Bombay -4.

Given under the hand and seal of this Tribunal, this the 3rd  
day of November, 1966.

Sd/- (Salim M. Merchant)  
Presiding Officer.

3. The General Secretary, To  
All India Cement workers  
Federation, Ganpat Niwas,  
# Ashok Bari, Thane, Bombay-2  
The Labour Relations Advisor,  
ACC Ltd, Cement House, 121 Queens Road, Bombay.

# Bhupendra Cement Workers' Union

( REGISTERED & RECOGNISED )

SURAJPUR (Punjab)

Our Ref. No.....

Dated..... 24.11.66.

Dear Comrade,

We have received from the Manager Surajpur saying:

" We are advised by the Central Government that on verification of the membership of the Unions funct in our Malla Quarries, it had been found that on 1 the Malla Quarry Workers Union, Malla, represented 58% of the workers in the said Quarries.

We have therefore, in accordance with the prov laid down in the code of Discipline, extended rec tion to the Mall Quarry Workers Union for Malla Qu with immediate effect. This is for your informatio please."

This letter is dated 21.11.66. As you are awa we have one common union for Works and the Quarry the last 18 years and that had been recognised. N the management and the INTUC and the Jan Sangh hav organised a rival union for the last one year at M Quarry, may be two years, and have been trying to recognition for the same. If total membership of Works and the Quarry is taken, then we remain the union having majority representation, but due to working up the sentiment that Mall should have an independent union, the Malla Union has been able to confuse and win over workers although there is the bogasity in membership also. They naturally get it verified.

As we are not aware of the result of the Code of Discipline on this situation, and the Quarry have been treated to be Central subject, as also th letter of the management is silent about the recogni of our Union vis a vis Malla Quarry, whether status will exist as far as we are concerned, we need your urgent guidance in the matter.

What steps should we take besides starting ir sive work at Mall to win back the workers. This is important to get their recognition withdrawn as the rival union at Surajpur may also get a push. We hav at present no suitable organiser at Surajpur even the workmen themselves cannot carry the goods. Can we contest this recognition in any way. Please give detailed reply about it.

We will send a reply to the management in the light of your reply.

Thanking you for prompt attention.

Yours fraternally,

Gurbax Singh Dewan  
(Gurbax Singh Dewan)  
for General Secretary.

Com. Satish Jombar  
Secy. A. I. T. U.

New Delhi

291  
**Bhupendra Cement Workers' Union**

(REGISTERED & RECOGNISED)

SURAJPUR (Punjab)

Our Ref. No.....

Received 29/11/66 Dated 24.11.66

Dear Comrade,

We have received a copy of letter from the National Industrial Tribunal, Bombay dated 3.11.66. regarding Reference No.2(NT) of 1966. to determine

" In respect of the Workmen employed in the Head office, Branches and Works including quarries what quantum of Bonus should be paid for the years 1962-63, 1963-64, and 1964-65."

The letter is addressed to the Labour Relations Advisor of the A.C.C., Indian National Cement Workers Federation, and the All India Cement Workers Federation. I think these are the three parties.

The workmen at Bhupindra and Mall are keen to findout if they have to put up any case by themselves and therefore submit their written statements etc. or only the two Federations will do the same for the workmen.

Also whether our representatives have to appear before the Tribunal at Bombay or not.

I am sure you will inform us about this at the earliest and oblige.

With best regards,

Yours faithfully,

*Gurbax Singh Dewan*

(Gurbax Singh Dewan)  
for General Secretary.

Com. Satish Loomba,  
AITUC, New Delhi.

Hope you will excuse  
my absence.

Greetings

Yours faithfully,  
U. K. Sinha

P.S. Please let me know  
as to what Shri. K. K. Mathur  
acting Shri. P. C. Mathur, the  
secretary, Labour of G.O. has  
taken in respect to Mohan  
Kishore's working in my last  
application. Please expedite.  
U. K. Sinha



Comd  
S. J. Sahasr Doomb  
Secretary,  
All India Trade Union Congress  
5-E Jhansewattan  
Rani Ghansi Road  
New Delhi

20th Nov., 1966.

Dear Comrade,

29/11/66  
WAO 4/12/66

Raj Bhawan,  
P.O. Shreeganai

Received your circular to all Cement Unions in ~~the name of AEC~~ ~~status~~ case referred to the National Tribunal.

Due to illness of my wife & other unavoidable reasons, I could not come to attend the general council meeting nor your proposed meeting of the Cement Unions.

I will be sending you the necessary computed figures by the Management of Awar (1) <sup>1964-65</sup> and 1963-64, under the ~~provision~~ of the Payment of Bonus Act 1965, and the relevant Balance-sheet. I will immediately send you necessary ~~information~~ <sup>information</sup>. I agree with your proposal of carrying Rs 300/- per union for all the unions for meeting the cost of litigation before the Tribunal. I will remit the amount in due course.



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No.C.1169/65.

Trivandrum,  
26-11-1966.

From

THE ASST:LABOUR COMMISSIONER (AWARDS),  
KERALA STATE.

To

RECEIVED  
A.I.T.S.C.  
5553  
29/11/66

1. ✓ THE GENERAL SECRETARY, A.I.T.S.C.OFFICE,  
5, THANDWALAN RANI JANSI ROAD,  
NEW DELHI.
2. THE GENERAL SECRETARY, H.M.S.NATIONAL  
HOUSE, TULLOCH ROAD,  
BOMBAY-1.

Sir,

Sub:- Breach of code of discipline -  
Standard Tile Factory - Proceedings -  
forwarding of -

I am enclosing a copy of the proceedings  
that was forwarded to the parties concerned  
for information and necessary action.

Yours faithfully,

*H. Ramani*  
Asst: Labour Commissioner(Awards)

8

PROCEEDINGS OF THE ASSISTANT LABOUR COMMISSIONER (AWARDS)  
ON THE COMPLAINT DATED 2nd OCTOBER 1966 OF THE STANDARD  
TILE FACTORY ( PRIVATE) LIMITED, KARUVANNOOR.

This is a complaint preferred by the management of Standard Tile Works, Kuruvannur dated 2-10-1966, in that the workers belonging to Panankulam-Karuvannur Ottu Thozhilali Union, Karuvannur (H.M.S) and Tile Factory Workers', Karuvannoor (A.I.T.U.C.) resorted to "go slow tactics" during from 19th September, 1965 to 22-11-66 to persuade the management to accept their demand for bonus which was pending conciliation before the District Labour Officer, Trichur. Copies of complaints were forwarded to the two unions and their replies were obtained. The Union denied the complaint of the management regarding "go slow".

Parties were invited for personal hearing by notices issued from this office. The management and only one union Karuvannur Ottu Thozhilali Union reported for hearing.

After hearing both parties and after perusing the records produced by the management, there is no hesitation to come to the Conclusion that the union had been a dopting the method of "Go slow" to persuade the management to accede to their demand regarding the quantum of bonus. The bonus demand was settled on 22-11-66 and there had been marked improvement in the turn over of work since then.

It is clear that the unions had violated the Code of discipline and I find accordingly.

*H. Ramadani*

ASST: LABOUR COMMISSIONER  
(AWARDS)

Trivandrum,  
16-11-1966.

25.5.12

6-12-66

K.R. Ramasamy  
Secretary,  
Coimbatore Cement Workers Union,  
Madhavurailo  
Coimbatore (Dist.); Madras State

To  
General Secretary,  
All India Trade Union Congress  
NEW DELHI

25/5/66  
A.I.T.U.C.  
Congress Received 5726  
New Delhi

Dear Comrade,

With regard to the Bonus for the years 1962-63, 63-64 & 64-65 <sup>which</sup> was referred to National Tribunal to be held at Delhi on 25<sup>th</sup> December, the letter addressed to us was received only on 30<sup>th</sup> November, hence we are not able to send our representative with the necessary statement. Hence we are not in a position to know further on the matter and so we will be quite pleased if you could send us the decisions carried out in the representative meeting.

Secondly, since our financial position does not permit us to send the required amount <sup>of Rs 300/-</sup> immediately, however we will send a token amount at present and the rest will be sent in due course.

In this connection we wish to state that we would be quite willing to send our letter of authorisation to the Secretary & President of the Federation to appear before the National Tribunal on our behalf.

We want to know the state of affairs on the Second Cement Wage Board and when the report will be published. If you happen to know <sup>about</sup> further details with regard to Second Wage Board please inform us early.

Awaiting your early reply,  
Sincerely,  
Secretary.

291



INDIAN POSTS AND TELEGRAPHS DEPARTMENT



No. 118

Class }  
Prefix } ..... Code.....

From	To	By	Received at (Office of Origin)	Date	Time	Place	Special Instructions
							<i>Under</i>



20 0905 A 15 JEYPORE ( KRP) 7 DI PST 75 SS MIRAJKAR PRESIDENT A I T U C  
 BOMBAY NEW MUNICIPAL BLDG 15TH RD BY SIGN =  
 = BALIMELD HYDEL PROJECT WORKERS ON STRIKE SINCE FOURTH JULY PROTESTING AGAINST  
 MASS RETRENCHMENT OF WORKERS ( STOP) (PROJECT AUTHORITIES ADAMENTALY CREATING  
 RETRENCHMENT REJECTED NEGOTIATIONS LEADERS OF THE UNION ARRESTED POLICE  
 PROVOCATIVE ACTIONS REPORTED WHICH (MIGHT CREAT TROUBLE ( STOP) FRATERNAL UNIONS  
 REQUEST SOLIDARITY MOVE UNION GOVT = SURYANARAYANA GENERAL SECRETARY BALIMELA  
 DAM TUNNEL WORKERS UNION =